

**THE**  
**CHICHESTER DIOCESAN FUND**  
**AND BOARD OF FINANCE**  
**(REGISTERED CHARITY NO 243134)**



**2021**

**RED BOOK**

**108th ANNUAL REPORT AND FINANCIAL STATEMENTS**

## **REPORT OF THE DIOCESAN FINANCE COMMITTEE FOR THE YEAR ENDED 31 DECEMBER 2021**

The aim of this booklet - the “Red Book” is to lay out all of the finances of the Diocese of Chichester in a format with a supporting narrative that we hope you will find clear and understandable. The team in Church House spend considerable time and efforts to make our financial position as transparent as possible and this is one way we hope to convey a complicated story with appropriate detail and clarity.

Given that 2021 started as a second pandemic year with the country in lock-down, the DBF’s financial outcome for the year was a very pleasant surprise. While churches were closed for services, the parishes struggled financially, and that was reflected in lower parish share. However, as the year progressed there were many wonderful examples of parishes volunteering to pay more than they had pledged as activity levels returned and income recovered. So parish share in 2021 ended just 1% down on 2020, slightly ahead of budget. I wish to record an enormous debt of gratitude to all in the parishes whose steadfast generosity, faith and determination produced such an encouraging result

Other income lines were all significantly higher than budget. Investment income held up remarkably well, and demand for rented homes in Sussex stayed strong, so overall our total income was 2.3% higher than 2020. (It should be borne in mind that 2020 was 6% lower than pre-pandemic 2019, so the comparison is against a low base year.)

Just as in 2020, the property department were asked through last year to halt all improvement work on parsonages following quinquennial inspections. In practice doing some of that work in lockdown would have been difficult. However, that cannot continue longer without damage to the housing portfolio, so we are starting to spend more in 2022. Additionally, in 2021 we continued to use the furlough scheme while possible, and travel and event plans had to be abandoned due to pandemic restrictions, resulting in expenses coming in below budget.

Investment markets performed well for us in 2021 and the value of our investment portfolio grew by 14.5%. In addition, parsonage and glebe property valuations rose over the year.

While a deficit of “only” £241,480 on General Fund is better than budget and far better than 2020’s deficit, the DBF cannot continue to sustain such deficits indefinitely. As we make appointments of clergy into parish ministry posts and accept ordinands into a lengthy training programme, it is important that we seek greater visibility on the trajectory of our income over a longer period than a single year. In the final quarter of 2021, we asked parishes and deaneries both to pledge parish share for 2022 and to indicate by how much they could aspire to grow that pledge level over the coming few years. The results of that exercise are not yet complete, but indications are that we can manage down the deficit while avoiding significant cuts in ministry posts.

Our sincere thanks are due to Gabrielle, Tim and all the staff in the Finance team for keeping on top of our finances and accounting, keeping a close eye on budgets and expenditure and in planning for the future.

Lesley Lynn  
Chairman  
April 2022

## DETAILED COMMENTS

The accounts published in this booklet, known as the Red Book, reflect expenditure versus the budget for 2021 approved by Diocesan Synod in November 2020. The figures refer to the DBF's ordinary activities and provide a higher standard of accountability and transparency than our statutory accounts. The balance sheets and summary information contain fuller information than is required by legislation. In effect this booklet represents management accounts for internal diocesan use. Members of the Operating Committee regularly receive reports showing progress against budget and review strategy during the year.

A separate Report and Accounts which meets the requirements of the Companies Act and the current statement of recommended practice (SORP), and follows the guidelines set out under the regulations laid down in the Charities Act, is available on request. Those audited statutory accounts are presented to the annual general meeting of the Diocesan Fund and Board of Finance (Incorporated) (DBF) at its meeting in May.

It should be noted that since they are not the responsibility of the DBF, the accounts of Chichester Cathedral and various other associated diocesan bodies are published separately by each individual entity.

### **General Fund Income & Expenditure Account (pages 1 to 7)**

The summary statement for the general fund on page 1 shows the breakdown of diocesan income and expenditure. A diagrammatic presentation of income and expenditure appears at the end of this introduction. The following paragraphs highlight particular points.

The finances and activities of the DBF and the parishes of the Diocese continued to have been severely impacted by the COVID pandemic. As a result, pledges received from parishes for parish share were £852,882 lower than those made in 2019 for 2020 prior to the pandemic. Despite this actual share receipts for 2021 were only £95,423 less than those received in 2020.

A deficit of £854,768 was budgeted for the year, funded from General Reserves. The actual outturn was a deficit of £241,480.

Overall income for 2021 was £559,581 above budget. Parish share receipts of £13,024,539 were £33,841 above budget, which was a very pleasing result with parishes still being deprived of a number of sources of income, particularly from the letting of facilities and fundraising events. Compared to other dioceses, Chichester continues to maintain a higher than average collection rate, and we remain extremely grateful to all our parishes for their tremendous support in such difficult times.

Details of payments by deanery are set out on page 10. The table indicates the percentage received against the amount promised by parishes by deanery. Fourteen deaneries were able to meet their promised pledges, with overall, taking into account receipts relating to prior year pledges, parishes were able to contribute 98.8% of the original pledge total.

The investment portfolio produced an income yield of approximately 3.53%, increasing income by £82,128. It remains our policy to hold a balanced investment portfolio maximising income while protecting capital value for future generations.

Income from housing was above budget and represented a 28% increase on the prior year. The pandemic did not have a noticeable effect on the collection of rents, and there was an ability to let more properties for longer periods. The property department monitors empty properties and wherever possible lets those which are not needed for parish clergy in the medium term.

However there is a continuing exercise to identify those properties which will not be required for parochial use in future with a view to disposal. It continues to be diocesan policy to let empty parsonages during vacancies as well as glebe houses when not needed for parish clergy but to prioritise parochial use.

Income from fees and local income was 9.3% above budget and showed an increase of £150,553 on 2020. More events giving rise to those fees were able to take place as restrictions loosened.

The DBF was able to take advantage of the Government Job Retention Scheme with a number of staff being furloughed when work commitments allowed and for varying periods of time. Grants of £20,505 were claimed during the year.

Total expenditure was below budget by £53,707.

In preparing the budget for 2021, decisions were made about expenditure plans, based on potential lower income as a result of the pandemic. In 2020, a decision was made to defer works on properties resulting from quinquennial inspections. This took advantage of the work that had been carried out over the previous few years to bring properties up to a standard where a deferral of planned works would not have a serious long-term impact on the condition of those properties. This deferral was continued for a second year, but works will recommence in 2022.

The continuing pandemic led to a number of events being cancelled, postponed or being carried out online. May Camp was once again a particular example of this.

The work carried out in 2018 to upgrade IT systems made the continued home working a lot easier than it otherwise might have been. Virtually all meetings were held online, resulting in savings on travel and other costs associated with those meetings.

A number of other savings were made throughout the year, with the aim of, where possible, not impacting the services that were being offered from Church House.

Careful planning and tight budgetary control by department heads remains a priority. In addition, certain areas of Church House's activities are being reviewed to identify how procedures and resource management can be improved. Costs of managing the larger number of redundant churches vested in the DBF have risen and are expected to increase due to the need to insure those buildings maintain them where one-off repairs or planning costs are required.

### **General Fund Balance Sheet (page 8)**

The figures set out in the balance sheet should be read in conjunction with the details of property owned by the Board set out on page 9 and the designated funds at the bottom of page 12.

### **Endowment and restricted funds (pages 11 to 17)**

On page 11 it should be noted that the value of all properties is stated at market value to be consistent with the Board's accounting policies used in the statutory report and accounts.

The property fund is required to distinguish between the Board's free reserves and those held in property assets

Further details about all the funds may be found in the statutory accounts which are available on request.

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If there are any questions about any of the information published in this book, please do not hesitate to contact Tim Redding, Diocesan Finance Director, or Gabrielle Higgins, Diocesan Secretary.

Gabrielle Higgins  
Diocesan Secretary

**Some comments from the report of the trustees contained in the statutory report and accounts** (full copy available from the accounts department Church House Hove):

## **STRATEGIC AIMS**

The main role of the CDBF is to identify and manage the financial aspects of the provision of ministry throughout the Diocese so as to provide appropriate personnel and financial resources to support both the nurturing of faith in new and existing Anglicans in Sussex and engagement with the community, as part of the Church's response to the mission of God in Sussex. The CDBF aims to achieve this by equipping the Diocesan Synod, its Councils and Committees, deaneries, parishes, chaplaincies and schools to further the mission and strategic priorities of the Diocese and by doing only those things which are best done at diocesan level or otherwise add value to the work of parishes, chaplaincies and schools.

At Pentecost in May 2015, the Diocesan Synod launched a five year Diocesan Strategy with the following three priorities modelled on the priorities of the Archbishops' Council's Renewal and Reform body of work:

1. Growth in holiness and numbers;
2. Re-imagining ministry;
3. Contributing to the Common Good.

At the end of 2019 the second stage of the Diocesan Vision for Growth was launched, which built on the previous aims, but identified four priorities for 2020-2025:

1. More Open: a sign of being One;
2. More Converted to Jesus Christ: a sign of being holy;
3. More Generous: a sign of being catholic;
4. More Engaged: a sign of being apostolic.

These aims focus on similar themes identified by the national Church of England in their strategic vision for growth.

## **OBJECTIVES FOR THE YEAR**

The CDBF seeks to respond to its mission of growth in Christ and to its strategic aims by focusing on the following objectives for this and subsequent years:

- To resource a Christian presence in every parish by:
  - The appointment of stipendiary and self-supporting clergy, lay ministers and Christian leaders and governors in our schools
  - Enabling the laity in congregations to play their part in ministry
  - The payment of stipends and pensions
  - The provision and maintenance of housing which is safe, fit for purpose, and welcoming
  - The selection and training of ordinands and lay ministers, and the provision of financial support to those training for ministry
  - Providing ministerial development reviews and continuing ministerial development for clergy
  - Providing pastoral care and welfare support to clergy, including financial assistance where needed
  - Planning and delivering improvements to mission and pastoral organisation

- To develop the ability to ensure a Christian presence in future by:
  - Encouraging vocations to both lay and ordained ministry, especially young vocations, and developing apostolic pathways for all, in particular re-imagined forms of lay ministry
  - Supporting apostolic partnerships to reinvigorate communities and establish a presence in areas of new housing
  - Enabling church schools to reach out to families in their communities
- To support clergy, lay leaders, parishes and chaplains and enable their work by providing training, information, advice, guidance, services and good governance
- To support schools and in particular head teachers and governors to provide the best possible education and Christian witness through training and support services and the provision of assistance and advice
- To support schools with planning pupil places and ensuring their buildings are fit for purpose, facilitating capital expenditure and the expansion of schools where possible
- To provide support for parishes and individuals in all aspects of safeguarding casework, liaising with the public authorities as necessary
- To promote a care for the environment and a sustainable use of resources, and work towards becoming an Eco Diocese
- To support the Anglican church, nationally and internationally, and other particular ministries to groups and communities
- To run an effective organisation in order to deliver these objectives, including the provision of support to the senior clergy and management of assets.

## **ACTIVITIES AND ACHIEVEMENTS IN THE YEAR**

### ***Resourcing a Christian presence***

*Appointments, enabling the ministry of the laity, and payment of stipends and pensions*

The presence of clergy and lay ministers in the parishes and communities of the Diocese is an important part of delivering the Diocese's mission. They engage in a wide variety of community and church projects and despite the restrictions imposed on church opening and gatherings as a result of the Covid-19 pandemic, in 2020 (the latest year for which figures are available) approximately 350 weddings or blessings, 3,120 funerals and 510 baptisms were carried out. During the pandemic they have also engaged in many new projects to support their communities to combat issues ranging from hunger to loneliness, adapted to different worship patterns, notably online worship, and deepened existing work. Almost 370 licensed clergy and over 80 licensed readers minister in the 350 parishes in the Diocese, with 36 new stipendiary and 7 new house for duty or self-supporting clergy appointments in 2021, including 8 newly ordained deacons, and 6 new readers licensed.

The Education Department appointed 97 foundation governors for church schools and helped to appoint 8 new head teachers.

During the year the CDBF paid stipends, pensions and other employment costs totalling £9.2 million for incumbents, curates and other clergy, increasing stipends in line with national recommendations despite the financial challenges caused by Covid-19. The payroll is administered by a separate charity, the Church Commissioners for England, and the CDBF reimburses the costs, which form by far its largest financial commitment. The average rate of vacancies was 31.5 against a budgeted rate of 31, with a high level of vacancies in the middle of the year falling to an unusually low level of 22 at the end of the year following a large number of appointments. Rural deans and churchwardens of vacant parishes work closely together to maintain worship and other community activities, aided by a large pool of retired and self-supporting ministers. The CDBF funds fees and expenses for those clergy during interregna.

Parish clergy are not employed by the CDBF, but the CDBF does have responsibilities in respect of their engagement. In addition to paying their stipends and National Insurance, paying into their pension funds, and housing them, it is responsible for training (see below). Under new terms of service, called Common Tenure, introduced in 2011, clergy have greater clarity on their rights and obligations and have access to Employment Tribunals and other useful services. These apply to all new appointments and some of those in post before 2012; others chose to retain their freehold. The CDBF's external HR consultants and employment lawyers provide HR services and advice in respect of clergy as well as lay staff to improve the care and service provided and supplement in house work.

#### *Provision of housing*

The annual quinquennial repair programme for 2021 was deferred because of the Covid pandemic, and a limited improvement programme was run in the latter part of the year.

A significant amount of work was undertaken in respect of appointments and lettings in 2021, with 62 properties being made ready for incoming clergy and private tenants (to derive a rent).

A number of projects which had been delayed by the pandemic were completed in the early part of the 2021. These included the completion of a new vicarage at Chichester St Wilfrid and works at North Bersted to provide accessible accommodation.

#### *Selection and training of ordinands and lay ministers*

The training of curates (IME 2) includes the development and running of a diocesan course, which is a Common Awards programme validated through the University of Durham via St. Augustine's College of Theology (our local training institution). Curates are formally assessed at the end of their training to ensure they have reached an appropriate level of competency, a process overseen by the Department for Apostolic Life.

Grants of over £330k were made to ordinands to support them and their families during their training. There are currently 34 people in training.



The third year of Authorised Lay Ministry (ALM) training began in September 2021, training 58 people for pastoral, worship, chaplaincy, mission and children, youth and family ministries. The candidates were commissioned for these ministries in January 2022 at Chichester Cathedral. 3 candidates for Reader ministry began training in September 2021.

#### *Ministerial Development Review (MDR) and Continuing Ministerial Development (CMD)*

MDR began again in May 2021, after a period of suspension due to lockdown and the absence of suffragan bishops. At first some reviews took place over Zoom but are now in person.

A wide range of courses in theology, spirituality and practical skills were delivered – many via Zoom. The First Incumbents course (three-year cycle) continued, with a mix of Zoom and in person sessions. The first cohort are now in the final year of the course, after which a review will take place. The third cohort of clergy undertaking the Galilee leadership programme began.

#### *Pastoral care and welfare support*

The Wellbeing for Clergy and Families (WCF) service continues to provide the wellbeing service for stipendiary and SSM clergy and their partners/spouses and households. The WCF service is now overseen by Laura Steven, who began in post in September 2021. Over the last 6 months, over 250 counselling sessions have been delivered. The team of associate therapists is being developed to extend the geographical reach and specialisms offered. A specialist 'StopSO' therapist has been recruited to work with issues of sexual abuse, pornography, and sex addiction. Children's therapists and systemic practitioners are being sought. Therapeutic arts workshops are being developed. The WCF webpage is under construction as a 'go-to' resource for clergy, including information about the team of therapists, workshops and events.

4 Reflective Practice Groups (RPGs) for clergy were facilitated, and extended in duration in acknowledgement of the impact of the pandemic. A review of the RPGs will take place in Spring 2022.

Traumatic Event Debriefings were introduced for any member of clergy impacted by a traumatic event, i.e. the opportunity to 'off-load' with a trained debriefer, to be followed-up with counselling where required.

Psychoeducational workshops were run for all clergy and annual CMD cohorts including Managing Stress, Managing Boundaries, and Managing Anxiety, and the Head of WCF is liaising with members of CONNECT, the support network for clergy partners and spouses.

In addition, welfare grants of approximately £43k have been awarded to 110 clergy and their families in times of need.

#### *Implementing improvements to pastoral organisation*

As a result of the coronavirus restrictions, there were some delays to pastoral reorganisation in 2020 and early 2021. In June 2021, a new half-time Pastoral Reorganisation Officer role was created by reorganising duties between existing

roles. This enabled the team to catch up with the backlog of pastoral reorganisation work by the end of the year.

Seven Mission and Pastoral schemes and orders (five Pastoral Reorganisation schemes and two Bishop's Pastoral orders) were completed and a further six cases were progressed.

Significant progress was also made in relation to finding new uses for several closed churches.

## ***Developing Christian presence for the future***

### *Encouraging vocations*

In 2021, 10 candidates were accompanied and subsequently recommended for training for ordained ministry after attending national Temporary Online Discernment Panels.

Other candidates were prepared for national Candidates' Panels to change focus of ministry or to be licensed to exercise their ministry in the Church of England.

Vocations were encouraged on Vocations Sunday in April with a video sermon from the DDO. Churches across the diocese used the sermon in their Sunday service.

Eight deacons were ordained in Chichester Cathedral in June. One impact of the pandemic has been having fewer title posts, which has meant that we have had to manage expectations of 'released' ordinands.

The other team coordinated by the DDO on behalf of the Diocesan Bishop is the eleven volunteer Bishops' Advisers (ordained and lay) who are drawn from our diocese to work with others in the National Stage One and Stage Two events. New appointments were made to this team after interviews and the DDO has provided support for the new lay team.

In November, the DDO ran an annual 2-day residential training event at Ashburnham Place for 10 Assistant DDOs. The programme included a session with the new Sponsoring Bishops; work on the new Shared Discernment Process; engaging with the Traffic Light document; and experiencing a day Stage 1 Carousel Conversation event.

The diocesan team continues to work with a good number of candidates including those from underrepresented groups. Numbers have fallen slightly due to the difficulty of fostering vocations during a pandemic and two 0.5 diocesan roles not being reappointed due to financial concerns.

Bishop Martin appointed a Young Vocations Officer and an Assistant Vocations Officer in volunteer roles. These volunteers report to the DDO regarding vocations work.

### *Supporting apostolic partnerships*

As a diocese we were awarded a grant of £2.5 million, for the 'Revitalising the Church and Renewing the City' programme. This money will be shared between St Peter's Brighton, to develop four different apostolic partnerships across the city and All Saints Hove to become a resource hub for churches from a catholic tradition across the city and the diocese. Furthermore, All Saints will launch a new Leadership Development Hub and St Peter's will expand their Leadership Development Year (LDY); both will provide opportunities for theological reflection and reflective practice, including placement opportunities within the local parishes and beyond. These SDF project leadership development initiatives will directly interact with the Department for Apostolic Life under the umbrella of 'Pro Ecclesia' to enable and encourage wider discussion, learning and engagement about mission throughout the diocese. Pro Ecclesia means 'for the Church' and is therefore about the training and equipping of laity and clergy across the diocese to live out God's call and engage effectively in mission.

We also applied for a further grant for apostolic partnerships from St John's Crawley, and successfully got through stage one of the process.

2021 has seen St John's Meads partner with St Michael and All Angels, Eastbourne, and has seen the congregation grow significantly over the past year.

As a diocese, we partnered with Winchester diocese to run the church planting course with 2 churches from each diocese. The plan is to repeat this over the next 12 months.

### *Enabling church schools to reach out*

Within the current SIAMS (Statutory Inspection of Anglican and Methodist Schools) schedule, schools are encouraged to demonstrate "courageous advocacy" and reach out to their local communities through engagement in both social action and charitable activities. Our School Effectiveness Team worked alongside schools to determine what this looks like in a local context.

2021 saw our Growing Partnerships initiative fully launched. The essence of this is to look at ways schools and worshipping communities can come together within the Household of Faith and work in partnership within our local communities. Feedback has been positive from all stakeholders. It was launched through well attended webinars, a presentation at Diocesan Synod, a range of Deanery briefings, a webinar for Clergy and through our Annual Headteachers' Conference. A short video is also available on our website. Our School Effectiveness Officers also promoted it through their visits and regular conversations.

The response has been encouraging and we have wide evidence of partnerships that are clearly developing. The document has also been shared with other dioceses who are adopting a range of elements within it.

## ***Supporting clergy, lay leaders, parishes and chaplains***

### *Lay Vocations*

The Living Faith course began again online in January 2021 with 39 participants. The course has adapted well to an online format and an online will now remain part of our provision moving forward.

In 2021 we evaluated the structures supporting Reader ministry and the outcomes of this review will be a new team of Assistant Wardens for Lay Ministry and a new MDR scheme for Readers. 2021 also saw the renewal of all Reader licences.

In 2021 we also held Zoom catch up meetings to support ALMs and conducted a survey of their experiences of ministry. We also introduced a new quarterly newsletter for Readers and ALMs which has been well received.

### *Youth and Children*

2021 continued from the same starting point as 2020 with much of our support for youth and children's leaders remaining online. A new training course for clergy and managers was added to the Virtual Learning Environment on managing youth workers. Youth groups were able to start meeting in bubbles and we asked youth groups to run their own Maycamp events in their churches. We sent out packs – including games, puzzles, and other resources, as well as links to videos - to 22 churches engaging 250 young people. During the year we were able to start meeting youth leaders face to face again, continuing to find new regional hub leaders. The Mission Fund has continued to support churches allowing some new youth workers to be recruited and appointed in 2021.

### *Communications*

The communications team supported a full year of key diocesan events, both the major Christian festivals and special events such as the Order of St Richard honouring exceptional lay service and events around COP26. Support for parishes and Church House departments included lockdown stories, resources and encouragement, promotion of new appointments, and communications support for the Past Cases Review 2. Monthly themes guided the focus.

Continuing the increased focus on video output which began in 2020 whilst churches adapted to lockdown, in 2021 the department prepared a further 100 videos for the Diocesan Youtube channel in 2021, including:

- Growing Partnerships video for the Education Team
- The Lent course
- Welcoming our new deacons
- Supporting Church House training programme
- Welcoming the new Rural Officer

Four issues of Faith in Sussex were planned and published. All our communications channels were regularly populated with a mix of diocesan and external campaigns, mostly planned throughout the year.

The fortnightly e-news, social media channels and the website continues to connect the whole of the diocese. Regular communications to a range of stakeholders took place throughout the year on various topics from Ad clerums to specific targeted Diocesan communications for events and activities and governance and compliance etc.

In late December 2021 we faced an incident preventing us from posting any new content on our Facebook and Instagram pages, and a new Diocesan Facebook page had to be created and promoted.

### *Parish development*

In 2021, we were involved in driving the deanery planning process across the diocese, which will identify missional needs and outcomes for every deanery in the diocese. This will be delivered during 2022.

A new half time Parish Development Officer was appointed in 2021, jointly with the Cathedral where the postholder was also appointed as Canon Precentor. This has helped us increase our provision of vision days and consultancy to parishes, which has increased due to the need driven by the deanery planning process.

We developed a church growth course, named Great is thy Faithfulness , which will be piloted for 16 churches across 6 sessions during early 2022.

### *Education*

In expectation of the forthcoming White Paper for Education re-enforcing the long-standing commitment to all schools becoming part of a strong MAT in the future, we have focussed on supporting and developing the options available to our schools within our Diocesan MATs as well as offering impartial and informed advice to schools as they consider their future options.

Another key aspect of our work focussed on Growing Partnerships as detailed above. Training opportunities and briefings were provided for Headteachers, Foundation Governors and clergy. This remains an area where close partnership work with the Apostolic Life Team is proving valuable.

The annual Autumn briefings were held remotely in 2021 and this was coupled with a Growing Partnerships Briefing. Two sessions were offered and in total 278 school leaders attended including head teachers, chairs of governors and clergy. These briefings gave an opportunity for the Education Team to give information about the future focus of the department as well as sharing the wider context of education issues such as the small schools agenda and academisation. It also enabled a strong launch of the Growing Partnerships initiative. In addition 80 school leaders registered for our Headteachers' Conference which was again, on the theme of Growing Partnerships.

Our Governors' Conference was attended by 146 delegates. Our Governor Training programme was paused as we carried out the Recruitment process for a new

Governance Officer but despite a gap of four months, 101 Governors have attended training which is an increase of 20 compared to 2020. The training programme offered by the Education department has continued to support Head Teachers, governors and clergy with a variety of courses covering topics from Understanding Christianity to SIAMS and Church School governance. Most of this moved online this year and we have seen a noticeable increase in attendance. 162 school leaders attended CPD training.

### *Safeguarding*

As in previous years, the Safeguarding Team provided support to parishes on a daily basis, with advice offered both by email and telephone on safeguarding practice, implementation of policy, and risk management as well as casework, in addition to the advice which is maintained on the safeguarding website. Training was provided to over 300 people during the year. In addition, the team continued to manage the DBS process for clergy, ordinands and readers in training, parish safeguarding officers and lead recruiters and others, and to support new lead recruiters to register to apply for DBS checks.

### *Property*

The Property Department continues to support parishes and clergy by providing advice on the management and development of property. The department also provides guidance to parishes regarding the Charities Act and the process to obtain diocesan consent for property sales.

### *Church Buildings and DAC*

The Diocesan Advisory Committee for the Care of Churches has continued to fulfil its statutory role in the faculty jurisdiction system, providing advice and guidance to the Chancellor, Archdeacons and parishes on issues relating to the care of church buildings.

The DAC issued written advice in relation to 129 applications (91 requests for formal advice and 38 requests for informal advice). The Church Buildings team and DAC also assisted the Archdeacons in processing 158 permissions for minor works under the List B process. Due to the coronavirus, site visits were not possible for some of the year, so only 19 full DAC site visits were carried out.

Faculties applications began to be processed through the Online Faculty System at the beginning of the pandemic, when all faculty applications were moved online. In 2021, the Church Buildings team and Registry continued to process applications in this way, and provided training to parishes to enable clergy and churchwardens to enable them to upload their own applications directly to the Online Faculty System.

The Fundraising Adviser provided tailored fundraising and project management advice to 72 parishes by email, phone, and in person. She made visits to 17 churches, independently of the DAC's scheduled site visits. As in 2020, grant-funding opportunities continued to change rapidly and frequently throughout the year and keeping on top of this and updating parishes about the changes comprised a significant part of her work.

## *Parish Support*

The Department for Apostolic Life provides ongoing support to parishes through its training seminars and manuals, and by providing ad hoc advice throughout the year. Topics covered included the role of the PCC treasurer, contactless/digital giving, good governance, will-writing and legacies, and annual report writing. All seminars were conducted on Zoom and at different times of day, which gave parish officers from across the diocese the chance to attend and participate.

The department continued to share manuals and accounting templates on the diocesan website, updating webpages as needed and to improve clarity. We responded to questions from incumbents, treasurers, PCC secretaries and churchwardens on a daily basis.

A particular emphasis in 2021 was the development of contactless and digital technology to facilitate individual donations via bank card. Seminars in August were attended by over 150 participants, and surveys showed that by the end of the year 177 parishes were using a contactless giving device in their churches.

The Parish Giving Scheme continued to improve its offering and the methods of engagement. By the end of the year 225 parishes had joined the scheme, with over 64,000 donations processed over the year for the Diocese, to a value of £5.6 million including Gift Aid. Innovations for givers included the ability to register online to begin giving and to amend existing giving. The information booklets that Apostolic Life make available to parishes were updated and added to the Diocesan webpages, as well as being sent out in hard copy to parishes as needed.

## *Generous Giving*

We have sought to support churches as they aim to create the right conditions for generosity – through appropriate mechanism, explaining the impact of and need for generosity and to help build trust between the church members and their leadership. With the right conditions in place, the focus moves to creating a church culture where generosity is seen as “what we do as church”. To facilitate this, we have provided training on inspirational preaching and teaching, equipping leaders for discipling church members, looking to embed generosity into a church’s DNA and creating suitable actions and activities to facilitate a generous response. It has been important to set or re-set expectations that generosity is not a one-off event - a stewardship Sunday or a tick in the box on a Mission Action Plan - but rather an ongoing journey of generous giving which is part of the fabric of church life.

In order to promote this, we have met individually with church incumbents and leadership teams, sought assistance from the appropriate Rural Dean, presented to PCCs, clergy deanery chapters and deanery synods. The opportunity to preach on giving has also been taken when invited to do so by the individual incumbent.

Significant use has been made of resources available online, including those created by the Church of England National Giving Team, Giving in Grace, and Ecclesiastical Insurance. The Generous Giving programme benefitted from a training webinar on preaching on generosity in October, featuring contributions from both suffragan bishops and the incumbent of St Andrew’s Burgess Hill. This was very well attended and well received.

In 2021, the diocese has established a formal agreement with easyfundraising – a mechanism to “capture” donations made by participating companies when people shop for goods and services on-line. The take up by individual churches has been encouraging as there is no cost to the individual purchaser – the donation coming out of the marketing funds of the supplier.

### *Finance*

The Diocese acts as custodian trustee for many trust funds; the Finance Department administers investments on behalf of almost 500 parish and chancel trusts and 65 school trusts.

### *Governance*

The Governance team continued to advise parishes on matters of governance, record-keeping, GDPR and the like and as in 2020 there was a particular focus on the impact of the pandemic, the holding of meetings and alternative methods of decision-making.

18 Autumn Deanery meetings were held, mainly in person though with a small number of online and hybrid meetings. A meeting was held for every deanery, mostly for individual deaneries but with three joint meetings. Two further Zoom meetings were offered to anyone across the diocese who had been unable to attend but wished to ask questions. These meetings once again offered a chance to reflect on and celebrate the work of all those in our deaneries and parishes, and to share and discuss key financial information. Two diocesan synods were held online in May and November.

## ***Supporting schools***

During 2021, our Education Team was reshaped into a more sustainable model aiming to combine offering a strong service to 155 schools with keeping the team lean. All schools have benefitted from the support of a named Diocesan Effectiveness Officer with the experience to support school improvement and effectiveness.

The programme of Continuing Professional Development offered by the department is designed to support school leaders, governors and clergy through a wide variety of topics that are relevant to school life. Courses offered around the SIAMS schedule proved popular with governors and headteachers alike, with additional bespoke sessions being arranged for groups of schools.

Academisation remains an important part of the strategy of the department. We now have four diocesan MATS in operation, the Bishop Luffa Learning Partnership, the Bishop Otter Academy Trust, the Diocese of Chichester Academy Trust and Hurst Education Trust. The Diocesan Board of Education have developed a new body with the CEOs of our MATS. This is known as the Strategic Partnership of Diocesan MATs and has been created to develop a coherent approach that will begin to amount to a Diocese of Chichester offer, to support the challenging decisions that our schools will need to make in the coming years.



By the end of 2021, 91% of our schools were judged to be graded good or above by Ofsted. The number of good or better schools has steadily risen over the past four years, despite the Ofsted framework having increasingly raised expectations of schools. However, both Ofsted and SIAMS Inspections were paused during the pandemic and have only been in full operation since the start of 2022.

### ***Facilitating of capital expenditure on schools***

The Education Department continued to support the remaining 49 Voluntary Aided schools via capital funding from the government, under the new scheme, known as the School Condition Allocation, launched in 2020, which gives the diocese greater independence and greater flexibility to use the resource effectively, coupled with greater accountability. Projects at 26 schools were funded in 2021, including significant investment in our 2 Voluntary Aided Secondary Schools, providing new science laboratories and helping one school to move from single sex to co-educational provision.

### ***Safeguarding casework***

The Diocesan Safeguarding Team continued to oversee safeguarding casework and training across the Diocese, and the implementation of a number of House of Bishops' safeguarding practice guidance documents. This remains a challenging and busy area of Diocesan work, within a fast-moving national context.

The national Past Case Review (2) was completed in 2021, and the final report has been submitted to the national project manager. PCR(2) is a major national project for the Church of England, involving a review of every case file, including all clergy files, by independent safeguarding professionals, to ensure that all necessary safeguarding actions have been taken. PCR(2) also involved written returns from every parish, to ensure that knowledge about safeguarding concerns held in parishes is also incorporated into the review.

The Chichester report identified a number of aspects of good practice, particularly in terms of overall leadership, cultural change, and safeguarding practice. A number of casework-related actions were identified by the PCR(2) reviewers, the majority of which were relatively minor. The PCR(2) reviewers did identify a small number of cases which needed to be referred to the statutory agencies, although there were no new criminal investigations arising from these referrals. The PCR(2) final report also identified the need to improve file keeping practices, particularly in relation to clergy files, and to ensure that the Diocesan Safeguarding Team is adequately resourced. The national overview report is expected to be published in May 2022.

### ***The environment***

Despite the continuing challenges posed by the pandemic, the Environment Group chaired by the Archdeacon of Brighton and Lewes has laid the foundations for a climate plan of action in response to the Church of England's target of Net Zero Carbon by 2030. 46% of churches submitted data to the national Energy Footprint, an increase of 10%. The number of churches joining Eco Church has also continued to grow. Over 20% of churches are now engaging with the scheme.

## ***Supporting the wider church and specific ministries***

### *Support for parish projects within diocese*

The Diocesan Mission Fund deployed part of the grant from the AllChurches Trust as well as an amount from the Pastoral Fund to support outreach mission initiatives within the Diocese. It supports both new work and developments of current activities that need further financial assistance. In the last year the Mission Fund has awarded £67,000 towards projects including: Interparish Children and Families Mission Initiator & Youth Worker, children's worker and Rick's Bench, an innovative listening project tackling loneliness and mental health issues. All projects are linked closely to the Diocesan Strategy.

Grants are made to other connected charities, notably Chichester Diocesan Association for Family Support Work and St Bartz Trust to support their work with disadvantaged families and youth work respectively. An analysis of grants made by the CDBF to support the furtherance of its objects can be found in note 11 to the financial statements.

### *Support for the wider church nationally*

Contributions are made to the Archbishops' Council to cover a proportion of its central costs relating to the activities of various national boards and councils including General Synod, and also to cover a proportion of the cost of national training for ministry and the provision of housing for retired clergy (see note 9 to the financial statements).

### *Support for the wider church internationally*

Alongside the challenges of the continuing Covid-19 pandemic, the Diocesan Overseas Council (DOC) undertook a major review of its work during 2021 under the leadership of Bishop Ruth. In the summer, James Campbell took over as the Companion Links Officer from Christine Keyte.

Historically, the DOC has principally supported ministry, whilst receiving a wide range of other requests including for building and income-supporting projects, the costs of enthronements etc; The Committee recognised that it is a challenge to attempt to support such a large number of dioceses spread over so many countries. They also recognised the limitations implicit for a diocese, rather than a parish, and were conscious of the fruitful partnerships that many parishes enjoy already.

The DOC agreed to concentrate on three particular areas: 1) Bursaries – the primary focus to be on equipping future Christian leaders, by granting bursaries for training at Theological Colleges; 2) Friendship – to build, foster and develop relationships with those in Christian work, as an aid to prayer and support; 3) Diocesan Clergy - some training curates will be offered the opportunity to gain overseas experience of the Anglican Communion, or to visit the Holy Land; and also clergy on Extended Ministerial Development Leave, especially where their plans relate to one of our link dioceses. Generally, the DOC consider that building and income-generating projects are best supported by individual parishes; such links are encouraged. Similarly, schools are best supported by individual schools or parishes.

During the year donations received from previous Harvest Appeals were disbursed to projects run by three major Christian charities. Three more students studying in Kenya are now being supported, making a total of six, together with one from this Diocese who is training with Crosslinks in South Africa.

The recently announced modified format for the long-awaited Lambeth Conference is a disappointment. The eleven bishops expected to come with their spouses will not now be able to visit the Diocese. However, the opportunity of meeting some of our partners in Canterbury, even if briefly, will be a blessing.

The pandemic meant that meetings of the Diocesan European Ecumenical Committee did not happen in 2021 and the Feuerstein Conference (to be held in Bayreuth, Germany ) was postponed until May 2022. The theme of the conference will be focussed on mission.

### *Support for particular ministries*

The CDBF has continued to provide the Gatwick Airport Chaplain, who continued to offer a Christian presence and ministry to individuals and airport companies in Gatwick. These have been devastated by the Covid-19 virus and its effect on the aviation industry. Gatwick was the worst affected airport in Europe, and has taken the longest time to show some regrowth in 2021.

Working with Gatwick Airport Limited, the Chaplain has been vital to ensure the visible presence of the love of God, during this pandemic, in the community. This has been seen to be alive and active through the live streaming of twice weekly Holy Communion services, via the Zoom social media platform, and regularly walking around the airport concourse. There has never been a Sunday in the airport without a Eucharist to this day.

Later in the summer, a weekly time slot was instituted where the Chaplain guaranteed to be available in the South Terminal Chaplain's Office for private and confidential meetings, known as CCCTV (Chaplain's Confidential Chat Time, Visit-me). The choice of the South Terminal, as a closed terminal, was to enable people to come and go with a greater degree of anonymity. Visits to the wider community were maintained, although these were difficult until the Delta variant of the virus receded. Certain areas of the vital infrastructure of the airport running operations, such as the Gatwick Control Centre and the Airport Fire Station, still maintained a lockdown no visiting policy.

Support was given to the British Isles and Ireland Airport Chaplains Network, and the International Association of Aviation Chaplains. Being an Airport Chaplain can be very lonely, especially for lone working chaplains and the very small airport teams of two or three. Zoom meetings proved vital for all airport chaplains' support, and regular Zoom seminars were maintained for both institutions. However virtual meetings over the computer can never replace personal social interaction, expressing the love of God physically, face to face.

Diocesan clergy continued to support the South East Coast Ambulance chaplaincy. A number of restrictions were put on voluntary staff including chaplains because of Covid. This resulted in fewer 1:1 contacts with ambulance personnel, but more frequent emails exchanged, especially after serious incidents. Because of the intensity of the work, with Covid cases added to everyday ambulance work by front-line paramedics etc, 5 welfare vans were hired, staffed by volunteers and chaplains, to bring free refreshments to staff sometimes unable to take proper breaks during

their 12 hour shifts. Along with Community First Responders, Chaplains were awarded “Team of the Year” – an honour received by the Revd Francis Pole, as Joint Senior Chaplain on behalf of the chaplains. Mr Pole has now retired from his post and the Senior Chaplaincy is now held by a Pentecostal Minister.

With almost 70% of the Diocese described as ‘rural’, in 2021 a new post of Rural Officer for East Sussex was created and an appointment made to it in September. This new venture is in partnership with Ashburnham Thanksgiving Trust, who are sponsoring the post. The Officer has begun offering support, encouragement, promoting ideas and good practice, and offering advice to the many rural churches and communities we have in East Sussex, advising the Diocese on key rural issues happening locally and nationally, and building networks of mutual support with other agencies, such as Action For Rural Sussex and the Farmer’s Community Network, is another key element of the role.

### ***Running an effective organisation***

18 governing committee meetings were held, including the Bishop’s Council, the Operating Committee, Assets Committee, Audit Committee, Education Finance Committee and Remuneration Committee. 2021 also saw a number of elections across the diocese including Diocesan Synod, General Synod, Chairs for the Houses of Laity and Clergy and Appointments to Committees and Councils.

The Diocese makes great efforts to be a good steward of its assets, and to manage its investments effectively, balancing the need to maximise the long term return from our assets with the need to generate income to reduce the pressure on parishes. Great care continues to be taken with this management, with an ever increasing focus on ethical and environmental consideration.

Negotiations continue to progress on options for glebe land, and options on three glebes reached near final stages of negotiation in 2021. Planning applications were lodged for four glebes, for which options had previously been signed.

The Property Department continues to focus on letting empty houses where it can. In 2021 rental income of c. £700k was generated from vacant parsonage houses and c. £280k from glebe houses and land.

In response to the ongoing Covid-19 pandemic and to reflect the success of working from home, the DBF introduced a remote working policy in May 2021. This enables staff to work on a hybrid model between the office and from home whilst providing service efficiency and stability. Our IT systems have facilitated effective business continuity throughout the pandemic and a new softphone telephone system (3CX) was rolled out in 2021 to further improve our flexibility and to save costs. The DBF renewed its cyber essential accreditation in August 2021, demonstrating our commitment to cybersecurity and helping us to guard against the most common cyber threats.

## FUTURE PLANS

The strategic aims established by Diocesan Synod in 2019 detailed on page **Error! Bookmark not defined.** will continue to direct the activities of the CDBF. The diocese's major commitment continues to be the maintenance of a Christian presence across the parishes of Sussex. We will continue to encourage more vocations to the ordained ministry through events, mentoring, visibility of role models, and increasing team capacity (one reappointment and increased numbers of volunteers), and we also plan to train and develop lay members of the Church, including holding a lay ministry conference in 2022, expanding the Living Faith course to both an online and an in person version, restarting the Authorised Lay Ministry course with a new core module linked to the diocesan strategy and an increased range of electives, and transitioning to the new national framework for Reader selection.

After the pressures placed on clergy by the Covid-19 pandemic, clergy welfare is a priority. A Clergy Wellbeing Day (to which all clergy in the diocese will be invited) is being planned for 27th Sept 2022, to pursue the direction set out by the General Synod in their 2022 Covenant to Clergy Wellbeing. Further workshops are being developed in collaboration between the Head of Wellbeing for Clergy and Families and the Continuing Ministerial Development officer, covering topics such as Radical Rest, which will incorporate both theological and psychological perspectives. Further models of reflective practice for clergy are being proactively considered with a view to long-term development and financial sustainability. Resources pertinent to women are being developed in collaboration between The Head of Wellbeing for Clergy and their Families and the new Dean of Women's Ministry.

Pressures on finance and mission will continue to be addressed by the diocesan wide deanery planning exercise to consult on, and made decisions about, the mission and ministry needs of the diocese, the resources that can be found to fund them, and the best way to deploy ministers in light of those needs and resources while closing the funding gap. This was rolled out to all deaneries in 2021 and encouraging responses received. Those who have not yet responded with either their mission action plans or their financial aspirations will be followed up during 2022 to enable a diocesan wide view to be taken.

As part of this process, continued support on both mission and finance will be offered. More apostolic partnerships will be encouraged, support and training will be offered, and a Strategy for Apostolic Partnerships in the diocese is being developed by the Senior Staff. The church growth programme, Great is Thy Faithfulness, is currently being piloted with 16 parishes, and it will then be reviewed and rolled out more widely across the diocese. It is supported by a series of videos, and advice and consultancy will be offer to the parishes covering a range of areas including buildings and communications. Maycamp, the diocesan youth camp, will be back in person in 2022 after two years off and other youth and children's initiatives like Hubs and Link up will be back in person. Our youth leaders' retreat will be back in person, and we have plans for new volunteer training resources as well as new training courses for the Virtual Learning Environment coming too.

In 2022 we aim to continue with our support and guidance for parishes wishing to take on new contactless giving methods, including a "try before you buy" project and customisable postcards including QR codes to online giving mechanisms. Supporting treasurers has never been more important, with pressure on volunteers including bank charges and branch closures; we will again offer detailed treasurer training seminars and continue to offer day to day help as needed.

A key focus for 2022 is to enable churches to make more of the easyfundraising facility – to encourage those yet to sign up to do so, and for those already registered to increase the contributions received. To do this, a proactive campaign is in progress, encouraging churches to look wider than the participation of core church membership, extending this to include friends and family of the membership and also local businesses, who, although they may not be attending church personally, value its presence within the local community.

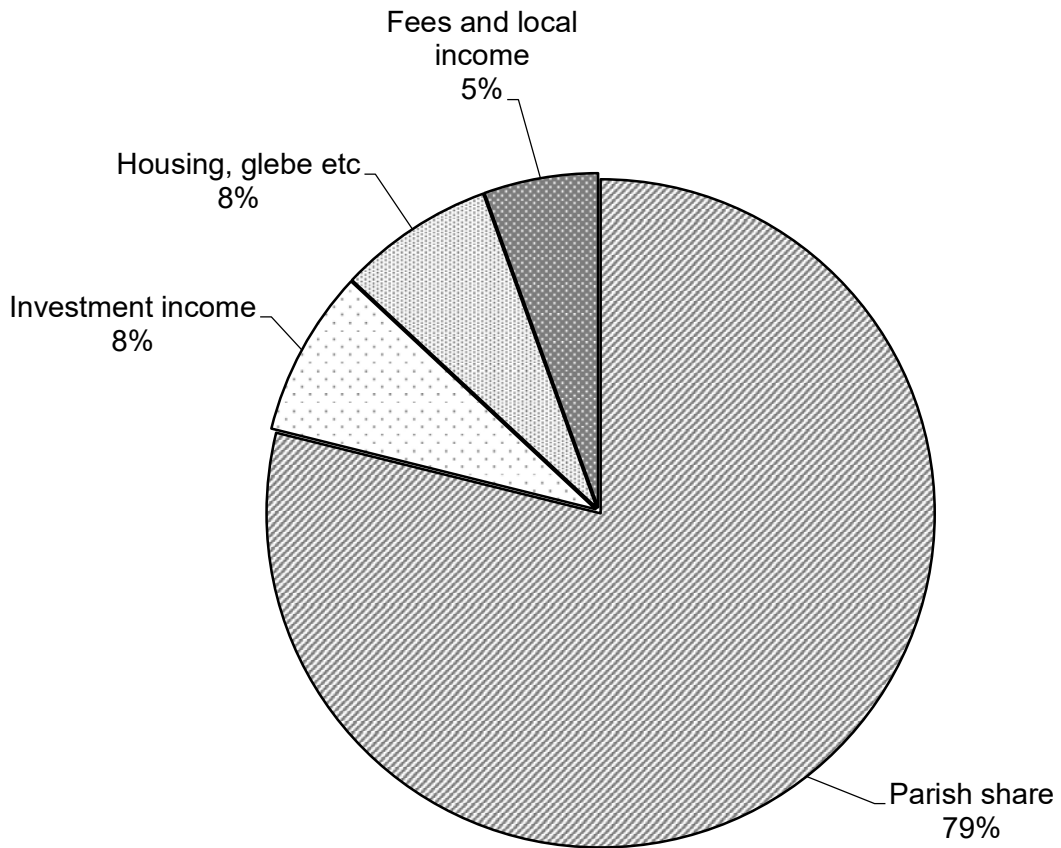
The Education team plan to work closely in 2022 with other partners in the Diocese including the Cathedral to develop our input into Black History Month and Race Awareness Week.

A further key focus will be developing and implementing a strategy to achieve Carbon Net Zero in the diocese, and in particular assisting schools to meet the target, and ensuring that our parishes and schools are safe and welcoming places remains a priority.

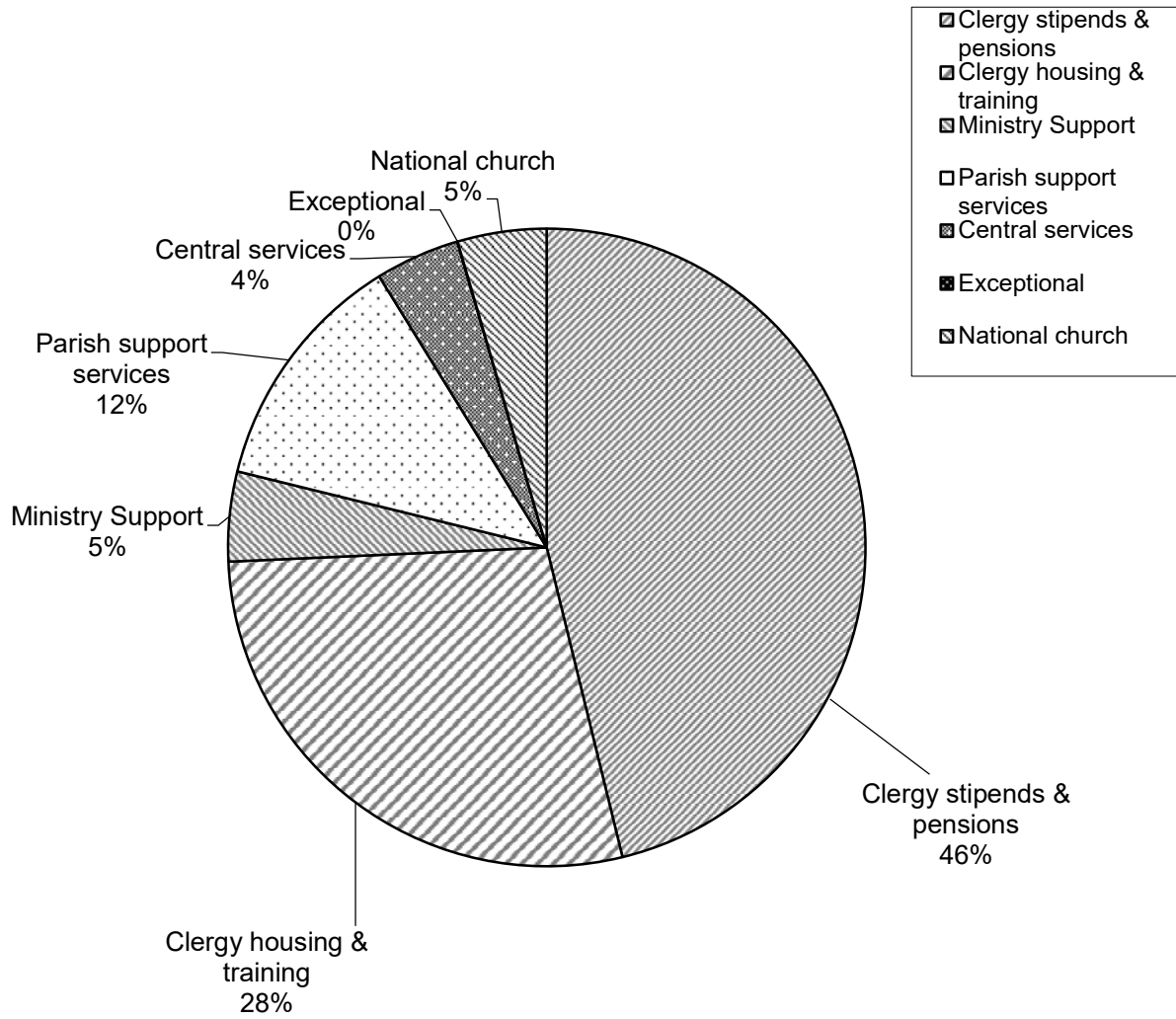
Following the final national report of the Independent Inquiry into Child Sexual Abuse (IICSA), the Diocese put itself forward and been accepted as a pilot diocese for IICSA Recommendations 1 and 8, which refer to the independence of safeguarding decision-making and the quality assurance of safeguarding work respectively. The Chichester Diocesan Safeguarding Adviser will become the Lead User for this national project amongst Diocesan Safeguarding Advisers, representing the DSA community to ensure the implementations of these two recommendations meet the needs of safeguarding practitioners across the Church of England.

Our central structures are designed to support the vision and the priorities of the diocese and, as such, are kept under review to ensure that they are fit for that purpose.

# INCOME 2021

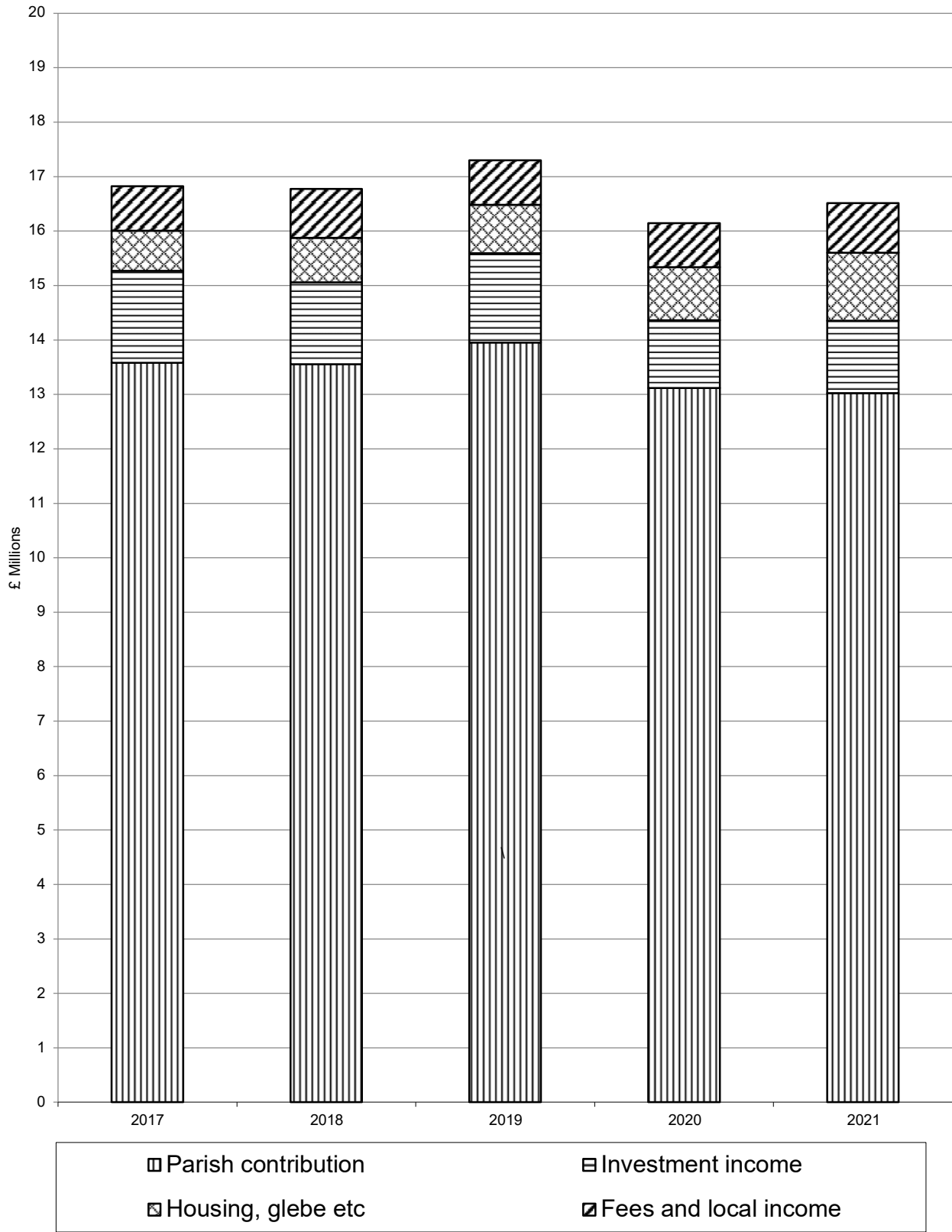


# EXPENDITURE 2021

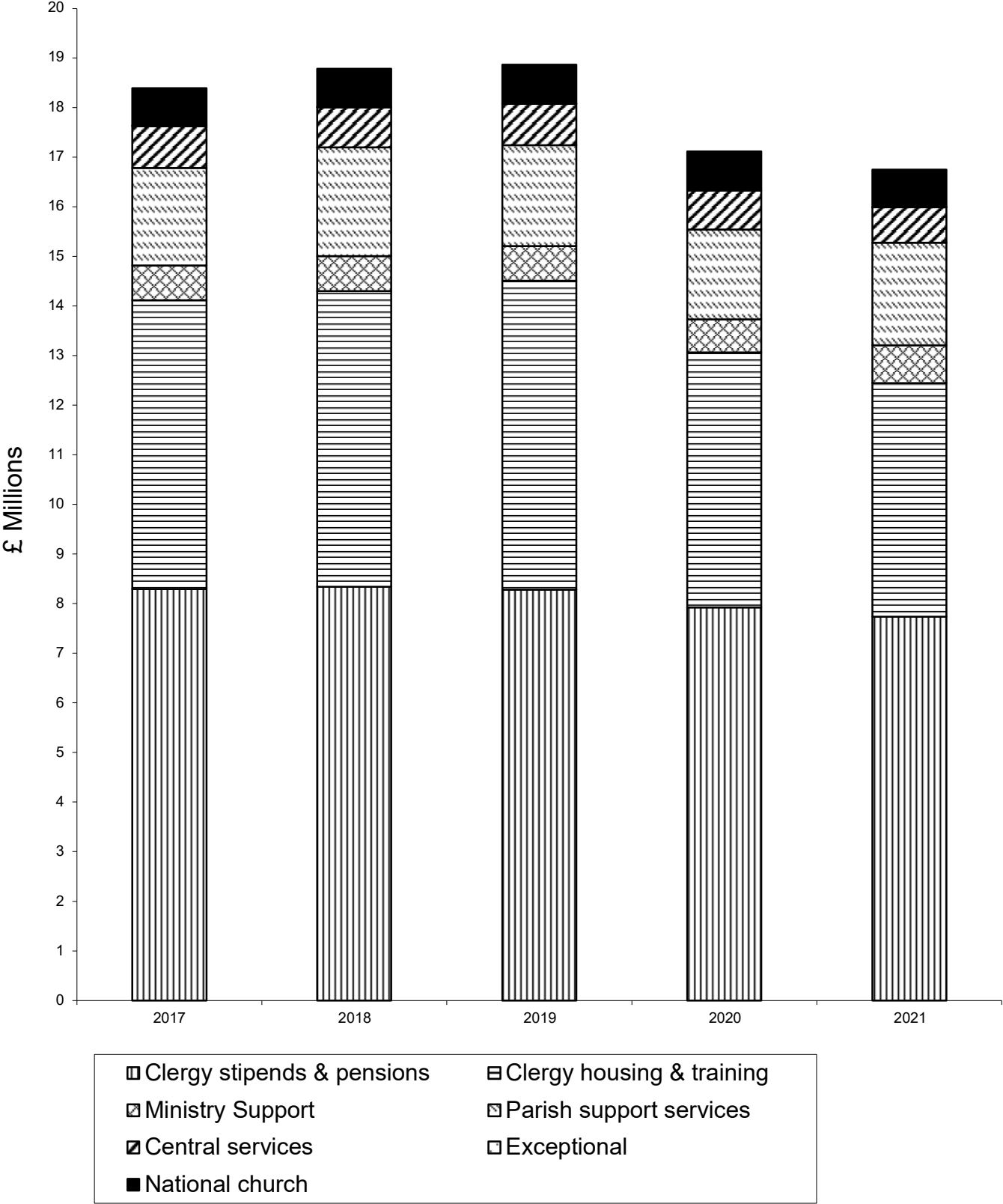




# Income Trend 2017 - 2021



# Expenditure Trend 2017 - 2021



**UNRESTRICTED FUNDS - GENERAL FUND**  
**SUMMARY OF INCOME & EXPENDITURE ACCOUNT**  
**FOR THE PERIOD ENDED 31 DECEMBER 2021**

| <b><u>ACTUAL</u></b><br><b><u>2020</u></b><br><b>£</b> |   | <b><u>ACTUAL</u></b><br><b><u>2021</u></b><br><b>£</b> | <b><u>BUDGET</u></b><br><b><u>2021</u></b><br><b>£</b> |
|--|---|--|--|
| 13,119,962   | Parish Share                                  | 13,024,539   | 12,990,698   |
| 1,137,577  | Investment Income and Drawings                | 1,219,705  | 916,500  |
| 105,064  | Grants from Restricted Funds                  | 110,526  | 83,813   |
| 975,169  | Glebe and Housing                             | 1,247,738  | 1,152,986  |
| 577,682  | Fees & Local Income                           | 728,235  | 666,250  |
| 227,728  | Miscellaneous Grants and Donations            | 182,386  | 143,300  |
| <b>16,143,182</b>                                      | <b>TOTAL INCOME</b>                           | <b>16,513,128</b>                                      | <b>15,953,547</b>                                      |
| 5,904,414  | Clergy Stipends, Grants and Fees              | 5,751,394  | 5,898,657  |
| 1,939,101  | Clergy Pension Contributions                  | 1,987,031  | 1,970,761  |
| 1,703,786  | Clergy Housing                                | 1,659,499  | 1,369,938  |
| 1,100,188  | Training - Ordination                         | 878,664  | 1,037,309  |
| 2,334,873  | Training - Curates                            | 2,171,911  | 2,126,463  |
| <b>12,982,362</b>                                      | <b>Total - Ministry</b>                       | <b>12,448,499</b>                                      | <b>12,403,128</b>                                      |
| 753,600  | Ministry Support                              | 760,487  | 703,183  |
| <b>753,600</b>   | <b>Total - Ministry Support</b>               | <b>760,487</b>   | <b>703,183</b>   |
| 55,272   | Apostolic Life - Directorate                  | 54,744   | 54,695   |
| 118,373  | Apostolic Life - Resources & Stewardship      | 122,156  | 140,532  |
| 117,293  | Apostolic Life - Children & Young People      | 95,979   | 108,592  |
| 101,770  | Apostolic Life - Lay Apostolic Life           | 117,403  | 125,231  |
| 96,894   | Common Good                                   | 93,132   | 98,945   |
| 467,960  | Diocesan Board of Education                   | 584,696  | 590,799  |
| 335,217  | Safeguarding                                  | 407,002  | 363,733  |
| 78,517   | Diocesan Advisory Committee                   | 77,669   | 92,178   |
| 50,059   | Pastoral Committee                            | 58,782   | 50,065   |
| 127,823  | Closed Churches                               | 165,453  | 109,400  |
| 16,066   | Glebe Administration                          | 23,286   | 51,600   |
| 92,092   | Communications                                | 90,477   | 85,184   |
| 152,251  | Information Technology                        | 177,871  | 208,230  |
| 787,547  | General Office, Finance, Central Services, HR | 716,855  | 776,612  |
| <b>2,597,134</b>                                       | <b>Total - Parish Support Services</b>        | <b>2,785,505</b>                                       | <b>2,855,796</b>                                       |
| 785,237  | National Church Responsibilities              | 755,917  | 766,208  |
| 0  | Contingency & Exceptional Items               | 4,200  | 80,000   |
| <b>17,118,333</b>                                      | <b>TOTAL EXPENDITURE</b>                      | <b>16,754,608</b>                                      | <b>16,808,315</b>                                      |
| (975,151)  | <b>Deficit before transfers</b>               | (241,480)  | (854,768)  |
| 512,000  | Funded from Pastoral Fund - Property          | 0  | 0  |
| <b>(463,151)</b>                                       | <b>SURPLUS/DEFICIT</b>                        | <b>(241,480)</b>                                       | <b>(854,768)</b>                                       |

## INCOME

| <u>ACTUAL</u><br><u>2020</u><br>£ |  | <u>ACTUAL</u><br><u>2021</u><br>£ | <u>BUDGET</u><br><u>2021</u><br>£ |
|-----------------------------------|--|-----------------------------------|-----------------------------------|
| 13,032,139                        | Parish Share - Current Year                              | 12,981,383                        | 12,990,698                        |
| 87,823                            | Parish Share - Prior Year                                | 43,156                            | -                                 |
| <u>13,119,962</u>                 | <b>Total Parish Share</b>                                | <u>13,024,539</u>                 | <u>12,990,698</u>                 |
| 580,758                           | Diocesan Stipends Fund                                   | 607,096                           | 461,250                           |
| 556,140                           | Diocesan Pastoral Fund                                   | 567,886                           | 455,250                           |
| 679                               | Interest Income  | 44,723                            | -                                 |
| <u>1,137,577</u>                  | <b>Total Investment Income</b>                           | <u>1,219,705</u>                  | <u>916,500</u>                    |
| 59,010                            | Elfinward for Stipends                                   | 62,085                            | 47,250                            |
| 10,457                            | Elfinward for Retreats                                   | 11,000                            | 8,363                             |
| 5,226                             | Elfinward for Information                                | 5,500                             | 4,200                             |
| 30,371                            | Training Fund  | 31,941                            | 24,000                            |
| <u>105,064</u>                    | <b>Total Grants from Restricted Funds</b>                | <u>110,526</u>                    | <u>83,813</u>                     |
| 7,699                             | Rents from Glebe Land                                    | 27,877                            | 13,171                            |
| 242,325                           | Rents from Glebe Properties                              | 339,635                           | 200,656                           |
| 256,404                           | Notional rents from Diocesan Officers' & Curates' Houses | 201,415                           | 224,968                           |
| <u>506,428</u>                    | <b>Total Glebe Income</b>                                | <u>568,927</u>                    | <u>438,795</u>                    |
| 442,941                           | Rents from Parsonage Houses                              | 658,057                           | 684,785                           |
| 25,800                            | Rents from Miscellaneous Houses                          | 20,754                            | 29,406                            |
| <u>468,741</u>                    | <b>Total Housing Income</b>                              | <u>678,811</u>                    | <u>714,191</u>                    |
| 468,132                           | Parochial Fees   | 627,106                           | 610,000                           |
| 109,550                           | Parish Trust Income                                      | 101,129                           | 56,250                            |
| <u>577,682</u>                    | <b>Total Fees &amp; Local Income</b>                     | <u>728,235</u>                    | <u>666,250</u>                    |
| 7,706                             | Rents from Redundant Churches                            | 11,776                            | 6,400                             |
| -                                 | Other income   | 1,141                             | -                                 |
| 12,336                            | Donations  | 25,964                            | -                                 |
| 85,686                            | Job Retention Scheme Grant                               | 20,505                            | 13,900                            |
| 122,000                           | Allchurches Trust Grant                                  | 123,000                           | 123,000                           |
| <u>227,728</u>                    | <b>Miscellaneous Grants &amp; Donations</b>              | <u>182,386</u>                    | <u>143,300</u>                    |
| <u>16,143,182</u>                 | <b>Total Income</b>                                      | <u>16,513,128</u>                 | <u>15,953,547</u>                 |

| <u>EXPENDITURE</u> |   | <u>ACTUAL</u>    | <u>BUDGET</u>    |
|--------------------|---|------------------|------------------|
| <u>ACTUAL</u>      |   | <u>2021</u>      | <u>2021</u>      |
| <u>2020</u>        |   |                  |                  |
| £                  |   | £                | £                |
| 5,332,946          | Clergy Stipends                         | 5,150,388        | 5,262,118        |
| 461,732            | Clergy Stipend - National Insurance     | 451,572          | 461,539          |
| 50,204             | Fees for Vacancies & Sickness           | 87,010           | 120,000          |
| 6,000              | Housing costs                           | 5,500            | -                |
| 53,532             | Investment Manager Fees - Stipends Fund | 56,924           | 55,000           |
| -                  | Interest Payable                        | -                | -                |
| <u>5,904,414</u>   | <b>Total Clergy Stipends and Fees</b>   | <u>5,751,394</u> | <u>5,898,657</u> |
| <u>1,939,101</u>   | Clergy Pension Contributions            | <u>1,987,031</u> | <u>1,970,761</u> |
| <u>1,939,101</u>   | <b>Total Clergy Pensions</b>            | <u>1,987,031</u> | <u>1,970,761</u> |
| 5,500              | Suffragan Bishops' Housing              | 13,591           | 20,400           |
| 14,215             | Bishop's Chaplain's Housing             | 14,413           | 15,010           |
| 150,887            | Archdeacons' Stipends & NI              | 128,425          | 130,750          |
| 47,113             | Archdeacons' Pensions                   | 37,062           | 37,062           |
| 52,009             | Archdeacons' Housing                    | 37,425           | 52,596           |
| 11,459             | Archdeacons' Office & Operating Costs   | 17,690           | 24,734           |
| 58,627             | Archdeacons' Staff Costs                | 45,370           | 46,444           |
| 84,387             | Rural Deans' and Housing Allowance      | 90,373           | 96,199           |
| 55,937             | Continuing Ministerial Education        | 62,466           | 93,230           |
| 36,123             | Clergy Administration                   | 29,633           | 20,858           |
| 93,240             | Resettlement Grants                     | 101,080          | 66,500           |
| 69,440             | First Appointment Grants                | 60,647           | 25,200           |
| 72,114             | Removal Grants                          | 121,790          | 74,200           |
| 2,549              | BMO Costs & Other Ministry Support      | 522              | -                |
| <u>753,600</u>     | <b>Total Ministry Support</b>           | <u>760,487</u>   | <u>703,183</u>   |
| (15,293)           | Other income                            | (13,160)         | -                |
| (5,970)            | Quinquennial Repairs                    | 1,128            | -                |
| 549,103            | Ingoing Works                           | 497,502          | 242,000          |
| 500,737            | Interim Repairs                         | 545,141          | 484,000          |
| 132,487            | Improvements & Decoration Grants        | 24,574           | 164,000          |
| 55,139             | Insurance                               | 56,356           | 60,200           |
| 122,085            | Fees                                    | 175,015          | 62,200           |
| 37,378             | Housing Rental Costs                    | 55,646           | 52,000           |
| (60,000)           | Costs Attributed to Curates' Housing    | (31,932)         | (31,932)         |
| <u>1,315,666</u>   | <b>Clergy Housing</b>                   | <u>1,310,270</u> | <u>1,032,468</u> |
| 340,052            | Staff Costs - Property                  | 304,473          | 291,200          |
| 33,725             | Office Costs - Property                 | 30,364           | 35,970           |
| 8,824              | Travel Costs - Property                 | 6,979            | 10,000           |
| 107                | Resources & Equipment - Property        | 166              | 300              |
| 5,412              | Projects & Activities - Property        | 7,247            | -                |
| <u>388,120</u>     | <b>Property Department</b>              | <u>349,229</u>   | <u>337,470</u>   |
| <u>1,703,786</u>   | <b>Total Clergy Housing</b>             | <u>1,659,499</u> | <u>1,369,938</u> |

| <u>ACTUAL</u><br><u>2020</u><br>£ |   | <u>ACTUAL</u><br><u>2021</u><br>£ | <u>BUDGET</u><br><u>2021</u><br>£ |
|-----------------------------------|---|-----------------------------------|-----------------------------------|
| 6,459                             | Clergy Staffing - Training                      | 10,031                            | 10,031                            |
| 130,519                           | Staff Costs - Training                          | 125,528                           | 126,700                           |
| 12,200                            | Office Costs - Training                         | 10,485                            | 10,485                            |
| (1,393)                           | Housing Costs - Training                        | -                                 | -                                 |
| 855                               | Travel Costs - Training                         | 558                               | 5,500                             |
| 1,582                             | BAP Fees  | 682                               | 1,000                             |
| 4,805                             | Psychological Assessments & Support             | 2,388                             | 8,000                             |
| (568,016)                         | Block Grant - Income                            | (505,233)                         | (536,930)                         |
| 545,630                           | Block Grant - Expenditure                       | 477,736                           | 575,667                           |
| (15,547)                          | Other Grants                                    | (28,834)                          | (14,547)                          |
| 427,476                           | Ordinand Maintenance                            | 270,694                           | 339,657                           |
| 180                               | Resources & Equipment - Training                | 1,344                             | 730                               |
| -                                 | Projects & Activities - Training                | -                                 | 500                               |
| 566                               | Governance & Support - Training                 | -                                 | -                                 |
| 4,303                             | Events & Courses - Training                     | -                                 | -                                 |
| 1,223                             | Investment Manager Fees                         | 2,782                             | -                                 |
| 550,842                           | <b>Ordination Training</b>                      | 368,161                           | 526,793                           |
| 549,346                           | National Church Apportionment                   | 510,503                           | 510,516                           |
| 1,100,188                         | <b>Total Training - Ordination</b>              | 878,664                           | 1,037,309                         |
| 12,125                            | Post Ordination Training                        | 11,840                            | 28,500                            |
| 1,202,325                         | Curates' Stipends & NI                          | 1,121,538                         | 1,083,745                         |
| 438,492                           | Curates' Pensions                               | 434,635                           | 368,652                           |
| 621,931                           | Curates' Housing - Rental                       | 571,966                           | 613,634                           |
| 60,000                            | Curates' Housing - Maintenance                  | 31,932                            | 31,932                            |
| 2,334,873                         | <b>Total Training - Curates</b>                 | 2,171,911                         | 2,126,463                         |
| -                                 | Income - Directorate                            | -                                 | (1,000)                           |
| 495                               | Clergy Support - Directorate                    | -                                 | -                                 |
| 350                               | Grants - Directorate                            | -                                 | -                                 |
| 50,232                            | Staff Costs - Directorate                       | 50,342                            | 50,200                            |
| 3,210                             | Office Costs - Directorate                      | 3,717                             | 3,495                             |
| 855                               | Travel Costs - Directorate                      | 665                               | 1,500                             |
| 10                                | Resources & Equipment - Directorate             | 20                                | -                                 |
| 120                               | Projects & Activities - Directorate             | -                                 | 500                               |
| -                                 | Events & Courses - Directorate                  | -                                 | -                                 |
| 55,272                            | <b>Total Apostolic Life Directorate</b>         | 54,744                            | 54,695                            |
| (1,376)                           | Income - Resources & Stewardship                | -                                 | -                                 |
| 93,395                            | Staff Costs - Resources & Stewardship           | 89,401                            | 84,400                            |
| 6,228                             | Office Costs - Resources & Stewardship          | 6,310                             | 6,291                             |
| 214                               | Travel Costs - Resources & Stewardship          | 487                               | 1,500                             |
| 371                               | Resources & Equipment - Resources & Stewardship | 260                               | 4,100                             |
| 16,802                            | Governance & Support - Resources & Stewardship  | 23,271                            | 28,241                            |
| 871                               | Events & Courses - Resources & Stewardship      | -                                 | 6,000                             |
| 1,868                             | Projects & Activities - Resources & Stewardship | 2,427                             | 10,000                            |
| 118,373                           | <b>Total Parish Resources &amp; Stewardship</b> | 122,156                           | 140,532                           |
| (3,154)                           | Income - Children & Youth                       | (1,550)                           | (35,500)                          |
| 19,490                            | Grants Paid inc St Bartz                        | 452                               | 3,000                             |
| 76,145                            | Staff Costs - Children & Youth                  | 74,725                            | 74,700                            |
| 6,540                             | Office Costs - Children & Youth                 | 5,592                             | 5,592                             |
| 977                               | Travel Costs - Children & Youth                 | 1,032                             | 2,000                             |
| 459                               | Resources & Equipment - Children & Youth        | 495                               | 1,550                             |
| 16,436                            | Events & Courses - Children & Youth             | 12,205                            | 53,000                            |
| 400                               | Projects & Activities - Children & Youth        | 3,028                             | 4,250                             |
| 117,293                           | <b>Total Children &amp; Young People</b>        | 95,979                            | 108,592                           |

| <u>ACTUAL</u><br><u>2020</u><br>£ |   | <u>ACTUAL</u><br><u>2021</u><br>£ | <u>BUDGET</u><br><u>2021</u><br>£ |
|-----------------------------------|---|-----------------------------------|-----------------------------------|
| (4,925)                           | Income - Lay Apostolic Life                         | (4,143)                           | (1,500)                           |
| 9,688                             | Clergy - Lay Apostolic Life                         | 10,031                            | 10,031                            |
| 450                               | Grants - Lay Apostolic Life                         | -                                 | -                                 |
| 18,264                            | Housing Costs - Lay Apostolic Life                  | 19,035                            | 18,860                            |
| 68,027                            | Staff Costs - Lay Apostolic Life                    | 70,670                            | 66,300                            |
| 6,588                             | Office Costs - Lay Apostolic Life                   | 7,058                             | 6,990                             |
| 591                               | Travel Costs - Lay Apostolic Life                   | 50                                | 1,500                             |
| 2,659                             | Resources & Equipment - Lay Apostolic Life          | 554                               | 5,550                             |
| 428                               | Events & Courses - Lay Apostolic Life               | 14,148                            | 17,500                            |
| 101,770                           | <b>Total Lay Apostolic Life</b>                     | 117,403                           | 125,231                           |
| 392,708                           | <b>Total Apostolic Life</b>                         | 390,282                           | 429,050                           |
| (4)                               | Generated Income - Social Concerns                  | (7)                               | -                                 |
| 5,705                             | Staff Costs - Social Concerns                       | 5,733                             | 6,600                             |
| 624                               | Office Costs - Social Concerns                      | 699                               | 699                               |
| 116                               | Travel Costs - Social Concerns                      | -                                 | 1,500                             |
| -                                 | Events & Courses - Social Concerns                  | -                                 | -                                 |
| 4,000                             | Grants Payable - Social Concerns                    | -                                 | -                                 |
| 10,441                            | <b>Total Social Concerns</b>                        | 6,425                             | 8,799                             |
| -                                 | Grant Income - Workplace Ministry                   | -                                 | 0                                 |
| 32,757                            | Clergy Payroll - Workplace Ministry                 | 32,744                            | 32,869                            |
| 9,688                             | Clergy Pensions - Workplace Ministry                | 10,031                            | 10,031                            |
| 6,297                             | Housing Costs - Workplace Ministry                  | 6,690                             | 6,746                             |
| -                                 | Staff Costs - Workplace Ministry                    | -                                 | -                                 |
| 949                               | Office Costs - Workplace Ministry                   | 807                               | 500                               |
| 341                               | Travel Costs - Workplace Ministry                   | 277                               | 1,000                             |
| -                                 | Governance & Support - Workplace Ministry           | -                                 | -                                 |
| -                                 | Projects & Activities - Workplace Ministry          | 158                               | -                                 |
| 50,032                            | <b>Total Workplace Ministry</b>                     | 50,707                            | 51,146                            |
| 366                               | Overseas Council                                    | -                                 | 3,000                             |
| 55                                | European Ecumenical Committee                       | -                                 | -                                 |
| -                                 | University Chaplain                                 | -                                 | -                                 |
| 36,000                            | Family Support Work/Other grants                    | 36,000                            | 36,000                            |
| 36,421                            | <b>Total Grants to Councils &amp; Organisations</b> | 36,000                            | 39,000                            |
| 96,894                            | <b>Total Common Good</b>                            | 93,132                            | 98,945                            |
| (17,180)                          | Generated Income - Education                        | (5,305)                           | (16,000)                          |
| (194,885)                         | Schools Income - Education                          | (66,795)                          | (136,000)                         |
| (48,000)                          | Grant from Aided Schools Fund                       | (48,000)                          | (48,000)                          |
| 642,300                           | Staff Costs - Education                             | 617,716                           | 653,000                           |
| 31,054                            | Office Costs - Education                            | 37,139                            | 37,116                            |
| 5,874                             | Travel Costs - Education                            | 7,656                             | 18,000                            |
| 5,804                             | Resources & Equipment - Education                   | 3,945                             | 6,150                             |
| 26,727                            | Governance & Support - Education                    | 11,803                            | 12,000                            |
| 4,251                             | Events & Courses - Education                        | 14,988                            | 47,516                            |
| 12,015                            | Projects & Activities - Education                   | 11,549                            | 17,017                            |
| 467,960                           | <b>Total Education</b>                              | 584,696                           | 590,799                           |

| <u>ACTUAL</u><br><u>2020</u><br>£ |   | <u>ACTUAL</u><br><u>2021</u><br>£ | <u>BUDGET</u><br><u>2021</u><br>£ |
|-----------------------------------|---|-----------------------------------|-----------------------------------|
| -                                 | Generated Income - Safeguarding                         | -                                 | -                                 |
| -                                 | Income - Grants - Safeguarding                          | (30,000)                          | -                                 |
| 228,538                           | Staff Costs - Safeguarding                              | 219,700                           | 216,504                           |
| 13,613                            | Office Costs - Safeguarding                             | 19,416                            | 21,379                            |
| 1,818                             | Travel Costs - Safeguarding                             | 2,098                             | 2,500                             |
| 2,375                             | Resources & Equipment - Safeguarding                    | 600                               | 150                               |
| 12,037                            | Governance & Support - Safeguarding                     | 8,362                             | 8,000                             |
| 3,824                             | Events & Courses - Safeguarding                         | 4,383                             | 15,000                            |
| 72,757                            | Projects & Activities - Safeguarding                    | 182,283                           | 100,000                           |
| 255                               | Finance Charges - Safeguarding                          | 160                               | 200                               |
| <u>335,217</u>                    | <b>Total Safeguarding</b>                               | <u>407,002</u>                    | <u>363,733</u>                    |
| 69,317                            | Staff Costs - Church Buildings                          | 68,701                            | 72,200                            |
| 5,938                             | Office Costs - Church Buildings                         | 5,601                             | 6,234                             |
| 1,640                             | Travel Costs - Church Buildings                         | 1,228                             | 7,000                             |
| 1,622                             | Resources & Equipment - Church Buildings                | 2,139                             | 2,744                             |
| -                                 | Events & Courses - Church Buildings                     | -                                 | 4,000                             |
| <u>78,517</u>                     | <b>Total Church Buildings</b>                           | <u>77,669</u>                     | <u>92,178</u>                     |
| 43,648                            | Staff Costs - Mission & Pastoral                        | 55,185                            | 46,300                            |
| 6,228                             | Office Costs - Mission & Pastoral                       | 3,495                             | 3,495                             |
| 31                                | Travel Costs - Mission & Pastoral                       | 102                               | -                                 |
| 152                               | Resources & Equipment - Mission & Pastoral              | -                                 | 270                               |
| -                                 | Events & Courses - Mission & Pastoral                   | -                                 | -                                 |
| <u>50,059</u>                     | <b>Total Mission &amp; Pastoral Committee</b>           | <u>58,782</u>                     | <u>50,065</u>                     |
| <u>127,823</u>                    | Closed Churches Expenditure                             | <u>165,453</u>                    | <u>109,400</u>                    |
| <u>127,823</u>                    | <b>Total Closed Churches</b>                            | <u>165,453</u>                    | <u>109,400</u>                    |
| 12,977                            | Property Costs - Glebe Administration                   | 23,022                            | 18,000                            |
| 3,089                             | Governance & Support Costs - Glebe Administration       | 264                               | 33,600                            |
| <u>16,066</u>                     | <b>Total Glebe Administration</b>                       | <u>23,286</u>                     | <u>51,600</u>                     |
| (1,132)                           | Generated Income - Central Services                     | (2,282)                           | (2,500)                           |
| 73,094                            | Investment Management Costs - Central Services          | 78,648                            | 78,000                            |
| 262                               | Property Costs - Central Services                       | 378                               | -                                 |
| 548,168                           | Staff Costs - Central Services                          | 469,751                           | 488,247                           |
| 2,170                             | Office Costs - Central Services                         | (34,129)                          | 13,503                            |
| 863                               | Travel Costs - Central Services                         | 556                               | 1,400                             |
| 40,115                            | Resources & Equipment - Central Services                | 23,733                            | 44,653                            |
| 135,646                           | Governance & Support - Central Services                 | 161,386                           | 144,309                           |
| -                                 | Events & Courses - Central Services                     | -                                 | -                                 |
| 7,064                             | Projects & Activities - Central Services                | 10,775                            | -                                 |
| (18,703)                          | Finance Charges - Central Services                      | 8,039                             | 9,000                             |
| <u>787,547</u>                    | <b>Total Central Services (Governance, HR, Finance)</b> | <u>716,855</u>                    | <u>776,612</u>                    |
| (240)                             | Generated Income - Comms                                | -                                 | (6,000)                           |
| -                                 | Trading Income - Comms                                  | (640)                             | (2,000)                           |
| 73,685                            | Staff Costs - Comms                                     | 74,574                            | 74,400                            |
| 4,668                             | Office Costs - Comms                                    | 7,055                             | 7,099                             |
| 239                               | Travel Costs - Comms                                    | 629                               | 500                               |
| 13,740                            | Resources & Equipment - Comms                           | 8,859                             | 11,185                            |
| -                                 | Events & Courses - Comms                                | -                                 | -                                 |
| <u>92,092</u>                     | <b>Total Communications</b>                             | <u>90,477</u>                     | <u>85,184</u>                     |



| <b><u>ACTUAL</u></b><br><b><u>2020</u></b><br><b>£</b> |   | <b><u>ACTUAL</u></b><br><b><u>2021</u></b><br><b>£</b> | <b><u>BUDGET</u></b><br><b><u>2021</u></b><br><b>£</b> |
|--|---|--|--|
| -  | Staff Costs - IT                              | 25,487   | 33,600   |
| 104,056  | Office Costs - IT                             | 119,301  | 139,230  |
| 18   | Travel Costs - IT                             | -  | -  |
| 327  | Resources & Equipment - IT                    | (65)   | 500  |
| 1,030  | Governance & Support - IT                     | 1,029  | 1,500  |
| 14,447   | Projects & Activities - IT                    | 342  | 1,000  |
| 32,373   | Finance Charges - IT                          | 31,777   | 32,400   |
| <u>152,251</u>   | <b>Total Information Technology (IT)</b>      | <u>177,871</u>   | <u>208,230</u>   |
| <u>1,031,890</u>                                       | <b>Total General Office Costs</b>             | <u>985,203</u>   | <u>1,070,026</u>                                       |
| <u>-</u>   | <b>Total Exceptional Costs</b>                | <u>4,200</u>   | <u>80,000</u>  |
| 527,859  | National Church & General Synod Costs         | 495,237  | 495,526  |
| 23,687   | Mission Agencies & CPAS Pensions              | 28,281   | 28,282   |
| 226,731  | Retired Clergy Housing Scheme                 | 232,399  | 232,400  |
| 6,960  | General Synod Members' Expenses               | -  | 10,000   |
| <u>785,237</u>   | <b>Total National Church Responsibilities</b> | <u>755,917</u>   | <u>766,208</u>   |
| <u><b>17,118,333</b></u>                               | <b>TOTAL EXPENDITURE</b>                      | <u><b>16,754,608</b></u>                               | <u><b>16,808,315</b></u>                               |

**UNRESTRICTED FUND - BALANCE SHEET**  
**AS AT 31 DECEMBER 2021**

| <u>2020</u>       |   |                  |                  | <u>2021</u>       |
|-------------------|---|------------------|------------------|-------------------|
| £                 |   | £                | £                | £                 |
|                   | <b>Tangible fixed assets</b>                              |                  |                  |                   |
| 5,854,269         | Properties (page 9)                                       |                  |                  | 6,498,238         |
| 98,244            | Furniture, fittings & equipment                           |                  |                  | 64,472            |
| <u>5,952,513</u>  |   |                  |                  | <u>6,562,710</u>  |
|                   | <b>Investments</b>  |                  |                  |                   |
| 107,210           | Investments   |                  |                  | 120,303           |
| <u>6,059,723</u>  |   |                  |                  | <u>6,683,013</u>  |
|                   | <b>Current assets</b>                                     |                  |                  |                   |
| 1,098,635         | Debtors   | 551,507          |                  |                   |
| 725,848           | Loans   | 105,315          |                  |                   |
| 5,129,586         | Bank & Cash Deposit accounts                              | <u>6,422,132</u> |                  |                   |
| <u>6,954,069</u>  |   |                  | 7,078,953        |                   |
|                   | <b>Less current liabilities</b>                           |                  |                  |                   |
| (570,822)         | Creditors   | (540,501)        |                  |                   |
| <u>(570,822)</u>  |   |                  |                  |                   |
| 6,383,246         | <b>Net current assets</b>                                 |                  | <u>(540,501)</u> | 6,538,453         |
|                   | <b>Less long term liabilities</b>                         |                  |                  |                   |
| (31,000)          | Church Workers Pension Fund - DBS                         | (8,000)          |                  |                   |
| <u>-</u>          | Loans   | <u>-</u>         |                  |                   |
|                   |   |                  |                  | (8,000)           |
| <u>12,411,970</u> | <b>NET ASSETS</b>   |                  |                  | <u>13,213,466</u> |
|                   | <b>FUNDS</b>  |                  |                  |                   |
|                   | <b>General fund</b>                                       |                  |                  |                   |
| 5,489,896         | Balance brought forward 1 January                         |                  | 5,736,971        |                   |
| (463,151)         | Excess expenditure over income for year                   |                  | (241,480)        |                   |
| 741,000           | Reallocation of payments: Clergy pension liability - 2021 |                  | 434,000          |                   |
| 6,000             | Reallocation of payments: CWPF DBF - 2021                 |                  | 23,000           |                   |
| (12,795)          | Unrealised gains/(losses) on revaluation of investments   |                  | 12,342           |                   |
| -                 | Gain on property sale                                     |                  | -                |                   |
| (1,593)           | Realised gains/(losses) on sale of investments            |                  | 257              |                   |
| <u>(22,386)</u>   | Net transfers to Restricted funds                         |                  | <u>(27,567)</u>  |                   |
| 5,736,971         | <b>Total General fund</b>                                 |                  |                  | 5,937,523         |
| 6,674,999         | <b>Designated funds (page 12)</b>                         |                  |                  | 7,275,943         |
| <u>12,411,970</u> | <b>TOTAL FUNDS</b>  |                  |                  | <u>13,213,466</u> |

**PROPERTY IN THE OWNERSHIP OF THE BOARD OF FINANCE**  
**UNRESTRICTED FUND**

| <b><u>Date</u></b>     |  | <b><u>2021</u></b>      | <b><u>2020</u></b> |
|------------------------|--|-------------------------|--------------------|
| <b><u>Acquired</u></b> |  | <b><u>Valuation</u></b> |                    |
|                        | <b><u>MISCELLANEOUS PROPERTIES</u></b> |                         |                    |
| Sept 95                | Church House, New Church Rd Hove       | 4,845,093               | 4,364,949          |
| April 02               | The Chapel, Pulborough                 | 367,410                 | 331,000            |
|                        | <b><u>RETIRED CLERGY HOUSES</u></b>    |                         |                    |
| Sept 83                | 49 Westgate, Chichester                | 366,300                 | 330,000            |
| Dec 87                 | 12 Walsingham Road, Hove               | 638,605                 | 575,320            |
| Jan 06                 | 19 Mill Close, Fishbourne (leasehold)  | 280,830                 | 253,000            |
|                        | <b>TOTAL VALUATION OR COST</b>         | 6,498,238               | 5,854,269          |
|                        | <b>NET BOOK VALUE</b>                  | 6,498,238               | 5,854,269          |

**Miscellaneous church properties vested in the Board of Finance following closure for public worship**

|   |  |
|---|--|
| Brighton, Holy Trinity                    | Milland Old Chapel                       |
| Brighton, St Peter *                      | Rumboldswyke, St Mary                    |
| Stanmer                                   | Southwick, St Peter                      |
| Burgess Hill, St John (part)              | Spithurst, St Bartholomew                |
| Chichester, St Bartholomew                | St Leonards-on-Sea, St Leonard           |
| Chichester, St Olaf                       | St Leonards-on-Sea, St Peter and St Paul |
| Hammerwood, St Stephen                    | West Lavington, St Mary Magdalene        |
| Hastings, All Souls                       | Wiston, St Mary                          |
| Holtye, St Peter                          | Woolavington, St Peter's Church          |
| Hove, St John the Baptist Day Centre      | Worthing, Holy Trinity                   |
| Hove, St Patrick                          | Worthing, St Paul                        |
| Lowfield Heath, St Michael and All Saints |  |

\* Public worship according to the rites and ceremonies of the Church of England continues to take place in these buildings under licence

**PARISH SHARE SUMMARY 2021**

| <b><u>Net<br/>Parish<br/>Ministry<br/>Costs</u></b> |                             | <b><u>Deanery<br/>promise</u></b> | <b><u>Amount<br/>collected</u></b> | <b><u>Percentage<br/>of receipts<br/>to promise</u></b> |                          |
|---|-----------------------------|-----------------------------------|------------------------------------|---|--------------------------|
|   |                             | <b>£</b>                          | <b>£</b>                           | <b><u>2021<br/>%</u></b>                                | <b><u>2020<br/>%</u></b> |
| <b><u>ARCHDEACONRY OF CHICHESTER</u></b>            |                             |                                   |                                    |   |                          |
| 1,126,820   | Arundel & Bognor Deanery    | 981,452                           | 948,549                            | 96.6  | 89.5                     |
| 821,371   | Chichester Deanery          | 751,905                           | 751,905                            | 100.0   | 92.4                     |
| 404,041   | Midhurst Deanery            | 403,849                           | 403,039                            | 99.8  | 101.9                    |
| 452,760   | Petworth Deanery            | 329,729                           | 322,887                            | 97.9  | 88.2                     |
| 491,066   | Storrington Deanery         | 475,877                           | 475,877                            | 100.0   | 99.9                     |
| 878,574   | Worthing Deanery            | 758,168                           | 758,168                            | 100.0   | 98.8                     |
| 328,876   | Westbourne Deanery          | 366,629                           | 366,629                            | 100.0   | 94.2                     |
| <u>4,503,508</u>                                    |                             | <u>4,067,609</u>                  | <u>4,027,054</u>                   | <u>99.0</u>   | <u>93.4</u>              |
| <b><u>ARCHDEACONRY OF HORSHAM</u></b>               |                             |                                   |                                    |   |                          |
| 754,388   | Cuckfield Deanery           | 710,815                           | 710,815                            | 100.0   | 97.4                     |
| 1,055,061   | East Grinstead Deanery      | 693,313                           | 681,313                            | 98.3  | 95.6                     |
| 873,694   | Horsham Deanery             | 776,389                           | 776,389                            | 100.0   | 91.0                     |
| 607,566   | Hurst Deanery               | 584,425                           | 584,425                            | 100.0   | 96.0                     |
| <u>3,290,709</u>                                    |                             | <u>2,764,942</u>                  | <u>2,752,942</u>                   | <u>99.6</u>   | <u>95.3</u>              |
| <b><u>ARCHDEACONRY OF HASTINGS</u></b>              |                             |                                   |                                    |   |                          |
| 607,062   | Battle & Bexhill Deanery    | 413,729                           | 379,729                            | 91.8  | 95.2                     |
| 629,329   | Dallington Deanery          | 493,318                           | 489,837                            | 99.3  | 92.3                     |
| 1,184,523   | Eastbourne Deanery          | 923,503                           | 829,448                            | 89.8  | 85.0                     |
| 644,680   | Hastings Deanery            | 477,712                           | 477,712                            | 100.0   | 91.8                     |
| 704,372   | Rotherfield Deanery         | 679,790                           | 679,790                            | 100.0   | 101.5                    |
| 470,019   | Rye Deanery                 | 391,108                           | 391,108                            | 100.0   | 82.1                     |
| 578,663   | Uckfield Deanery            | 422,586                           | 422,586                            | 100.0   | 93.6                     |
| <u>4,818,648</u>                                    |                             | <u>3,801,746</u>                  | <u>3,670,210</u>                   | <u>96.5</u>   | <u>91.3</u>              |
| <b><u>ARCHDEACONRY OF BRIGHTON &amp; LEWES</u></b>  |                             |                                   |                                    |   |                          |
| 1,556,949   | Brighton Deanery            | 1,070,841                         | 1,070,841                          | 100.0   | 89.0                     |
| 816,418   | Hove Deanery                | 617,513                           | 617,513                            | 100.0   | 91.7                     |
| 1,149,676   | Lewes & Seaford Deanery     | 853,896                           | 842,823                            | 98.7  | 94.7                     |
| <u>3,523,043</u>                                    |                             | <u>2,542,250</u>                  | <u>2,531,177</u>                   | <u>99.6</u>   | <u>91.4</u>              |
| <u>16,135,908</u>                                   | Total                       | <u>13,176,547</u>                 | <u>12,981,383</u>                  | <u>98.5</u>   | <u>93.0</u>              |
|   | Prior Year Parish Share     |                                   | 43,156                             |   |                          |
| <u>16,135,908</u>                                   | Total including prior years | <u>13,176,547</u>                 | <u>13,024,539</u>                  | <u>98.8</u>   | <u>93.6</u>              |
| <b><u>Total Parish Share reported</u></b>           |                             | <b><u>13,024,539</u></b>          |                                    |   |                          |

**ENDOWMENT AND RESTRICTED FUNDS - BALANCE SHEET**  
**AS AT 31 DECEMBER 2021**

| <b><u>2020</u></b> |  | <b><u>2021</u></b> |
|--------------------|--|--------------------|
| £                  | <b><u>PROPERTY AT VALUATION</u></b>                          | £                  |
| 5,167,433          | Terry's Cross main house - Terry Cross Fund                  | 5,735,851          |
| 631,257            | Chaplaincy House, Falmer - University Fund                   | 700,695            |
| 1,152,184          | Deserted Widows property - Clergy Welfare fund               | 1,278,924          |
| 172,006,905        | Parsonage property - Parsonage fund                          | 190,737,119        |
| 45,293,676         | Glebe property - Stipend fund                                | 48,410,097         |
| <u>4,439,485</u>   | Glebe Land - Stipend Fund                                    | <u>4,880,149</u>   |
| <u>228,690,940</u> |  | <u>251,742,835</u> |
|                    | <b><u>INVESTMENTS AT MARKET VALUE</u></b>                    |                    |
| 12,165,350         | M&G Charifund units  | 13,792,897         |
| 25,686             | M&G Charibond units  | 24,804             |
| 9,523,020          | Charles Stanley Portfolio                                    | 10,417,020         |
| 7,258,743          | JM Finns Portfolio   | 8,715,678          |
| 7,516,675          | Cazenove Portfolio   | 8,820,341          |
| 4,468              | CBF fixed interest security shares                           | <u>5,107</u>       |
| <u>36,493,942</u>  |  | 41,775,846         |
|                    | <b><u>CURRENT ASSETS</u></b>                                 |                    |
| 309,681            | Loans  | 309,681            |
| 16,417             | Debtors  | 17,242             |
| <u>3,436,484</u>   | Bank & Cash Deposit accounts                                 | <u>3,819,577</u>   |
| <u>3,762,582</u>   |  | 4,146,500          |
| <u>268,947,464</u> |  | <u>297,665,181</u> |
|                    | <b><u>LESS: CURRENT LIABILITIES</u></b>                      |                    |
| (1,720,636)        | Loans to the Board for houses purchased for deserted spouses | (1,491,831)        |
| -                  | Creditors  | -                  |
| (852,000)          | Clergy pension scheme  | (438,000)          |
| <u>(2,572,636)</u> |  | <u>(1,929,831)</u> |
| <u>266,374,827</u> |  | <u>295,735,350</u> |
|                    | <b>FUNDS (page 12)</b>                                       |                    |
| 250,991,987        | Endowment funds  | 278,499,562        |
| <u>15,382,840</u>  | Restricted funds   | <u>17,235,788</u>  |
| <u>266,374,826</u> |  | <u>295,735,350</u> |

**BREAKDOWN OF ENDOWMENT, RESTRICTED AND DESIGNATED FUNDS**

| <b><u>ENDOWMENT FUNDS</u></b> | <b>Balance<br/>01/01/2021</b> | Income        | Expendi-<br>ture | Revaluation<br>of property /<br>investments | Transfers       | <b>Balance<br/>31/12/2021</b> |
|-------------------------------|-------------------------------|---------------|------------------|---|-----------------|-------------------------------|
|                               | £                             | £             | £                | £   |                 | £                             |
| Diocesan stipends fund (p13)  | 60,043,059                    | (97,943)      | (129,320)        | 7,460,339                                   | (20,000)        | 67,256,135                    |
| Parsonage Fund (p15)          | 179,051,687                   | 151,040       | -                | 18,796,334                                  | -               | 197,999,061                   |
| Clergy welfare fund           | 2,106,356                     |               |                  | 243,494                                     |                 | 2,349,850                     |
| Elflinsward trust             | 2,067,381                     |               |                  | 239,066                                     |                 | 2,306,447                     |
| Terry's Cross                 | 5,167,433                     |               |                  | 568,418                                     |                 | 5,735,851                     |
| Jenkinson trust               | 46,648                        |               |                  | 5,418                                       |                 | 52,066                        |
| Training fund                 | 840,132                       |               |                  | 97,194                                      |                 | 937,326                       |
| University chaplaincy         | 659,156                       |               |                  | 72,615                                      |                 | 731,771                       |
| Hayllar trust                 | 69,231                        |               |                  | 7,989                                       |                 | 77,220                        |
| The Poling Fund               | 574,258                       |               |                  | 70,490                                      |                 | 644,748                       |
| The Arnold Bequest            | 366,646                       |               |                  | 42,441                                      |                 | 409,087                       |
|                               | <b>250,991,987</b>            | <b>53,097</b> | <b>(129,320)</b> | <b>27,603,798</b>                           | <b>(20,000)</b> | <b>278,499,562</b>            |

Note: Endowment funds consist of invested capital. Realised gains are shown as income in the individual Endowment funds. Investment income from the Diocesan stipend, Elflinsward and Training funds is credited to the general fund (see pg 2). All other income is credited to restricted funds (see below).

| <b><u>RESTRICTED FUNDS</u></b>  | <b>Balance<br/>01/01/2021</b> | Income           | Expendi-<br>ture   | Revaluation<br>of property/<br>investments | Transfers       | <b>Balance<br/>31/12/2021</b> |
|---------------------------------|-------------------------------|------------------|--------------------|--|-----------------|-------------------------------|
|                                 | £                             | £                | £                  | £  |                 | £                             |
| Diocesan pastoral account (p14) | 13,047,244                    |                  | (36,593)           | 1,850,520                                  | (104,064)       | 14,757,106                    |
| Clergy welfare fund             | 1,079,402                     | 80,299           | (78,050)           | 58,075                                     | 0               | 1,139,727                     |
| B Wild Clergy Welfare Fund      | 866,550                       | 23,115           | (60,399)           | 77,613                                     |                 | 906,879                       |
| The Poling Fund                 | 41,829                        | 27,370           | (3,122)            |  |                 | 66,076                        |
| Clergy widows                   | 21,995                        | 3                |                    |  |                 | 21,997                        |
| University chaplaincy           | 38,869                        | 1,063            | (112)              |  |                 | 39,821                        |
| Jenkinson trust                 | 21,695                        | 1,790            | (690)              |  |                 | 22,796                        |
| Hayllar trust                   | 80,576                        | 2,641            | (257)              |  |                 | 82,960                        |
| World Church Experience         | 43,330                        | 26               |                    |  |                 | 43,356                        |
| Harvest Appeal                  | 61,382                        | 1,525            | (15,031)           |  |                 | 47,876                        |
| The Arnold Bequest              | 36,113                        | 14,357           | (13,718)           |  |                 | 36,752                        |
| Hospital Chaplaincy             | 19,600                        |                  |                    |  |                 | 19,600                        |
| Readers Funds                   | 2,607                         | 458              | (1,027)            | 639  |                 | 2,676                         |
| Schools resources               | 3,354                         |                  |                    |  |                 | 3,354                         |
| ADs' funds - Care of Churches   | 1,453                         |                  | (1,000)            |  |                 | 453                           |
| Scorer Music fund               | 19,887                        | 10               |                    |  |                 | 19,897                        |
| Leavers Service Collections     | 3,660                         |                  |                    |  |                 | 3,660                         |
| Strategic Development Funding   | -                             | 469,132          | (524,817)          |  | 54,064          | (1,621)                       |
| West Lavington Fabric Fund      | 10,128                        |                  |                    |  |                 | 10,128                        |
| RME Block grant                 | (23,646)                      | 505,233          | (477,736)          |  |                 | 3,851                         |
| Restricted Donations            | 500                           | 1,426            | (556)              |  |                 | 1,370                         |
| Charles Marriott Fund           | 5,535                         |                  |                    |  |                 | 5,535                         |
| Disadvantaged Youth Fund        | 777                           |                  | (90)               |  |                 | 687                           |
| Generous Giving Fund            |                               | 32,000           | (30,649)           |  |                 | 1,351                         |
| Parish Share Video Fund         |                               | 3,000            | (6,000)            |  |                 | (3,000)                       |
| Duke of Edinburgh Award Fund    | 0                             | 8,655            | (6,156)            |  |                 | 2,499                         |
|                                 | <b>15,382,840</b>             | <b>1,172,104</b> | <b>(1,256,003)</b> | <b>1,986,847</b>                           | <b>(50,000)</b> | <b>17,235,788</b>             |

Note: Investment income from the Pastoral account is credited directly to the general fund (see pg 2)

| <b><u>DESIGNATED FUNDS</u></b> | <b>Balance<br/>01/01/2021</b> | Income        | Expendi-<br>ture | Revaluations   | Transfers     | <b>Balance<br/>31/12/2021</b> |
|--------------------------------|-------------------------------|---------------|------------------|----------------|---------------|-------------------------------|
|                                | £                             | £             | £                | £              |               | £                             |
| Property fund                  | 5,838,541                     |               |                  | 643,970        |               | 6,482,511                     |
| Parish mission fund            | 219,553                       | 50,000        | (67,000)         |                | 50,000        | 252,553                       |
| Bishop Certificates            | 14,040                        | 13            |                  | 813            | 0             | 14,866                        |
| Closed Church Furnishings      | 2,865                         | -             |                  |                |               | 2,865                         |
| Sustainability Fund            | 600,000                       | -             | (76,852)         |                |               | 523,148                       |
|                                | <b>6,674,999</b>              | <b>50,013</b> | <b>(143,852)</b> | <b>644,783</b> | <b>50,000</b> | <b>7,275,943</b>              |

**DIOCESAN STIPENDS FUND CAPITAL ACCOUNT**

**31 December 2021**

|   |   |           |               | £             |
|---|---|-----------|---------------|---------------|
| Balance 1 January 2021  |   |           |               | 60,043,059    |
|   |   |           |               | <hr/>         |
|   |   |           |               | 60,043,059    |
| <b>INCOME</b>   |   |           |               |               |
| <u>Sale of Glebe property etc.</u>                                    | Valuation                                     | Proceeds  | Profit/(loss) |               |
| 12 Cornwall Road  | 394,000                                       | 522,213   | 128,213       |               |
| 6 Patcham Grange  | 750,000                                       | 733,370   | (16,630)      |               |
| Fir Trees   | 1,310,000                                     | 1,034,791 | (275,209)     |               |
| 8 Rainbow Field   | 590,000                                       | 629,682   | 39,682        |               |
| 25 Wyvern Place   | 513,000                                       | 539,001   | 26,001        |               |
|   | <hr/>   | <hr/>     | <hr/>         |               |
|   | 3,557,000                                     | 3,459,057 | (97,943)      |               |
|   | <b>TOTAL INCOME</b>                           |           |               | (97,943)      |
| <b>EXPENDITURE</b>  |   |           |               |               |
| Stipend costs   |   |           |               | (129,320)     |
| <b>TRANSFER TO OTHER FUNDS</b>  |   |           |               |               |
| <br>  |   |           |               |               |
| <b>REVALUATIONS OF ASSETS AND PENSION LIABILITY</b>                   |   |           |               |               |
| Revaluation of Glebe property for the 12 months at 31st December 2021 |   |           |               | 5,171,483     |
| Revaluation of Glebe land for the 12 months at 31st December 2021     |   |           |               | 443,652       |
| Revaluation of Clergy Pension Deficit at 31st December 2021           |   |           |               | (20,000)      |
| <b>GAINS/(LOSS) ON REVALUATION OF INVESTMENTS</b>                     |   |           |               |               |
| Realised gain/(loss) on sale of Charles Stanley Portfolio             |   |           | 33,195        |               |
| Realised gain/(loss) on sale of Cazenove Portfolio                    |   |           | (37,130)      |               |
| Realised gain/(loss) on sale of JM Finns Portfolio                    |   |           | 3,591         |               |
| Realised gain/(loss) on sale of Glebe land                            |   |           | (988)         |               |
|   |   |           | <hr/>         |               |
|   |   |           | (1,332)       |               |
| Unrealised gain/(loss) on revaluation of Cazenove Portfolio           |   |           | 265,339       |               |
| Unrealised gain/(loss) on revaluation of Charles Stanley Portfolio    |   |           | 594,834       |               |
| Unrealised gain/(loss) on revaluation of JM Finns Portfolio           |   |           | 267,534       |               |
| Unrealised gain/(loss) on revaluation of M&G Charifund units          |   |           | 718,829       |               |
|   |   |           | <hr/>         |               |
|   |   |           | 1,846,536     |               |
|   | <b>NET GAIN ON REVALUATION OF INVESTMENTS</b> |           |               | 1,845,205     |
| Balance 31 December 2021  |   |           |               | <hr/> <hr/>   |
|   |   |           |               | 67,256,135    |
| <b>REPRESENTED BY:</b>  |   |           |               |               |
|   |   |           |               | <u>Market</u> |
|   |   |           |               | <u>value</u>  |
|   |   |           |               | <u>£</u>      |
| Charles Stanley Portfolio   |   |           |               | 4,795,318     |
| JM Finns Portfolio  |   |           |               | 3,636,257     |
| M&G Charifund units   |   |           |               | 6,091,830     |
| Cazenove Portfolio  |   |           |               | 2,388,370     |
|   |   |           |               | <hr/>         |
|   |   |           |               | 16,911,775    |
| Glebe Property at Valuation   |   |           |               | 48,410,097    |
| Glebe Land at Valuation   |   |           |               | 4,880,149     |
| Cash at bank  |   |           |               | (2,507,887)   |
| Creditor - Clergy pension Fund Liability                              |   |           |               | (438,000)     |
|   |   |           |               | <hr/> <hr/>   |
|   |   |           |               | 67,256,134    |

| <b>MEMO</b>   |           |
|---|-----------|
| <u>Purchase &amp; transfers of Glebe properties</u> |           |
| Knowle Cottage improvements                         | 141,364   |
| 83 Sherwood Road                                    | 551,489   |
| 58 Brunswick Street West                            | 809,085   |
|   | <hr/>     |
|   | 1,501,938 |

**DIOCESAN PASTORAL ACCOUNT**  
**31 December 2021**

|  |          | £                        |
|--|----------|--------------------------|
| Balance 1 January 2021   |          | 13,047,244               |
| <b>INCOME</b>  |          |                          |
| <u>Sale of land</u>  |          |                          |
|  | _____    | -                        |
| <u>Proceeds of former parsonages</u>                               |          |                          |
| <u>Trf from parsonage fund</u>                                     | _____    | -                        |
| <b>TOTAL INCOME</b>  |          | -                        |
| <b>EXPENDITURE</b>   |          |                          |
| <u>Grants</u>  |          |                          |
| Parishes   | (36,593) |                          |
|  | _____    | (36,593)                 |
| <b>TRANSFER TO OTHER FUNDS</b>                                     |          |                          |
| Mission Fund   | (50,000) |                          |
| SDF projects   | (54,064) |                          |
|  | _____    | (104,064)                |
| <b>TOTAL EXPENDITURE AND TRANSFER</b>                              |          | (140,658)                |
| <b>GAINS/(LOSS) ON REVALUATION OF INVESTMENTS</b>                  |          |                          |
| Realised gain/(loss) on sale of Charles Stanley Portfolio          | 23,249   |                          |
| Realised gain/(loss) on sale of Cazenove                           | (86,582) |                          |
| Realised gain/(loss) on sale of JM Finns Portfolio                 | 3,641    |                          |
|  | _____    | (59,692)                 |
| Unrealised gain/(loss) on revaluation of Charles Stanley Portfolio | 416,611  |                          |
| Unrealised gain/(loss) on revaluation of JM Finns Portfolio        | 271,276  |                          |
| Unrealised gain/(loss) on revaluation of M&G Charifund units       | 603,585  |                          |
| Unrealised gain/(loss) on revaluation of Cazenove Portfolio        | 618,740  |                          |
|  | _____    | 1,910,212                |
| <b>NET GAIN ON REVALUATION OF INVESTMENTS</b>                      |          | 1,850,520                |
| Balance 31 December 2021   |          | <u><u>14,757,106</u></u> |
| <b>REPRESENTED BY:</b>   |          |                          |
|  |          | <u>Market</u>            |
|  |          | <u>value</u>             |
|  |          | £                        |
| Investments  |          |                          |
| Charles Stanley Portfolio  |          | 3,358,551                |
| JM Finns Portfolio   |          | 3,687,113                |
| M&G Charifund units  |          | 5,115,170                |
| Cazenove   |          | 5,569,399                |
|  |          | _____                    |
|  |          | 17,730,233               |
| Debtors  |          | -                        |
| Cash at bank   |          | (2,973,127)              |
| Creditors  |          | -                        |
|  |          | _____                    |
|  |          | <u><u>14,757,106</u></u> |



**PARSONAGE FUND**  
**31 December 2021**

£

Balance 1 January 2021 179,051,689

**INCOME**

| <u>Sale of parsonages, etc.</u> | Valuation        | Proceeds         | Profit/(loss)  |
|---------------------------------|------------------|------------------|----------------|
| Sale of 8 Prestonville Road     | 860,861          | 812,643          | (48,218)       |
| Sale of St Anne's Crescent      | 806,316          | 1,005,573        | 199,257        |
|                                 |                  |                  | <u>0</u>       |
|                                 | <u>1,667,177</u> | <u>1,818,216</u> | <u>151,039</u> |

**TOTAL INCOME** 151,039

**EXPENDITURE**

|   |                           |
|---|---------------------------|
| Transfer net proceeds of sale of former parsonages              | 0                         |
| Revaluation of property for the 12 months to 31st December 2021 | 18,796,333                |
| Balance 31 December 2021  | <u><u>197,999,061</u></u> |

**REPRESENTED BY:**

|  |                           |
|--|---------------------------|
| Parsonage Property at Valuation 31/12/21 | 190,737,119               |
| Cash at bank                             | <u>7,261,942</u>          |
|  | <u><u>197,999,061</u></u> |

**MEMO**

| <u>Purchase &amp; transfers of parsonages</u> |                |
|---|----------------|
| Improvements to East Dean Rectory             | 26,659         |
| Improvements to 7 Durnford Close              | 622,019        |
| Improvements to 350 Chichester Road           | 128,716        |
| Improvements to 1 Forest Oaks                 | 37,812         |
| 24 Barons Down Road                           | <u>785,852</u> |
|   | 1,601,058      |

**ARCHDEACON'S LOAN FUNDS - BALANCE SHEET AT 31/12/21**

|  | <b><u>Sussex<br/>Church<br/>Campaign</u></b> | <b><u>Denne</u></b> | <b><u>Godman</u></b> | <b><u>Rawson</u></b> | <b><u>TOTAL</u></b>     |
|--|--|---------------------|----------------------|----------------------|-------------------------|
|  | £  | £                   | £                    | £                    | £                       |
| <b><u>CAPITAL</u></b>                                    |  |                     |                      |                      |                         |
| At 1 January 2021  | 154,215                                      | 365,197             | 197,993              | 191,622              | <b>909,028</b>          |
| Gain/(loss) on disposal                                  | (999)  | (4,553)             | (2,232)              | (1,865)              | <b>(9,649)</b>          |
| Additions  | -  | -                   | -                    | -                    | -                       |
| Unrealised gains/(loss) on<br>revaluation of investments | 20,191                                       | 46,852              | 25,505               | 24,814               | <b>117,362</b>          |
| At 31 December 2021                                      | <u>173,407</u>                               | <u>407,496</u>      | <u>221,266</u>       | <u>214,571</u>       | <b><u>1,016,740</u></b> |
| <b><u>Investments at market value</u></b>                |  |                     |                      |                      |                         |
| M&G Charifund units                                      | 110,630                                      | 121,303             | 80,938               | 97,325               | <b>410,196</b>          |
| Cazenove   | 64,244                                       | 292,878             | 143,605              | 119,985              | <b>620,712</b>          |
| Cash   | (1,467)                                      | (6,685)             | (3,277)              | (2,739)              | <b>(14,168)</b>         |
|  | <u>173,407</u>                               | <u>407,496</u>      | <u>221,266</u>       | <u>214,571</u>       | <b><u>1,016,740</u></b> |
| <b><u>ACCUMULATED INCOME</u></b>                         |  |                     |                      |                      |                         |
| At 1 January 2021  | 224,383                                      | 346,981             | 128,671              | 215,641              | <b>915,676</b>          |
| Investment income 2021                                   | 5,612  | 10,977              | 7,946                | 6,050                | <b>30,585</b>           |
| Expenses   | (363)  | (1,708)             | (811)                | (677)                | <b>(3,559)</b>          |
|  | <u>229,632</u>                               | <u>356,250</u>      | <u>135,806</u>       | <u>221,014</u>       | <b><u>942,702</u></b>   |
| <b>Represented by:</b>                                   |  |                     |                      |                      |                         |
| CBF deposits   | 25,585                                       | 27,513              | 25,633               | 25,816               | <b>104,547</b>          |
| Bank   | 49,048                                       | 28,565              | 75,173               | 123,198              | <b>275,984</b>          |
| Loans outstanding  | 155,000                                      | 300,172             | 35,000               | 72,000               | <b>562,172</b>          |
|  | <u>229,633</u>                               | <u>356,250</u>      | <u>135,806</u>       | <u>221,014</u>       | <b><u>942,702</u></b>   |
| Funds currently<br>available                             | 74,633                                       | 56,078              | 100,806              | 149,014              | <b>380,531</b>          |

**AIDED SCHOOLS FUND**  
**INCOME & EXPENDITURE 2021**

| <b><u>2020</u></b> |   | <b><u>2021</u></b> |                |
|--------------------|---|--------------------|----------------|
| £                  | <b>INCOME</b>   | £                  | £              |
| 1,703              | Donations   | 156                |                |
| 47,534             | Dividends and interest                                      | 48,564             |                |
| 10,440             | Rental income   | 10,142             |                |
| -                  | Other income  | -                  |                |
| <u>115,328</u>     | Gain on sale of school house property                       | <u>-</u>           |                |
| 175,005            | <b>TOTAL INCOME</b>   |                    | 58,862         |
|                    | <b>EXPENDITURE</b>  |                    |                |
| 48,000             | DBF administration charge                                   | 48,000             |                |
| 4,744              | Other expenses  | 303                |                |
| 68,684             | Grants paid   | -                  |                |
| <u>603</u>         | Bank charges  | <u>436</u>         |                |
| (122,031)          | <b>TOTAL EXPENDITURE</b>                                    |                    | (48,739)       |
| (97,772)           | <b>UNREALISED GAIN/(LOSS) ON REVALUATION OF INVESTMENTS</b> |                    | 152,925        |
| <u>(44,798)</u>    | <b>NET MOVEMENT IN FUNDS</b>                                |                    | <u>163,048</u> |

**BALANCE SHEET 31/12/20**

|                  |                                       |                  |
|------------------|---------------------------------------|------------------|
| £                |                                       |                  |
| 2,711,546        | Balance 1 January                     | 2,666,748        |
| <u>(44,798)</u>  | Profit/(loss) for the year            | <u>163,048</u>   |
| <u>2,666,748</u> | Balance 31 December                   | <u>2,829,796</u> |
|                  | <b>REPRESENTED BY:</b>                |                  |
| 1,108,976        | Investments at market value           | 1,261,901        |
| -                | Long term loans to governors          | -                |
| 523,926          | Debtor - School Building Projects     | 714,778          |
| 46,695           | Debtors                               | 42,351           |
| 1,988,303        | CBF deposit accounts                  | 1,989,342        |
| 2,402,818        | Cash at bank                          | 2,510,882        |
| (216,825)        | Creditor - School Building Projects   | (370,070)        |
| (1,901,829)      | Creditor - School Condition Allowance | (1,914,805)      |
| (1,252,529)      | Creditors                             | (1,351,904)      |
| 233              | Amount owed from General Funds        | (21,470)         |
| <u>(33,020)</u>  | Contingent liability                  | <u>(31,209)</u>  |
| <u>2,666,748</u> |                                       | <u>2,829,796</u> |

The Aided Schools Fund includes two restricted funds:

- 1 Voluntary Aided Schools Capital Project Fund
- 2 Deanery Donation Fund

**FUNDS HELD IN TRUST**  
**FOR PARISHES AND OTHER ORGANISATIONS**  
**YEAR ENDING 31 DECEMBER 2021**

| <b>2020</b>                         |  | <b>2021</b>       |
|-------------------------------------|--|-------------------|
| <b>£</b>                            |  | <b>£</b>          |
| <b><u>PARISH TRUSTS</u></b>         |  |                   |
| 16,452,211                          | Capital                                    | 18,717,542        |
| 134,269                             | Income                                     | 174,654           |
| <u>16,586,480</u>                   |  | <u>18,892,196</u> |
| <b>REPRESENTED BY:</b>              |  |                   |
| 15,868,134                          | Investments at market value                | 17,795,565        |
| -                                   | Sundry debtors                             | -                 |
| 584,077                             | Central Board of Finance deposits          | 921,976           |
| 0                                   | Creditor                                   | -                 |
| 134,269                             | Cash at bank                               | 174,654           |
| <u>16,586,480</u>                   |  | <u>18,892,196</u> |
| <b><u>CHANCEL TRUSTS</u></b>        |  |                   |
| 576,024                             | Capital held in trust for chancels         | 658,427           |
| 37                                  | Capital held on account for administration | 350               |
| 257,498                             | Accumulated income (claimable by parishes) | 239,836           |
| <u>833,559</u>                      |  | <u>898,613</u>    |
| <b>REPRESENTED BY:</b>              |  |                   |
| 576,024                             | Investments at market value                | 658,427           |
| 257,498                             | Central Board of Finance deposits          | 239,836           |
| 37                                  | Cash at bank                               | 350               |
| -                                   | Creditor                                   | -                 |
| <u>833,559</u>                      |  | <u>898,613</u>    |
| <b><u>EDUCATION TRUST FUNDS</u></b> |  |                   |
| <u>4,148,450</u>                    | Funds held for Governors and Trustees      | <u>4,305,927</u>  |
| <b>REPRESENTED BY:</b>              |  |                   |
| 2,405,200                           | Investments at market value                | 2,684,488         |
| 1,743,250                           | Current deposits and bank                  | 1,621,438         |
| <u>4,148,450</u>                    |  | <u>4,305,927</u>  |

**Reconciliation of Red Book and Statutory Accounts - 2021**

|  | UF<br>£           | DF<br>£       | RF<br>£          | EF<br>£       | Total<br>£        |
|--|-------------------|---------------|------------------|---------------|-------------------|
| <b>Income per Red Book</b>   | 16,513,128        | 50,013        | 1,172,104        | 53,097        |                   |
| AD Loans   |                   |               | 30,585           |               |                   |
| Schools  |                   |               | 58,862           |               |                   |
|  | <u>16,513,128</u> | <u>50,013</u> | <u>1,261,551</u> | <u>53,097</u> | <u>17,877,790</u> |
| Adjustments:   |                   |               |                  |               |                   |
| Stipend fund income - restricted in statutory accounts and unrestricted in Red Book  | (1,083,894)       |               | 1,083,894        |               |                   |
| Training fund income - restricted in statutory accounts and unrestricted in Red Book | (31,941)          |               | 31,941           |               |                   |
| Readers' Fund income - included in Red Book but restricted in statutory accounts     | (458)             |               |                  |               |                   |
| Departmental income credited to expenditure in Red Book                              | 188,383           |               |                  |               |                   |
| Curates and Officers Housing - internal transfer. Excluded from statutory accounts   | (201,415)         |               |                  |               |                   |
| Guaranteed annuities - not reported in Red Book                                      | 8,157             |               |                  |               |                   |
| Rounding   | 2                 |               |                  |               |                   |
| Adjusted Red Book total - income   | <u>15,391,962</u> | <u>50,013</u> | <u>2,377,386</u> | <u>53,097</u> | <u>17,872,458</u> |
| Statutory accounts totals - income   | 15,391,962        | 50,013        | 2,377,386        | 53,097        | 17,872,458        |

|  | UF<br>£           | DF<br>£        | RF<br>£          | EF<br>£        | Total<br>£        |
|--|-------------------|----------------|------------------|----------------|-------------------|
| <b>Expenditure per Red Book</b>  | 16,754,608        | 143,852        | 1,256,003        | 129,320        |                   |
| AD Loans   |                   |                | 3,559            |                |                   |
| Schools  |                   |                | 48,739           |                |                   |
|  | <u>16,754,608</u> | <u>143,852</u> | <u>1,308,301</u> | <u>129,320</u> | <u>18,336,081</u> |
| Adjustments:   |                   |                |                  |                |                   |
| Pension fund movement - not reported in Red Book   | 20,000            |                |                  |                |                   |
| Stipend fund expenditure - restricted in statutory accounts and unrestricted in Red Book           | (1,083,894)       |                | 1,083,894        |                |                   |
| Pension deficit contribution - movement in creditors in statutory accounts                         | (457,000)         |                |                  |                |                   |
| RME Block Grant income and expenditure - included in Red Book but restricted in statutory accounts | 27,497            |                |                  |                |                   |
| Readers' Fund expenditure - included in Red Book but restricted in statutory accounts              | (388)             |                |                  |                |                   |
| Departmental income credited to expenditure in Red Book  | 188,383           |                |                  |                |                   |
| Grant from Aided Schools fund - transfer in statutory accounts                                     | 48,000            |                | (48,000)         |                |                   |
| Curates and Officer housing. Internal transfer. Excluded from statutory accounts                   | (201,415)         |                |                  |                |                   |
| Guaranteed annuities - not reported in Red Book  | 8,157             |                |                  |                |                   |
| Training fund expenditure - restricted in statutory accounts and unrestricted in Red Book          | (31,941)          |                | 31,941           |                |                   |
| Rounding   | 2                 |                |                  |                |                   |
| Adjusted Red Book total - expenditure  | <u>15,272,009</u> | <u>143,852</u> | <u>2,376,136</u> | <u>129,320</u> | <u>17,921,318</u> |
| Statutory accounts totals - expenditure  | 15,272,009        | 143,852        | 2,376,136        | 129,320        | 17,921,317        |

## **TRUSTEESHIP**

The Chichester Diocesan Fund and Board of Finance (Inc.) being a duly appointed Trust Corporation, is the official body to act as trustees for Church trusts and ecclesiastical charities, under either deeds or wills.

The Board is the diocesan authority within the meaning of the Parochial Church Councils (Powers) Measure 1956 and the Incumbents and Churchwardens (Trusts) Measure 1964. Under these Measures parochial church councils and incumbents and churchwardens respectively are required to obtain the consent of the Board before acquiring an interest in land (other than a short lease) or in funds to be held on permanent trusts. Such assets are to be vested in the board as custodian trustees, but management and administration are with the parochial church council or incumbent and churchwardens as the case may be.

## Good Stewardship and Financial Challenges for your church

In a busy and fast-changing age, and in a period where Covid has and continues to present its own particular challenges, a parish church is a symbol of stability and sameness reaching out to each parishioner's sense of history; reaching through the generations and speaking of the timelessness and togetherness of their town or village life. When many memories seem to be disappearing, the parish church establishes a focus and a reality of faith and meaning that most people would like to continue and support.

But every local church has its own varied and special set of financial challenges. For a few, regular donations and legacies provided by those who came before us, provide a sense of self-sufficiency and sustainability – the church reaches into its local population, who are more than willing to provide the money needed to ensure its work continues and even, in some cases, expands to meet ever-changing situations.

For some there are major building or project costs to be funded and for others, even meeting running costs is severely challenging their faith to keep calm and carry on.

Some churches are experiencing a change in the ability or willingness of parishioners to donate the necessary sums to maintain the church and to provide that link with history; experiencing falling income and cost-cutting, which ultimately leads to closure rather than to expansion.

Help is at hand! While there is no universal model or solution, no “magic money tree” nor printing press, there is some well-organised guidance online. The starting point for planning a stewardship campaign is [www.chichester.anglican.org/generous-giving](http://www.chichester.anglican.org/generous-giving) from where you will be quickly guided to resources of interest. Follow this up with a call to our new Generous Giving Advisor, Reverend Andrew Smith (01273 425042 or email [andrew.smith@chichester.anglican.org](mailto:andrew.smith@chichester.anglican.org)) and you'll find us ready to discuss realistically the challenges you face to identify solutions for encouraging congregations to consider more generous and tax-efficient giving. Alternatively, call your Parish Advisor, Helen James (01273 425797 or email [helen.james@chichester.anglican.org](mailto:helen.james@chichester.anglican.org)).

While the challenges are significant, there's no reason to be pessimistic. Across our diocese, some £31million is given each year to, and through, our local churches. That's a huge sum reflecting the extraordinary generosity of the people of Sussex. But – looked at another way – it's a very tiny fraction of the total household disposable income across the Sussex area. So, we can be optimistic about fundraising (because we know the people of Sussex to be generous) while we also know there is a huge potential, including a pool of disposable income, as yet untapped.

Diocesan initiatives will help local churches understand their populations in greater detail, and the Parish Advisor has access to a wealth of demographic and deprivation data.

For regular giving, the Parish Giving Scheme (PGS) is now used by 26 Church of England dioceses. New ways of digital giving are also becoming mainstream and some churches are eagerly joining the moves to using new technology that is driving community communications in the 21<sup>st</sup> century.

These innovations may help, but they are not a substitute for the need for local churches to continue to inspire and engage the million-and-a-half people who live in Sussex, and to invite them to participate in and contribute to church life. Some of our parishes are exemplary in the way they do this – and we are looking to see their good practices echoed more widely across the Diocese.

The 'four tenets' of good church financial management do not change:

- Preach and teach generous giving in accordance with apostolic instruction
- Link the giving to mission and ministry rather than just maintenance of buildings
- Encourage an annual review of giving and its relationship to financial solvency
- Thank givers personally every year.

“For all things come from you, and of your own have we given you.” (1 Chronicles 29:14)

For more information, try [www.chichester.anglican.org/generous-giving](http://www.chichester.anglican.org/generous-giving), search for other resources online or call 01273 425797 and ask for the Parish Advisor (PCC Governance, Stewardship and Finance).



## Help for local churches seeking to resource their ministry

### Four key points from 'Giving for Life'

- Preach and teach generous giving
- Link giving to mission and ministry
- Encourage a review of giving annually
- Thank givers annually

Giving for Life is copyright © 2009 The Archbishop's Council

If you would like to speak to Helen James, your Parish Advisor at Church House, call 01273 425797

Did you know that diocesan income approximately equals the cost of Church House?

The remainder of the diocesan budget pays for clergy ministry and is funded by pledges from our parishes

The Parish Giving Scheme (PGS) is now used by 26 Church of England dioceses and is very effectively helping in enabling a stream of regular income for PCCs. Average giving per person per week in Chichester Diocese through PGS currently amounts to £16

Many smartphone-users no longer carry cash. If they need to donate to their church, they may need to do so contactlessly. To find out more about contactless giving or PGS, go to [www.chichester.anglican.org/generous-giving](http://www.chichester.anglican.org/generous-giving)

Legacies are a very effective method of providing for parish ministry, provided that they are not restricted to the fabric.

Does your PCC have an approved legacy policy? Download a template from [www.chichester.anglican.org/generous-giving](http://www.chichester.anglican.org/generous-giving)

### More online resources:

[www.parishresources.org.uk](http://www.parishresources.org.uk)

an excellent website setting out all aspects of local church administration including cost saving ideas

[www.parishbuying.org.uk](http://www.parishbuying.org.uk)

churches can obtain cost savings when buying such items as energy, office products and contactless devices

[www.churchlegacy.org.uk](http://www.churchlegacy.org.uk)

a recently refurbished site with information about gifts in wills, or legacies