

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



2022

RED BOOK

109th ANNUAL REPORT AND FINANCIAL STATEMENTS

REPORT OF THE DIOCESAN FINANCE COMMITTEE FOR THE YEAR ENDED 31 DECEMBER 2022

The finance team in the Diocese of Chichester dedicate considerable time and effort to explain our financial position as clearly as we can, answering any queries from across the parishes and travelling around the Deaneries to set out our position as transparently as possible. This booklet – the “Red Book” is a key part of that process as in it we try to set out our financial situation with sufficient detail but without jargon and with an accompanying narrative that explains the figures.

2022 was a year that exceeded our expectations as the deficit of expenditure over income was smaller than we had forecast. The headline figure is that our deficit for the year was £121,126 resulting in our General Fund only being depleted by that amount. That figure compares with our 2022 budget for a deficit of £748,088 and a deficit in 2021 of £241,480.

A major factor in that result was the remarkable generosity and faithfulness of parishes across the Diocese who responded to the end of the pandemic by paying Parish Share of £13.65mm (an increase of 4.85% over 2021). In faith and hope we had set a budget for 2022 that Parish Share rise to the pre-pandemic level of £14 million over two years, aiming for £13.5 million last year. I put on record here my gratitude to all in the pews and on the PCC's who contributed generously and in faith to such an encouraging result.

Additionally, investment income at £1.34 million was up on 2021 and exceeded our forecast. I should point out that while income held up well, asset values in our investment portfolio declined, compensated for by revaluation of our glebe property. Those losses and the gains are unrealised as we have the luxury of taking and the obligation to take a very long term view on those asset positions.

We had budgeted to bring spending on our clergy houses back to a more normalised level in 2022, having reduced spending in this department significantly during the pandemic. Two factors resulted in this expenditure being even higher than budget; the excellent news that more clergy appointments were made during the year drove “ingoing works” on parsonages 20% over budget, and inflation in building materials and additional interim repair work being found to be required resulted in the cost of clergy housing being 19.2% above budget.

More positively, across most remaining expense lines tight budget discipline resulted in overall expenditure for 2022 coming in 2.2% under budget and only 1.6% higher than the prior year when costs were artificially depressed by the pandemic. In a period when inflation was running at above 8% that is commendable and I thank all in Church House for that result.

The 2022 outturn is therefore welcome, despite being a deficit, particularly since we are aware that there are considerable head-winds affecting parish finances and we are concerned about maintaining progress towards raising Parish Share back to pre-pandemic levels.

We are keeping a close eye on the 2023 budget, taking care with new appointments as we gauge how parishes are able to cope in these challenging economic times.

Our grateful thanks are due to Gabrielle, Catherine and the staff in our small finance team who keep our accounts to meet our statutory requirements and who are the front line team in managing our resources wisely.

Lesley Lynn
Chairman of the DBF
April 2023

DETAILED COMMENTS

The accounts published in this booklet, known as the Red Book, reflect expenditure versus the budget for 2022 approved by Diocesan Synod in November 2021. 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 are still recovering from the impact of the COVID pandemic. It was encouraging that pledges received from parishes for parish share were £584,356 higher than those made in 2021. Actual share receipts for 2022 were £631,876 more than those received in 2021 showing the ongoing commitment by parishes to meet their pledges.

A deficit of £748,088 was budgeted for the year, funded from General Reserves. The actual outturn was a deficit of £121,126.

Overall income for 2022 was £511,927 above budget. Parish share receipts of £13,656,415 were £156,415 above budget, which was a very pleasing result with parishes themselves also recovering from the impact of COVID as well as contending with rising energy costs. 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. Nine deaneries were able to meet their promised pledges, while overall, taking into account receipts relating to prior year pledges, parishes were able to contribute 99.3% of the original pledge total.

The investment portfolio produced an income yield of approximately 3.55%, and generated income of £1,342,286 which was £257,624 more than budget. It remains our policy to hold a balanced investment portfolio maximising income while protecting capital value for future generations.

Income from housing was below budget and represented an 11% decrease on the prior year in 2021, which itself had seen a large increase from 2020. 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 15.7% above budget but showed a decrease of £34,134 on 2021. This suggests that the number of events giving rise to those fees are returning to stable levels.

Total expenditure was below budget by £115,035. A significant saving in 2022 was due to the reduction in contribution rate for the clergy pension scheme, which resulted in a saving of £224k compared to budget. However this was more than cancelled out by expenditure on clergy housing which was £430,277 above budget. Works on properties resulting from quinquennial inspections had been deferred in 2020 and 2021, and recommenced in 2022. There are two main reasons why expenditure was above budget. Firstly there were more clergy appointments than budgeted, resulting in higher spend on ingoing works in the year than budget. Also the effects of inflation on building works have started to come through on more recent projects.

We were delighted that May Camp was able to happen again in 2022, having been cancelled in 2020 and 2021 due to Covid restrictions. The net cost of the event was £17k higher than budget. This was partly due to fewer attendees than in previous years, but also due to price increases for items such as marquee hire, furniture hire and staging hire which are all critical to the success of the event.

A number of 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 and 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 Catherine Dawkins, 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 by 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 of clergy and laity

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 continuing impact of the Covid-19 pandemic, in 2021 (the latest year for which figures are available) approximately 940 weddings or blessings, 3,230 funerals and 1,610 baptisms were carried out. During the pandemic and beyond 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. 357 licensed clergy and 78 licensed readers minister across the 349 parishes and Bishop's Mission Orders in the Diocese, with 25 new stipendiary and 4 new house for duty or self-supporting clergy appointments in 2022, including 13 newly ordained deacons, and 6 new readers licensed.

The Education Department appointed 149 foundation governors for church schools and helped to appoint 6 new head teachers.

Payment of stipends and pensions

During the year the CDBF paid stipends, pensions and other employment costs totalling £9.2 million for incumbents, curates and other clergy, increasing stipends above national recommendations. 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 25 against a budgeted rate of 26, five lower than in 2021, with an unusually low level of 17.5 at the start of the year rising as the year went on. 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 vacancies.

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 February 2011; others chose to retain their freehold. 35 clergy remain on freehold tenure. 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 2022 was deferred because of the Covid pandemic. and is due to resume in 2023.

Again, a significant amount of work was undertaken in respect of appointments and lettings in 2022, with 60 properties being made ready for incoming clergy and private tenants (to derive a rent).

Major projects in 2022 included the planning and tendering exercise for the extension at Moulsecomb Vicarage, and the refurbishment of Middleton Vicarage.

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. Curates are given support and guidance in the process of applying for posts of first responsibility.

Grants of over £315k were made to ordinands to support them and their families during their training. There are currently 33 ordinands in training.

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

MDR reviews were mostly able to be held in person again in 2022, except for distance or illness. In response to feedback, several chaplains were involved in a working group to adapt the MDR paperwork for use by chaplains. This was trialled by two chaplains in autumn 2022 and will be kept under review.

A wide range of courses in theology, spirituality, wellbeing 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 completed the final year of the course, after which a review took place. The third cohort of clergy undertook the Galilee leadership programme.

Pastoral care and welfare support

The Wellbeing for Clergy and Families (WCF) service now has 15 professionally registered counsellors, offering both in-person and online appointments (normally 12 fully funded appointments). Counselling feedback has been consistently positive. There has been increased rigour in policy and documentation whilst giving the WCF counsellors more agency, and work on GDPR compliance.

Training has been planned and delivered collaboratively with other staff in the department, particularly with the Diocesan Director of Ordinands and Continuing Ministerial Development Officer. More face-to-face opportunities to meet with clergy have been sought, e.g. at deanery chapters and in 1-1 meetings.

The first Clergy Wellbeing Day took place at Ashburnham Place in September, with 70 clergy attending. Tickets were 'Pay What You Can' which was well-received and facilitated a variety of donations, enabling clergy to make an investment in their own wellbeing, whilst also lessening costs to the CMD budget. The feedback from 30+ persons indicated a hugely positive response regarding speakers, content, delivery, and location, and confirmed the appetite for another Clergy Wellbeing Day in 2023.

In addition, welfare grants totalling approximately £211k have been awarded to 375 clergy and their families in times of need. This includes the grants towards energy costs made from the Clergy Hardship Fund which was made available from the Church Commissioners in 2022.

Implementing improvements to pastoral organisation

Eight Mission and Pastoral schemes and orders (five Pastoral Reorganisation schemes and three Bishop's Pastoral orders) were completed and a further twelve 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

Training ADDOs (Assistant Diocesan Directors of Ordinands) who accompany those exploring a vocation to ordained ministry continues to be important, and we are grateful that they offer their time as volunteers. In November 2022 we hosted an ADDO residential at Ashburnham over two days. All ADDOs experienced a simulated Stage 1 panel (part of the new national discernment and selection process) run by the DDO.

The DDO gathered the new lay Bishops' Advisers for the National Discernment Process together to support them in their new roles.

In June 2022 13 Deacons were ordained. We 'released' 9 ordinands to seek a post in a different diocese.

26 ordinands continued in training, including candidates from underrepresented groups. In September 2022, we sent an additional 6 ordinands to train and one resumed training, making a total of 33 ordinands at the end of the year.

We continue to prepare candidates for Candidates' Panels, which is an extension of the selection process and reviews a range of candidates' cases: transferring to a new category of ministry, moving to a new focus of ministry, resuming training after withdrawal, receiving ministers from other Churches, those who have completed training but not yet been ordained, and those with conditional recommendations.

There are currently 12 candidates working formally through the new discernment process, some of whom will start training in September 2023. More candidates are in the initial stages of discernment.

A part time (50%) Deputy DDO was appointed in December 2022 to increase capacity and have a particular focus on those going through selection and initial training on the exceptional pathway, which has been developed largely for older candidates who are called out by the bishop to meet local need.

Supporting apostolic partnerships

A diocesan policy was written and agreed by Bishop's Staff and Bishop's Council and presented at Diocesan Synod in May. This will continue to be refined – in particular the processes for developing a proposal for an apostolic partnership as these are trialled.

As a diocese we were successful with a further application for £1.62 million of Strategic Development Funding for Crawley. The application will enable St John's to continue to expand its mission across the town and see even more lives in Crawley spiritually and materially transformed. The vision of this 5-year project is to create a vibrant eco-system of churches, with young leaders, who live and share the Gospel of Jesus Christ to reach a generation that feels forgotten in a town where the Covid pandemic has amplified the needs of the city - especially unemployment, debt, hunger, homelessness, and mental ill health. The funding focuses on 3 key areas; i) Leadership development pipeline ("Character School - Developing leaders in the way of Jesus"); ii) Launch 4 new worshipping communities, Partnerships at St Richard's (Three Bridges) and St Peter's (West Green) and new plants at Kilnwood Vale and Forge Wood (new housing developments); iii) Accelerate upscaling of St John's as a resource church for local parishes in Crawley (and eventually beyond).

The 2021 project continues in the Brighton and Hove deaneries with 2 church apostolic partnerships launched during the past 12 months and preparations underway for 2 more church partnerships scheduled to be launched early in 2023.

The diocese is also beginning to have conversations with Vision and Strategy team at National Church Institutions regarding a new major package of funding to be launched across the UK in 2023 called Strategic Ministry and Mission Investment.

2021 saw St John's Meads partner with St Michael and All Angels, Eastbourne, and this has seen the congregation grow significantly (150 regular worshippers) over 2022.

As a diocese, we partnered with Winchester & Guildford dioceses 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.

Our Growing Partnerships initiative is in full operation. 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. A short video is available on our website. Our School Effectiveness Officers also promoted it through their visits and regular conversations and it is the subject of ongoing training and discussion.

We have been delighted to see the wide range of partnerships that have developed and the way each local relationship is unique. The ideas and concepts supporting Growing Partnerships have been shared with other dioceses who are adopting a range of elements within it.

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

2022 saw the return of our Year 6 Leavers Celebrations. We were joined by over 3,600 children from 121 schools but what was particularly striking was the vast increase in the friends and families that joined us.

Supporting clergy, lay leaders, parishes and chaplains

Parish development

In 2022, we were involved in driving the deanery planning process across the diocese, which sought to identify missional needs and outcomes for every deanery in the diocese. This involved working 1 to 1 with every deanery and rural dean.

We launched a church growth course, named Great is thy Faithfulness: Growing the Household of Faith, which was piloted for 16 parishes across 6 sessions during early 2022. The feedback helped us to make changes and it will be run in 2023 with 8 parishes over 6 months. The full effect of the programme will only be seen in time as churches implement their growth strategies.

Lay Vocations

2022 marked 5 years since the start of the Living Faith course. In that time 250 people have undertaken the course many of whom have subsequently trained as either ALMs, Readers or clergy. During the pandemic, the course switched to become online only, and it is our hope that in 2023 we will be able to provide both in person and online versions of the course. However, the online version of the course has been well received enabling a rich mix of participants from across the diocese.

In 2022 we appointed a new team of Assistant Wardens for Lay Ministry and a new Ministerial Development Review scheme for Readers has been completed and will be rolled out in 2023.

Continuing ministerial development for Readers and ALMs is now being provided through the Developing Ministries programme organised by the CMD Officer (see above). This means

that there are now regular CMD events some of which are designed specifically for Readers and ALMs and others are shared with clergy. A quarterly newsletter 'Lay Ministry Matters' has been developed, and training and other events together with resources etc are now being advertised through this. The newsletter is sent to all licensed and serving Readers and ALMs.

Youth and Children

2022 saw Maycamp gathering in person again for the first time since 2019, with around 350 young people attending and 25 new Christians.

We focussed on 'building back after Covid', starting with re-strengthening the network of relationships between youth and children's leaders. Regular Link up networking events, Maycamp, mini Maycamp, youth and children's leaders retreat and regional hubs have all been important touch points throughout the year.

We are starting to see the hubs operating as a node of communication to previously disconnected churches as well as a valuable space for training, networking, resourcing and fellowship with other like-minded volunteers. We continue to recruit new leaders for more regional hubs working towards a conveniently local regional hub in every geographical area.

In late spring, a children's and families work conference was run at the cathedral with keynote speakers representing the national Growing Faith initiative as well as creative and emerging thinking around children's and families work. 110 people attended this conference.

The Diocesan Mission Fund continues to fund mission with children and young people through the recruitment of new youth and children's workers in parishes. Not only does this support parishes in funding but also in the strategic development of these roles using mission fund advocates to work closely with parishes in the application process and through ongoing annual reporting.

Communications

Despite a five month gap in digital resourcing following the departure of the Digital Media Officer and recruitment of a successor, video output was increased.

The team planned and delivered over 30 videos for a range of activities including 11 videos welcoming our new ordinands, five videos highlighting the Easyfundraising scheme, five videos for Remembrance Sunday, and videos promoting Black History Month, Holy Land Pilgrimage and Bishop Martin's 10th anniversary, as well as developing the Diocesan Sound cloud podcasts platform which, this year, hosted reflections from the Lambeth conference and Advent reflections. Added to this the department supported and shared training and workshop promotions for a variety of Apostolic Life programmes.

The team supported the Ukraine housing initiative led by Bishop Ruth, communicating the need for church communities to step up and offer refuge to those fleeing Ukraine and sharing stories from host families. The team also supported the appeal for Warm spaces projects which resulted in several churches responding to this initiative.

The department responded to Her late Majesty's death and issued guidelines to churches and responded to local media and parish enquiries at short notice.

The communications team supported a full year of key diocesan events, both the major Christian festivals and special events such as Racial Justice Sunday, Black History month and Order of St Richard honouring exceptional lay service.

On top of this, the team participated in the delivery of social media training for Clergy in collaboration with the Apostolic Life department as well as assisting with increasing registrations to events such as The Childhood Conference and the Clergy Wellbeing Day.

Raising the profile of our partner charities continued with coverage of key Mother's Union, Family Support Work and Children's Society events and new partnerships were explored, including working with the RSPCA.

Three diocesan stories were shared by the National team including The Chapel on the Beach. Other national events such as Great Big Green Week and The Queen's Green Canopy were supported by reporting on the engagement and activities in church communities.

Two issues of Faith in Sussex were planned and published (Summer and Winter). 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 website continue 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, governance and compliance, etc.

Education

A key aspect of our work focussed on Growing Partnerships as detailed earlier. 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.

Since 2021 we have been holding termly briefings online with Heads and Governors. This serves to keep our schools informed and to keep growing the threads of a Diocesan School Family. Three sessions were offered in 2022 and in total 415 school leaders attended including Headteachers, 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.

Our Governor Training programme proved very popular with 353 places being booked on a total of 18 training sessions. The areas covered included SIAMS, Safeguarding and Foundation Governor induction.

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 400 people during the year, in addition to the online safeguarding training which continues to be accessed by well over 1,000 people across the Diocese every 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 131 applications (94 requests for formal advice and 37 requests for informal advice). The Church Buildings team and DAC also assisted the Archdeacons in processing 196 permissions for minor works under the List B process. 23 DAC site visits were carried out.

The Fundraising Adviser provided tailored fundraising and project management advice to 84 parishes by email, phone, and in person. The figures break down by archdeaconry as Chichester – 34, Hastings – 24, Brighton and Lewes – 17, and Horsham – 9. She visited 24 churches, independently of the DAC's scheduled site visits. As in 2021, grant-funding opportunities and remits continued to change rapidly and frequently and keeping on top of this comprised a significant part of her work. It also increasingly includes advice on major project planning and heating needs.

Parish Support on financial matters

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 2022 was the development of contactless and digital technology to facilitate individual donations via bank card. We acknowledge with thanks a grant from the Archbishops' Council to support contactless giving pilots.

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 mechanisms, 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 then 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 continue to have individual meetings with church incumbents and leadership teams, seeking assistance from the appropriate Rural Dean, and members of the senior staff. We have also continued presenting 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 and proves to be a significant factor in the raising of awareness of generosity.

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.

In 2021 and into 2022, the diocese 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. As part of this programme, a range of supporting resources, including video testimonials of successful churches have been created. We expect these to significantly increase the take-up of the programme and the individual revenue thus created.

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 2021 there was a particular focus on the impact of the pandemic, the holding of meetings and alternative methods of decision-making.

16 Autumn Deanery meetings were held in 2022. This year these were mainly joint meetings between either 2 or 3 deaneries and mainly in person. Two further Zoom meetings and two further in-person 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. Three diocesan synods were held in person with hybrid options for those who could attend in person in February, May and November.

Supporting schools

All our 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.

The numbers engaging across our range of training opportunities have grown considerably over the past twelve months with 1,146 training places taken in the academic year. The training programme offered for our Headteachers, school leaders and teachers saw 378 places booked on 20 different courses. In addition, 80 school leaders registered for our Headteachers' Conference on the theme of Growing Partnerships.

Academisation remains an important part of the strategy of the department. A successful Academies Roadshow in November was very well attended and we are confident this has supported our School Leaders in developing their thinking. The amount of ongoing dialogue with our Trusts is very encouraging. Our Academy Trusts are growing and it is important that we ensure that their growth is sustainable as we seek to support as wide a range of schools as possible. We now have four diocesan Multi-Academy Trusts 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 2022, 91% of our schools were judged to be graded good or above by Ofsted. This compares with the national average of 88%.

Facilitating of capital expenditure on schools

The Education Department continued to support the remaining 47 Voluntary Aided schools via capital funding from the government, under the 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 2021-22.

Safeguarding casework

Safeguarding casework remained busy in 2022 but at a lower level of intensity than in previous years. Chichester's Second Past Cases Review (PCR2) was completed in 2022 and accepted by the national PCR2 Project Board. The report commended the quality of safeguarding casework across the Diocese, although making various recommendations including that the Diocese continues to monitor the resourcing of the Safeguarding Team to ensure that good quality casework remains achievable. The Diocese has already responded to this recommendation by providing increased staffing levels for the Team.

The environment

The Environment Group chaired by the Archdeacon of Brighton and Lewes continued work towards a climate plan of action in response to the Church of England's target of Net Zero Carbon by 2030, presenting a route map to Diocesan Synod in May and engaging with the resources made available by the Church of England.

57% of churches submitted data to the national Energy Footprint in 2021 (the latest year for which data is available), an increase of 11%, with the estimated net carbon footprint reducing from 4,600 tonnes of CO₂ in 2020 to 4,100. The number of churches joining Eco Church has also continued to grow.

Two pilot projects looking at increasing the energy efficiency of different types of parsonage house were initiated, and Heat Decarbonisation Plans have been produced for 74%% of our Voluntary Aided Church Schools. One Voluntary Aided school, which had a completed Heat Decarbonisation Plan, successfully applied for £670,000 of public funding from the Department for Energy Security and Net Zero. The DBF is contributing £92,000 match funding along with some contingency funds from the School Condition Allocation capital funding. The project will replace two old oil boilers with a ground source heat pump, distribution pipework, radiators, windows, roofing, draught proofing and insulation. The bid was undertaken by the school with support from the diocese, the diocesan HDP and the diocesan consultants.

Supporting the wider church and specific ministries

Support for parish projects within diocese

The Diocesan Mission Fund deployed part of the grant from the Benefact 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 £90,000 towards projects including an Interparish Children and Families Mission Initiator & Youth Worker, a 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 to support their work with disadvantaged families. 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

The DOC has continued to focus principally on supporting Christians training for ministry. Three students from Kericho, Baringo and Maralal Dioceses in the Church of Kenya are studying at Carlile College, Nairobi, either full-time or part-time, for two or three years. In

addition, Adam Tomalin, who is originally from Hailsham, and his wife Nomfundo work for Crosslinks and are studying at George Whitfield College, Muizenburg, South Africa. Adam introduces himself in a YouTube clip on the 'Overseas Mission and Companion Links' page of the Diocesan website.

The Lambeth Conference finally took place in early August – a huge logistical exercise masterminded by the team at Lambeth. Unfortunately, it was not possible to hold the customary week in the Diocese and Parishes beforehand. However, Bishop Martin was able to invite nine of our eleven link bishops and their spouses - all apart from The Gambia and Kericho, Kenya - to Chichester on 2nd August. Supporters and members of the DOC joined them for tea and a short tour of the Palace, followed a service in the Cathedral at which Bishop Martin presented our visitors with chasubles. The bishops' wives were also presented with gifts and met with MU representatives. At the supper afterwards, arrangements were made to provide the bishops with mitres.

Regarding the difficult discussions within the Anglican Communion, our link dioceses - the Church of the Province of West Africa and the Anglican Church of Kenya - are not members of the Global South Fellowship of Anglican Churches (GSFA). At the end of 2022 the DOC discussed the repercussions for the Diocesan Mothers Union and their relationship with South Sudan becoming more complicated.

The pandemic meant that the Feuerstein Conference (held in Bayreuth, Germany) was postponed until May 2022. The theme of the conference was focussed on mission and Chichester sent a small cohort of two curates and one first incumbent.

The Diocesan European Ecumenical Committee (DEEC) was disbanded in 2022 due to its limited scope and ineffective structure.

Support for particular ministries

The CDBF continued to provide the Gatwick Airport Chaplain, who continued to offer a Christian presence and ministry to individuals and airport companies in Gatwick. In 2023, this will be taken over by the Diocese of Southwark.

Diocesan clergy also continued to support the South East Coast Ambulance chaplaincy.

The Rural Officer for East Sussex has continued to offer support, encouragement, care and advice to the many rural churches and communities we have in East Sussex. Highlights in 2022 included Rural Resource Events for laity and clergy, such as 'Using Your Churchyard For Mission' and 'How Village Churches Thrive'. Events such as these, as well as addressing Deanery Synods and Chapters, have enabled the Rural Officer to share good practice and to create greater confidence in our shared mission and ministry, while the emerging Chaplaincy at Plumpton Agricultural College and his appointment to the Board for the South of England Show have enabled the Rural Officer to be a 'conduit' between the Church and other rural stakeholders.

The Bishop's LGBTI Liaison Officer, a pioneering role created in 2017 to ensure that those who identify as LGBTI (both within and outside the Church) are affirmed and welcomed rather than simply tolerated, has continued to seek to build bridges of trust and relationships across divisions, to raise awareness, to provide for one to one and shared conversations with clergy and others, and to bring experience to bear on scripture, reason and tradition.

Coming to a place of "good disagreement" is not always easy. The current debate about same sex marriage is perhaps one of the most difficult issues the Church of England is facing in the 21st century. This year concludes six years of theological reflection through the

'Living in Love and Faith' project which was debated in depth at General Synod in February 2023. Throughout 2022 the Liaison Officer was involved in offering confidential support of those who are LGBTI and feel hurt by the Church, together with providing a sounding board for clergy across the theological spectrum dealing with these sensitive issues.

One of the most fruitful experiences has been meeting with those who disagree and yet seeking some common ground in our God-given humanity, recognising with dignity, the Christ in the other, and then parting on good terms, having formed a degree of trust that will continue to undergird relationships together into the future.

Racial Justice work developed during 2022. There was a special service at Uckfield Church on the 13th February, Racial Justice Sunday. This service was the first of its kind within the diocese. Following the service, work took place towards forming a Racial Justice Committee for the diocese and two Diocesan Racial Justice Officers were appointed by Bishop Martin at the Black History Month Service at Chichester Cathedral on the 8th October. They have been raising awareness about racism and its effects at schools and churches within the diocese. By the end of 2022, a Racial Justice Strategy and a Racial Justice Committee which works towards implementing the strategy were in place.

Running an effective organisation

19 governing committee meetings were held, including the Bishop's Council, the Operating Committee, Assets Committee, Audit Committee, Education Finance Committee and Remuneration Committee. Elections to the Diocesan Board of Education were completed, following the reconstitution of the Board in accordance with the Diocesan Boards of Education Measure 2021.

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.

With regard to glebe land, planning applications in the Horsham and North Chichester area have been affected by water neutrality issues. At Wisborough Green, Pulborough West, and Rotherfield Glebes, planning refusals were issued although it seems likely that the developers will submit fresh applications. Plumpton Glebe received a positive planning decision in 2022 and we are in the process of determining the price notice.

The Property Department continues to focus on letting empty houses where it can. In 2022 rental income of c. £710k was generated from vacant parsonage houses and c. £390k from glebe houses and land.

In May 2021, in response to the ongoing Covid-19 pandemic and to reflect the success of working from home, the DBF introduced a remote working policy which is now embedded into the organisation. This hybrid model enables staff to work between the office and from home whilst meeting the needs of the organisation. Our IT systems have facilitated effective business continuity throughout the pandemic and the new softphone telephone system (3CX) rolled out in 2021 has bedded in and both improved our flexibility and saved costs. We continue to work with our IT partner, Trident, to monitor and support our IT systems and are working towards becoming serverless in 2023-4 with data stored securely on the cloud.

FUTURE PLANS

The strategic aims established by Diocesan Synod in 2019 detailed on page 4 will continue to direct the activities of the CDBF. The Diocese will be working with the Church of England's Vision and Strategy team to further develop strategic plans and seek Strategic Mission and Ministry Investment.

Resourcing a Christian Presence

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, with follow ups during 2022. A diocesan wide view will be developed during 2023.

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, and we also plan to train and develop lay members of the Church, including expansion of the number of Authorised Lay Ministry electives, in response to needs identified in deanery and parish MAPs.

In response to the ongoing pressures placed on clergy following the Covid-19 pandemic, clergy welfare will remain a priority. Another Clergy Wellbeing Day (to which all clergy in the diocese will be invited) is being planned, pursuing the direction set out by the General Synod in their 2022 Covenant for Clergy Wellbeing. Further workshops are being developed in collaboration between the Head of Wellbeing for Clergy and Families and the Continuing Ministerial Development officer, 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.

Building on the strategic aims, we will be having three further themed years with events and opportunities for laity and clergy to deepen their knowledge and understanding of the faith and their Christian discipleship. Advent 2022 to the beginning of Advent 2023 is the Year of the Old Testament.

Generous Giving

In 2023 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 2023 will be to enable churches to make more of the easy fundraising 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.

Education

The Education team plan to produce an initiative similar to Growing Partnerships to support clergy working with non-Church schools. Year 6 Leavers Services will also be developed further, with an increase in the number of services to 14 in order to meet demand.

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. A temporary additional post, funded by a grant from the Archbishops' Council, will help to deliver this.

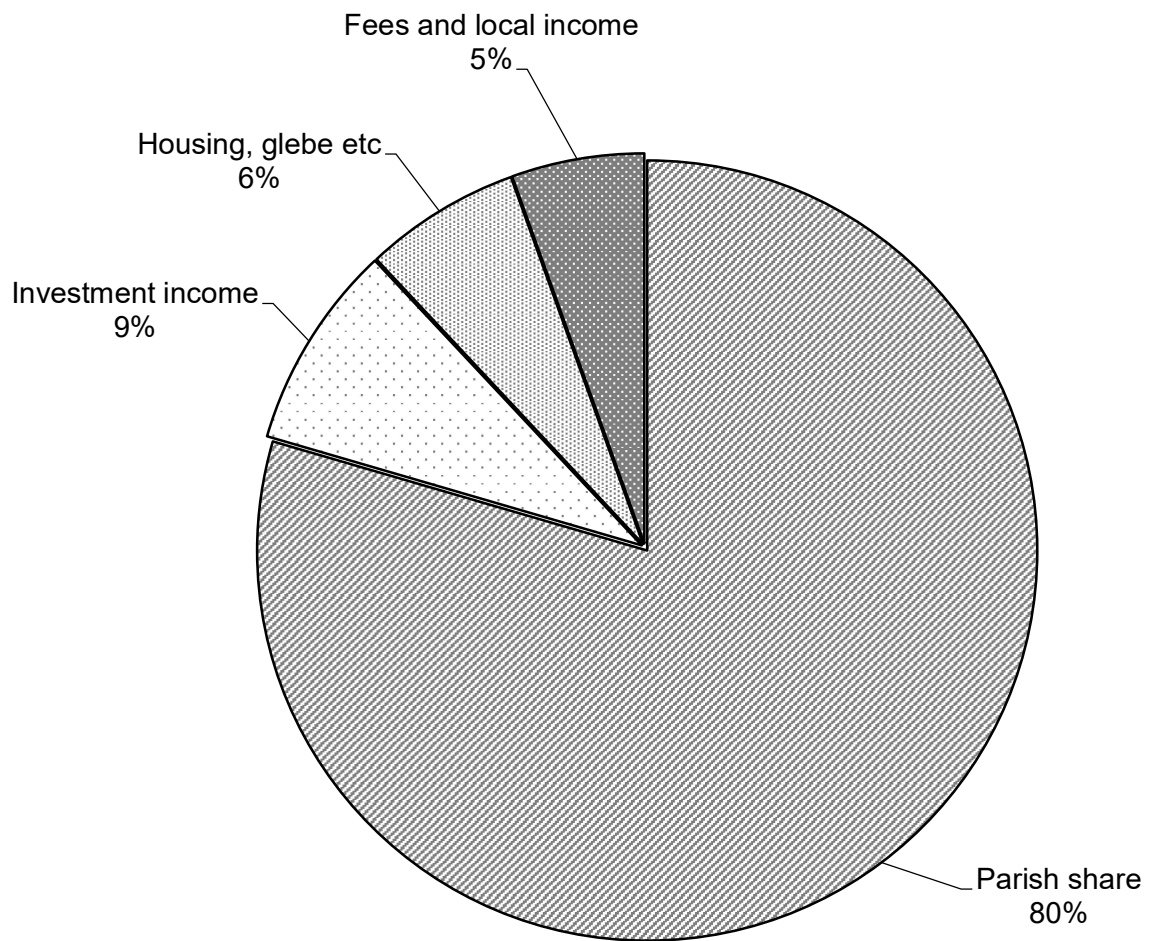
Safeguarding

The Diocese of Chichester is now a Pathfinder Diocese for the national implementation of Recommendations 1 & 8 from the Independent Inquiry into Child Sexual Abuse (IICSA). Recommendation 1 relates to the increased autonomy of Diocesan Safeguarding Advisers (to be re-named Officers to reflect their ability to act on their own authority in certain key casework tasks). Recommendation 8 relates to the ongoing auditing and quality assurance of safeguarding work in Dioceses and Cathedrals.

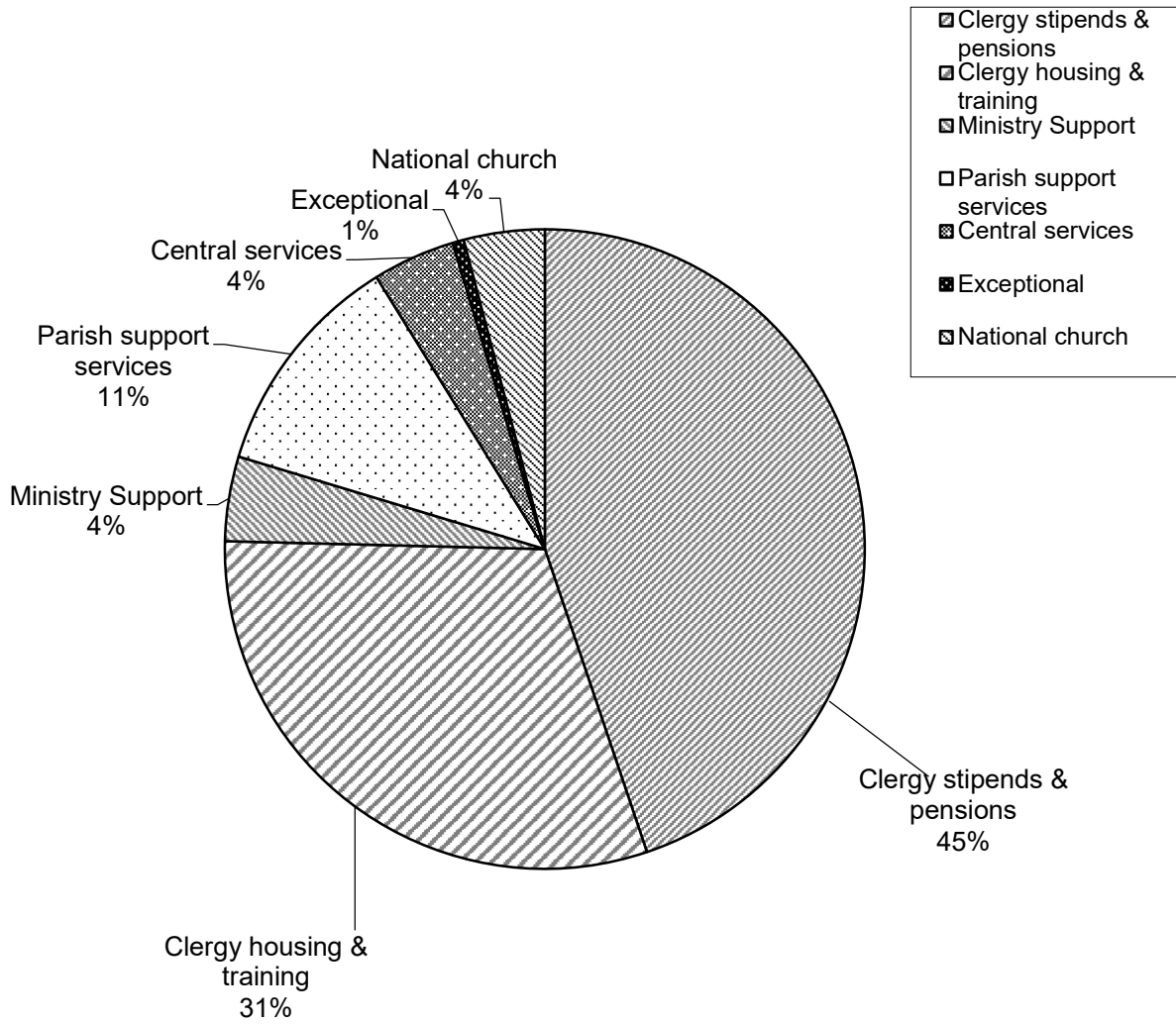
This is an ongoing project that will exist until 2024 when Recommendations 1 and 8 will be implemented across every Diocese. Being a Pathfinder Diocese places Chichester at the forefront of one of the most significant change projects across the CofE regarding safeguarding. In addition to its status as a Pathfinder, the Chichester Diocesan Safeguarding Adviser is the Lead User amongst DSAs for the national project.

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.

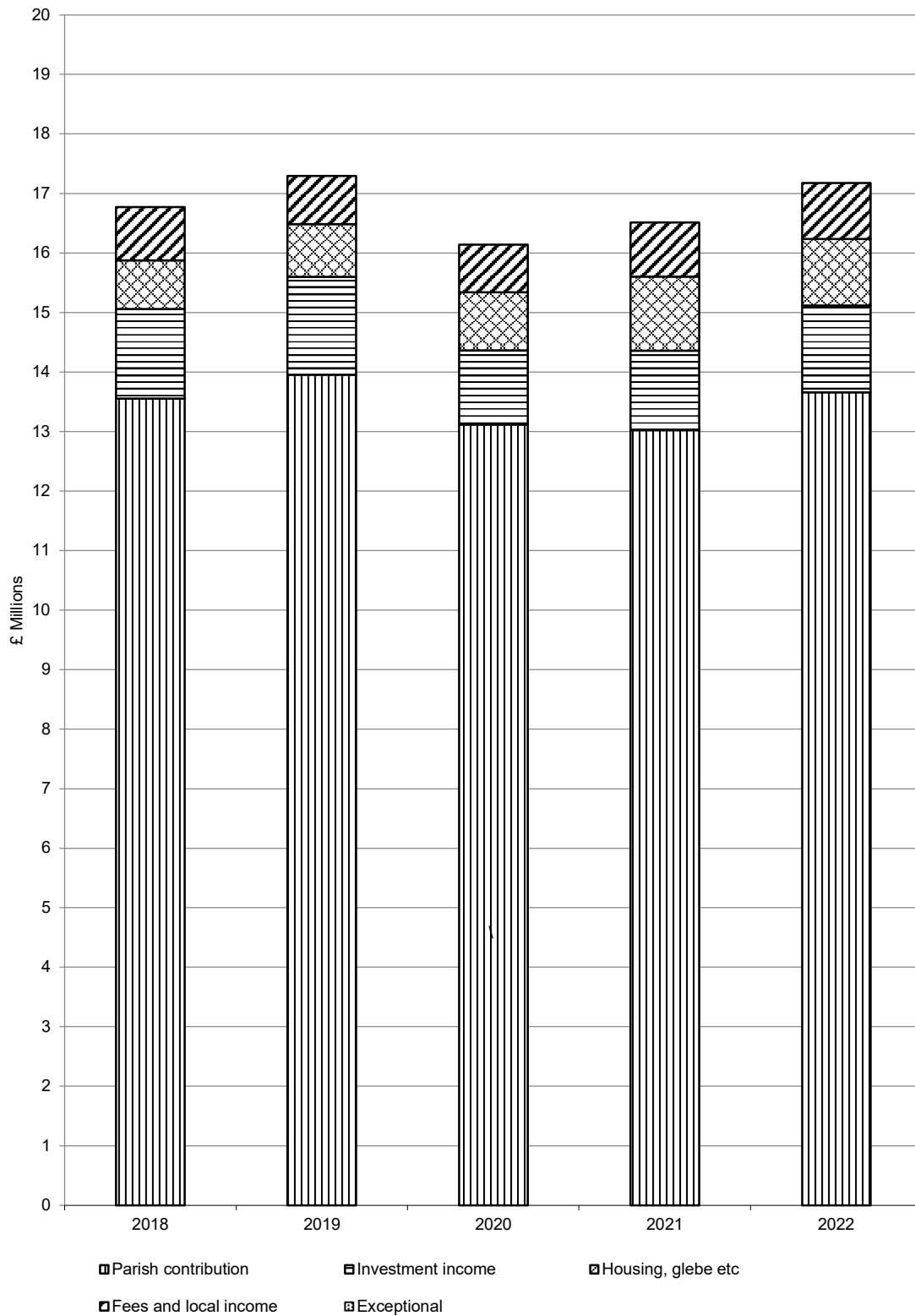
INCOME 2022



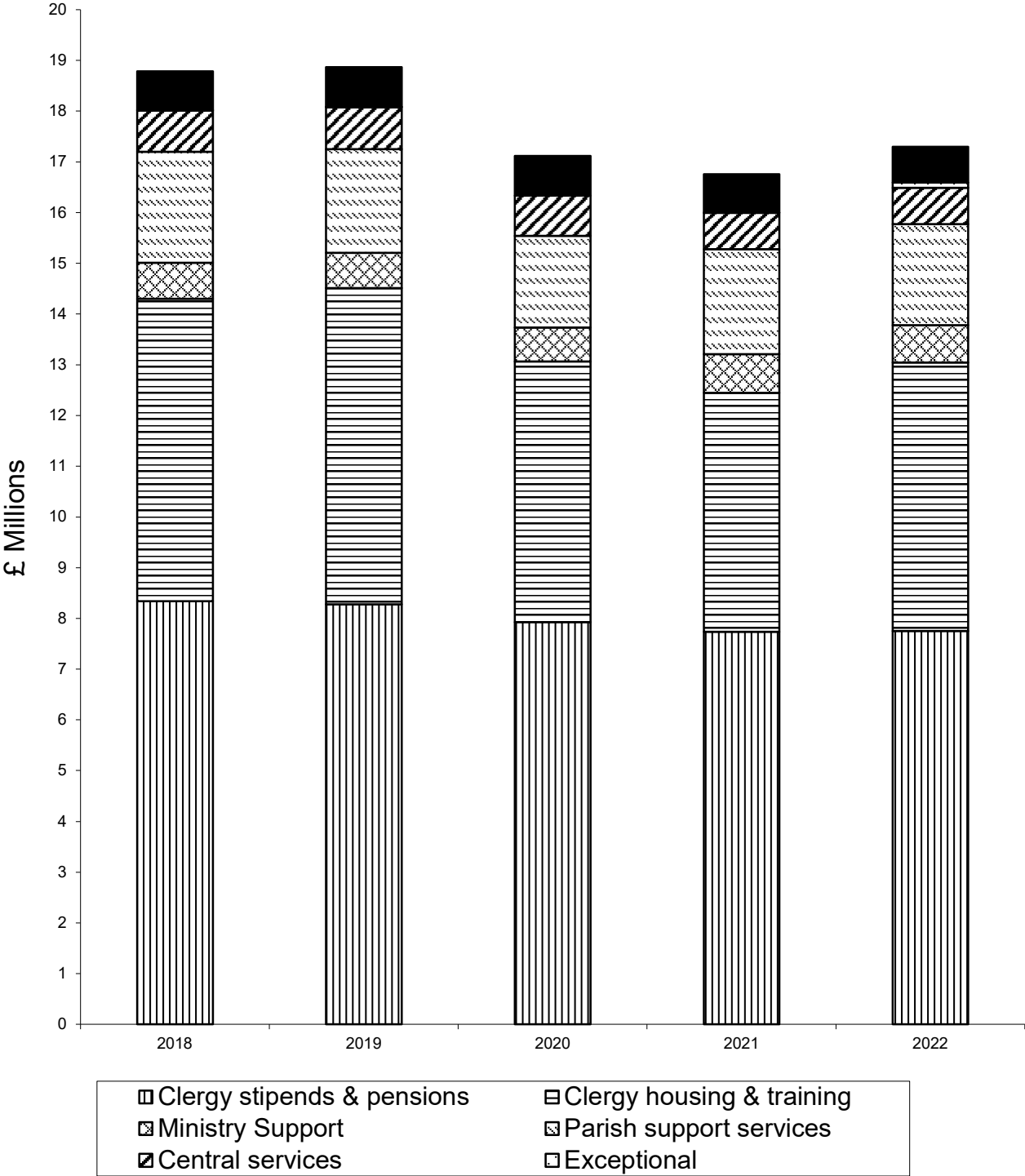
EXPENDITURE 2022



Income Trend 2018 - 2022



Expenditure Trend 2018 - 2022



UNRESTRICTED FUNDS - GENERAL FUND
SUMMARY OF INCOME & EXPENDITURE ACCOUNT
FOR THE PERIOD ENDED 31 DECEMBER 2022

<u>ACTUAL</u> <u>2021</u> £		<u>ACTUAL</u> <u>2022</u> £	<u>BUDGET</u> <u>2022</u> £
13,024,539	Parish Share	13,656,415	13,500,000
1,219,705	Investment Income and Drawings	1,342,286	1,084,662
110,526	Grants from Restricted Funds	120,495	100,669
1,247,738	Glebe and Housing	1,112,278	1,247,426
728,235	Fees & Local Income	694,101	600,000
182,386	Miscellaneous Grants and Donations	250,509	131,400
<u>16,513,128</u>	TOTAL INCOME	<u>17,176,084</u>	<u>16,664,157</u>
5,751,394	Clergy Stipends, Grants and Fees	5,979,917	6,000,500
1,987,031	Clergy Pension Contributions	1,774,246	1,998,607
1,659,499	Clergy Housing	2,527,749	2,097,472
878,664	Training - Ordination	896,892	977,396
2,171,911	Training - Curates	1,862,503	1,934,213
<u>12,448,499</u>	Total - Ministry	<u>13,041,307</u>	<u>13,008,188</u>
760,487	Ministry Support	739,155	764,546
<u>760,487</u>	Total - Ministry Support	<u>739,155</u>	<u>764,546</u>
54,744	Apostolic Life - Directorate	56,356	57,400
122,156	Apostolic Life - Resources & Stewardship	140,670	157,832
95,979	Apostolic Life - Children & Young People	122,115	104,750
117,403	Apostolic Life - Lay Apostolic Life	112,433	131,026
93,132	Common Good	97,656	100,035
584,696	Diocesan Board of Education	547,701	575,118
407,002	Safeguarding	274,508	277,969
77,669	Diocesan Advisory Committee	86,955	94,498
58,782	Pastoral Committee	74,128	74,350
165,453	Closed Churches	135,145	128,000
23,286	Glebe Administration	55,788	16,000
90,477	Communications	87,683	94,735
177,871	Information Technology	201,678	212,900
716,855	General Office, Finance, Central Services, HR	719,281	778,956
<u>2,785,505</u>	Total - Parish Support Services	<u>2,712,097</u>	<u>2,803,569</u>
755,917	National Church Responsibilities	704,651	755,942
4,200	Contingency & Exceptional Items	100,000	80,000
<u>16,754,608</u>	TOTAL EXPENDITURE	<u>17,297,210</u>	<u>17,412,245</u>
(241,480)	Deficit before transfers	(121,126)	(748,088)
0	Funded from Pastoral Fund - Property	0	0
<u>(241,480)</u>	SURPLUS/DEFICIT	<u>(121,126)</u>	<u>(748,088)</u>

INCOME

<u>ACTUAL</u> <u>2021</u> £		<u>ACTUAL</u> <u>2022</u> £	<u>BUDGET</u> <u>2022</u> £
12,981,383	Parish Share - Current Year	13,591,520	13,500,000
43,156	Parish Share - Prior Year	64,895	-
<u>13,024,539</u>	Total Parish Share	<u>13,656,415</u>	<u>13,500,000</u>
607,096	Diocesan Stipends Fund	666,316	557,320
567,886	Diocesan Pastoral Fund	654,066	527,342
44,723	Interest Income	21,904	-
<u>1,219,705</u>	Total Investment Income	<u>1,342,286</u>	<u>1,084,662</u>
62,085	Elfinward for Stipends	67,676	56,537
11,000	Elfinward for Retreats	11,992	10,019
5,500	Elfinward for Information	5,994	5,010
31,941	Training Fund	34,833	29,103
<u>110,526</u>	Total Grants from Restricted Funds	<u>120,495</u>	<u>100,669</u>
27,877	Rents from Glebe Land	17,397	13,171
339,635	Rents from Glebe Properties	255,061	256,000
201,415	Notional rents from Diocesan Officers' & Curates' Houses	156,900	291,705
<u>568,927</u>	Total Glebe Income	<u>429,358</u>	<u>560,876</u>
658,057	Rents from Parsonage Houses	655,830	660,000
20,754	Rents from Miscellaneous Houses	27,090	26,550
<u>678,811</u>	Total Housing Income	<u>682,920</u>	<u>686,550</u>
627,106	Parochial Fees	592,964	500,000
101,129	Parish Trust Income	101,137	100,000
<u>728,235</u>	Total Fees & Local Income	<u>694,101</u>	<u>600,000</u>
11,776	Rents from Redundant Churches	59,336	6,400
1,141	Other income	20,706	-
25,964	Donations/Legacies	46,467	1,000
20,505	Job Retention Scheme Grant	-	-
123,000	Allchurches Trust Grant	124,000	124,000
<u>182,386</u>	Miscellaneous Grants & Donations	<u>250,509</u>	<u>131,400</u>
<u>16,513,128</u>	Total Income	<u>17,176,084</u>	<u>16,664,157</u>

<u>ACTUAL</u> <u>2021</u>	<u>EXPENDITURE</u>	<u>ACTUAL</u> <u>2022</u>	<u>BUDGET</u> <u>2022</u>
£		£	£
5,150,388	Clergy Stipends	5,378,094	5,325,706
451,572	Clergy Stipend - National Insurance	491,735	524,408
87,010	Fees for Vacancies & Sickness	65,032	95,386
5,500	Housing costs	-	-
56,924	Investment Manager Fees - Stipends Fund	45,056	55,000
-	Interest Payable	-	-
<u>5,751,394</u>	Total Clergy Stipends and Fees	<u>5,979,917</u>	<u>6,000,500</u>
1,987,031	Clergy Pension Contributions	1,774,246	1,998,607
<u>1,987,031</u>	Total Clergy Pensions	<u>1,774,246</u>	<u>1,998,607</u>
13,591	Suffragan Bishops' Housing	11,000	20,375
14,413	Bishop's Chaplain's Housing	7,331	14,560
128,425	Archdeacons' Stipends & NI	129,649	145,453
37,062	Archdeacons' Pensions	45,597	43,239
37,425	Archdeacons' Housing	36,833	28,804
17,690	Archdeacons' Office & Operating Costs	19,863	22,300
45,370	Archdeacons' Staff Costs	48,579	48,676
90,373	Rural Deans' and Housing Allowance	89,348	81,989
62,466	Continuing Ministerial Education	69,578	86,920
29,633	Clergy Administration	29,117	25,634
101,080	Resettlement Grants	83,876	90,766
60,647	First Appointment Grants	58,571	64,705
121,790	Removal Grants	108,813	91,125
522	BMO Costs & Other Ministry Support	1,000	-
<u>760,487</u>	Total Ministry Support	<u>739,155</u>	<u>764,546</u>
(13,160)	Other income	-	-
1,128	Quinquennial Repairs	308,015	512,207
497,502	Ingoing Works	545,290	270,000
545,141	Interim Repairs	920,783	474,000
24,574	Improvements & Decoration Grants	167,897	297,525
56,356	Insurance	68,969	62,000
175,015	Fees	138,851	120,900
55,646	Housing Rental Costs	36,676	24,000
(31,932)	Costs Attributed to Curates' Housing	(62,965)	(52,819)
<u>1,310,270</u>	Clergy Housing	<u>2,123,515</u>	<u>1,707,813</u>
304,473	Staff Costs - Property	343,301	343,100
30,364	Office Costs - Property	47,037	29,749
6,979	Travel Costs - Property	4,163	8,000
166	Resources & Equipment - Property	575	1,610
7,247	Projects & Activities - Property	9,158	7,200
<u>349,229</u>	Property Department	<u>404,234</u>	<u>389,659</u>
<u>1,659,499</u>	Total Clergy Housing	<u>2,527,749</u>	<u>2,097,472</u>

<u>ACTUAL</u> <u>2021</u> £		<u>ACTUAL</u> <u>2022</u> £	<u>BUDGET</u> <u>2022</u> £
10,031	Clergy Staffing - Training	9,342	10,081
125,528	Staff Costs - Training	132,289	134,600
10,485	Office Costs - Training	9,085	9,000
-	Housing Costs - Training		
558	Travel Costs - Training	750	2,700
682	BAP Fees	840	1,500
2,388	Psychological Assessments & Support	1,170	2,000
(505,233)	Block Grant - Income	(320,279)	(349,516)
477,736	Block Grant - Expenditure	314,529	397,762
(28,834)	Other Grants	(28,392)	(14,547)
270,694	Ordinand Maintenance	187,134	196,979
1,344	Resources & Equipment - Training	1,865	500
-	Projects & Activities - Training	-	500
-	Governance & Support - Training	192	-
-	Events & Courses - Training	1,582	-
2,782	Investment Manager Fees	2,148	1,200
368,161	Ordination Training	312,255	392,759
510,503	National Church Apportionment	584,637	584,637
<u>878,664</u>	Total Training - Ordination	<u>896,892</u>	<u>977,396</u>
11,840	Post Ordination Training	16,759	28,500
1,121,538	Curates' Stipends & NI	935,074	931,387
434,635	Curates' Pensions	311,551	327,624
571,966	Curates' Housing - Rental	536,154	593,883
31,932	Curates' Housing - Maintenance	62,965	52,819
<u>2,171,911</u>	Total Training - Curates	<u>1,862,503</u>	<u>1,934,213</u>
-	Income - Directorate	-	-
-	Clergy Support - Directorate	-	-
-	Grants - Directorate	-	-
50,342	Staff Costs - Directorate	52,289	52,400
3,717	Office Costs - Directorate	3,000	3,000
665	Travel Costs - Directorate	1,065	1,500
20	Resources & Equipment - Directorate	2	-
-	Projects & Activities - Directorate	-	500
-	Events & Courses - Directorate	-	-
54,744	Total Apostolic Life Directorate	56,356	57,400
-	Income - Resources & Stewardship	(525)	-
89,401	Staff Costs - Resources & Stewardship	101,972	103,000
6,310	Office Costs - Resources & Stewardship	5,977	5,910
487	Travel Costs - Resources & Stewardship	1,495	1,500
260	Resources & Equipment - Resources & Stewardship	723	1,600
23,271	Governance & Support - Resources & Stewardship	29,822	29,822
-	Events & Courses - Resources & Stewardship	-	6,000
2,427	Projects & Activities - Resources & Stewardship	1,206	10,000
122,156	Total Parish Resources & Stewardship	140,670	157,832
(1,550)	Income - Children & Youth	(22,613)	(38,400)
452	Grants Paid inc St Bartz	-	-
74,725	Staff Costs - Children & Youth	69,853	77,600
5,592	Office Costs - Children & Youth	4,800	4,800
1,032	Travel Costs - Children & Youth	1,689	2,000
495	Resources & Equipment - Children & Youth	1,127	1,550
12,205	Events & Courses - Children & Youth	64,486	53,500
3,028	Projects & Activities - Children & Youth	2,773	3,700
95,979	Total Children & Young People	122,115	104,750

<u>ACTUAL</u> <u>2021</u> £		<u>ACTUAL</u> <u>2022</u> £	<u>BUDGET</u> <u>2022</u> £
(4,143)	Income - Lay Apostolic Life	(2,608)	(1,500)
10,031	Clergy - Lay Apostolic Life	-	-
-	Grants - Lay Apostolic Life	9,342	10,081
19,035	Housing Costs - Lay Apostolic Life	19,859	18,660
70,670	Staff Costs - Lay Apostolic Life	67,758	71,185
7,058	Office Costs - Lay Apostolic Life	6,080	6,000
50	Travel Costs - Lay Apostolic Life	25	1,500
554	Resources & Equipment - Lay Apostolic Life	99	5,900
14,148	Events & Courses - Lay Apostolic Life	11,878	19,200
<u>117,403</u>	Total Lay Apostolic Life	<u>112,433</u>	<u>131,026</u>
<u>390,282</u>	Total Apostolic Life	<u>431,574</u>	<u>451,008</u>
(7)	Generated Income - Social Concerns	(830)	-
5,733	Staff Costs - Social Concerns	5,861	5,900
699	Office Costs - Social Concerns	600	600
-	Travel Costs - Social Concerns	95	1,500
-	Events & Courses - Social Concerns	2,925	-
-	Grants Payable - Social Concerns	-	-
<u>6,425</u>	Total Social Concerns	<u>8,651</u>	<u>8,000</u>
-	Grant Income - Workplace Ministry	-	-
32,744	Clergy Payroll - Workplace Ministry	33,668	33,544
10,031	Clergy Pensions - Workplace Ministry	9,342	10,081
6,690	Housing Costs - Workplace Ministry	6,092	6,750
-	Staff Costs - Workplace Ministry	-	-
807	Office Costs - Workplace Ministry	798	660
277	Travel Costs - Workplace Ministry	70	1,000
-	Governance & Support - Workplace Ministry	-	-
158	Projects & Activities - Workplace Ministry	2,183	1,000
<u>50,707</u>	Total Workplace Ministry	<u>52,153</u>	<u>53,035</u>
-	Overseas Council	69	3,000
-	European Ecumenical Committee	783	-
-	University Chaplain	-	-
36,000	Family Support Work/Other grants	36,000	36,000
<u>36,000</u>	Total Grants to Councils & Organisations	<u>36,852</u>	<u>39,000</u>
<u>93,132</u>	Total Common Good	<u>97,656</u>	<u>100,035</u>
(5,305)	Generated Income - Education	(22,608)	(16,000)
(66,795)	Schools Income - Education	(109,620)	(144,000)
(48,000)	Grant from Aided Schools Fund	(48,000)	(48,000)
617,716	Staff Costs - Education	623,428	647,200
37,139	Office Costs - Education	31,361	31,318
7,656	Travel Costs - Education	12,239	18,000
3,945	Resources & Equipment - Education	5,697	6,150
11,803	Governance & Support - Education	15,801	12,000
14,988	Events & Courses - Education	20,718	47,000
11,549	Projects & Activities - Education	18,684	21,450
<u>584,696</u>	Total Education	<u>547,701</u>	<u>575,118</u>

<u>ACTUAL</u> <u>2021</u> £		<u>ACTUAL</u> <u>2022</u> £	<u>BUDGET</u> <u>2022</u> £
-	Generated Income - Safeguarding	-	-
(30,000)	Income - Grants - Safeguarding	-	-
219,700	Staff Costs - Safeguarding	229,438	227,504
19,416	Office Costs - Safeguarding	17,742	17,615
2,098	Travel Costs - Safeguarding	1,290	2,500
600	Resources & Equipment - Safeguarding	-	150
8,362	Governance & Support - Safeguarding	10,352	8,000
4,383	Events & Courses - Safeguarding	5,575	12,000
182,283	Projects & Activities - Safeguarding	10,111	10,000
160	Finance Charges - Safeguarding	-	200
<u>407,002</u>	Total Safeguarding	<u>274,508</u>	<u>277,969</u>
68,701	Staff Costs - Church Buildings	77,598	77,800
5,601	Office Costs - Church Buildings	6,261	6,810
1,228	Travel Costs - Church Buildings	1,910	7,000
2,139	Resources & Equipment - Church Buildings	1,186	2,888
-	Events & Courses - Church Buildings	-	-
<u>77,669</u>	Total Church Buildings	<u>86,955</u>	<u>94,498</u>
55,185	Staff Costs - Mission & Pastoral	69,236	69,400
3,495	Office Costs - Mission & Pastoral	4,680	4,680
102	Travel Costs - Mission & Pastoral	104	-
-	Resources & Equipment - Mission & Pastoral	108	270
-	Events & Courses - Mission & Pastoral	-	-
<u>58,782</u>	Total Mission & Pastoral Committee	<u>74,128</u>	<u>74,350</u>
165,453	Closed Churches Expenditure	135,145	128,000
<u>165,453</u>	Total Closed Churches	<u>135,145</u>	<u>128,000</u>
23,022	Property Costs - Glebe Administration	21,337	16,000
264	Governance & Support Costs - Glebe Administration	34,451	-
<u>23,286</u>	Total Glebe Administration	<u>55,788</u>	<u>16,000</u>
(2,282)	Generated Income - Central Services	(5,795)	(1,000)
78,648	Investment Management Costs - Central Services	66,547	72,000
378	Property Costs - Central Services	-	-
469,751	Staff Costs - Central Services	486,328	500,063
(34,129)	Office Costs - Central Services	162,876	171,285
556	Travel Costs - Central Services	1,062	1,200
23,733	Resources & Equipment - Central Services	19,775	21,825
161,386	Governance & Support - Central Services	131,847	152,506
-	Events & Courses - Central Services	-	-
10,775	Projects & Activities - Central Services	2,728	9,000
8,039	Finance Charges - Central Services	(146,087)	(147,923)
<u>716,855</u>	Total Central Services (Governance, HR, Finance)	<u>719,281</u>	<u>778,956</u>
-	Generated Income - Comms	-	-
(640)	Trading Income - Comms	(120)	(2,000)
74,574	Staff Costs - Comms	74,370	79,800
7,055	Office Costs - Comms	5,903	6,550
629	Travel Costs - Comms	1,330	500
8,859	Resources & Equipment - Comms	6,176	9,885
-	Events & Courses - Comms	24	-
<u>90,477</u>	Total Communications	<u>87,683</u>	<u>94,735</u>

<u>ACTUAL</u> <u>2021</u> £		<u>ACTUAL</u> <u>2022</u> £	<u>BUDGET</u> <u>2022</u> £
25,487	Staff Costs - IT	36,457	35,500
119,301	Office Costs - IT	130,480	138,000
-	Travel Costs - IT	-	-
(65)	Resources & Equipment - IT	1,230	1,500
1,029	Governance & Support - IT	1,111	1,500
342	Projects & Activities - IT	-	-
31,777	Finance Charges - IT	32,400	36,400
<u>177,871</u>	Total Information Technology (IT)	<u>201,678</u>	<u>212,900</u>
<u>985,203</u>	Total General Office Costs	<u>1,008,642</u>	<u>1,086,591</u>
<u>4,200</u>	Total Exceptional Costs	<u>100,000</u>	<u>80,000</u>
495,237	National Church & General Synod Costs	440,068	491,359
28,281	Mission Agencies & CPAS Pensions	26,372	26,372
232,399	Retired Clergy Housing Scheme	238,211	238,211
-	General Synod Members' Expenses	-	-
<u>755,917</u>	Total National Church Responsibilities	<u>704,651</u>	<u>755,942</u>
<u>16,754,608</u>	TOTAL EXPENDITURE	<u>17,297,210</u>	<u>17,412,245</u>

UNRESTRICTED FUND - BALANCE SHEET
AS AT 31 DECEMBER 2022

<u>2021</u>		£	£	£	<u>2022</u>
£					£
	Tangible fixed assets				
6,498,238	Properties (page 9)				6,751,671
64,472	Furniture, fittings & equipment				49,493
<u>6,562,710</u>					<u>6,801,164</u>
	Investments				
120,303	Investments				1,522,279
<u>6,683,013</u>					<u>8,323,443</u>
	Current assets				
551,507	Debtors	519,216			
105,315	Loans	70,000			
6,422,132	Bank & Cash Deposit accounts	<u>5,458,359</u>			
<u>7,078,953</u>			6,047,575		
	Less current liabilities				
(540,501)	Creditors	(799,082)			
<u>(540,501)</u>				<u>(799,082)</u>	
<u>6,538,453</u>	Net current assets				5,248,493
	Less long term liabilities				
(8,000)	Church Workers Pension Fund - DBS	(8,000)			
<u>-</u>	Loans	<u>-</u>			(8,000)
<u>13,213,466</u>	NET ASSETS				<u>13,563,936</u>
	FUNDS				
	General fund				
5,736,971	Balance brought forward 1 January		5,937,523		
(241,480)	Excess expenditure over income for year		(121,126)		
434,000	Reallocation of payments: Clergy pension liability - 2021		257,000		
23,000	Reallocation of payments: CWPF DBF - 2021				
12,342	Unrealised gains/(losses) on revaluation of investments		(98,629)		
-	Other movements				
257	Realised gains/(losses) on sale of investments				
(27,567)	Net transfers to/from Restricted funds		8,221		
<u>5,937,523</u>	Total General fund		<u>8,221</u>		5,982,990
7,275,943	Designated funds (page 12)				7,580,946
<u>13,213,466</u>	TOTAL FUNDS				<u>13,563,936</u>

PROPERTY IN THE OWNERSHIP OF THE BOARD OF FINANCE
UNRESTRICTED FUND

<u>Date</u> <u>Acquired</u>		<u>2022</u>	<u>2021</u>
	<u>MISCELLANEOUS PROPERTIES</u>	<u>Valuation</u>	
Sept 95	Church House, New Church Rd Hove	5,034,052	4,845,093
April 02	The Chapel, Pulborough	381,718	367,410
	<u>RETIRED CLERGY HOUSES</u>		
Sept 83	49 Westgate, Chichester	380,608	366,300
Dec 87	12 Walsingham Road, Hove	663,511	638,605
Jan 06	19 Mill Close, Fishbourne (leasehold)	291,782	280,830
	TOTAL VALUATION OR COST	6,751,671	6,498,238
	NET BOOK VALUE	6,751,671	6,498,238

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 ¹	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

1. sold during 2022

PARISH SHARE SUMMARY 2022

<u>Net Parish Ministry Costs</u>		<u>Deanery promise</u>	<u>Amount collected</u>	<u>Percentage of receipts to promise</u>	
		£	£	<u>2022</u> %	<u>2021</u> %
<u>ARCHDEACONRY OF CHICHESTER</u>					
1,156,777	Arundel & Bognor Deanery	1,007,037	968,234	96.1	96.6
877,007	Chichester Deanery	795,001	789,651	99.3	100.0
431,607	Midhurst Deanery	429,432	429,432	100.0	99.8
392,103	Petworth Deanery	355,639	342,064	96.2	97.9
516,437	Storrington Deanery	504,118	504,118	100.0	100.0
355,944	Worthing Deanery	376,430	376,430	100.0	100.0
909,123	Westbourne Deanery	836,367	836,367	100.0	100.0
<u>4,638,999</u>		<u>4,304,025</u>	<u>4,246,297</u>	<u>98.7</u>	<u>99.0</u>
<u>ARCHDEACONRY OF HORSHAM</u>					
802,226	Cuckfield Deanery	745,967	745,967	100.0	100.0
962,341	East Grinstead Deanery	644,503	633,403	98.3	98.3
924,890	Horsham Deanery	866,649	860,102	99.2	100.0
644,900	Hurst Deanery	593,316	584,150	98.5	100.0
<u>3,334,357</u>		<u>2,850,435</u>	<u>2,823,623</u>	<u>99.1</u>	<u>99.6</u>
<u>ARCHDEACONRY OF HASTINGS</u>					
631,356	Battle & Bexhill Deanery	434,022	417,022	96.1	91.8
664,835	Dallington Deanery	516,990	516,990	100.0	99.3
1,228,836	Eastbourne Deanery	915,920	882,534	96.4	89.8
673,640	Hastings Deanery	496,617	496,617	100.0	100.0
749,430	Rotherfield Deanery	683,522	683,522	100.0	100.0
503,980	Rye Deanery	378,185	377,885	99.9	100.0
618,115	Uckfield Deanery	450,333	436,380	96.9	100.0
<u>5,070,192</u>		<u>3,875,589</u>	<u>3,810,949</u>	<u>98.3</u>	<u>96.5</u>
<u>ARCHDEACONRY OF BRIGHTON & LEWES</u>					
1,602,089	Brighton Deanery	1,128,735	1,118,545	99.1	100.0
872,590	Hove Deanery	695,507	695,507	100.0	100.0
1,146,046	Lewes & Seaford Deanery	906,612	902,825	99.6	98.7
<u>3,620,725</u>		<u>2,730,854</u>	<u>2,716,877</u>	<u>99.5</u>	<u>99.6</u>
<u>16,664,273</u>	Total	<u>13,760,903</u>	<u>13,597,746</u>	<u>98.8</u>	<u>98.5</u>
	Prior Year Parish Share		64,895		
<u>16,664,273</u>	Total including prior years	<u>13,760,903</u>	<u>13,662,641</u>	<u>99.3</u>	<u>98.8</u>
<u>Total Parish Share reported</u>		<u>13,662,641</u>			

ENDOWMENT AND RESTRICTED FUNDS - BALANCE SHEET
AS AT 31 DECEMBER 2022

<u>2021</u>		<u>2022</u>
£	<u>PROPERTY AT VALUATION</u>	£
5,735,851	Terry's Cross main house - Terry Cross Fund	5,959,549
700,695	Chaplaincy House, Falmer - University Fund	728,023
1,278,924	Deserted Widows property - Clergy Welfare fund	1,337,652
190,737,119	Parsonage property - Parsonage fund	197,541,945
48,410,097	Glebe property - Stipend fund	50,323,560
4,880,149	Glebe Land - Stipend Fund	4,976,620
<u>251,742,835</u>		<u>260,867,349</u>
	<u>INVESTMENTS AT MARKET VALUE</u>	
13,792,897	M&G Charifund units	13,024,573
24,804	M&G Charibond units	22,172
10,417,020	Charles Stanley Portfolio	9,772,464
8,715,678	JM Finns Portfolio	7,409,215
8,820,341	Cazenove Portfolio	7,849,392
5,107	CBF fixed interest security shares	4,506
<u>41,775,846</u>		<u>38,082,322</u>
	<u>CURRENT ASSETS</u>	
309,681	Loans	362,079
17,242	Debtors	23,080
3,819,577	Bank & Cash Deposit accounts	4,808,473
<u>4,146,500</u>		<u>5,193,632</u>
<u>297,665,181</u>		<u>304,143,303</u>
	<u>LESS: CURRENT LIABILITIES</u>	
(1,491,831)	Loans to the Board for houses purchased for deserted spouses	(1,553,079)
-	Creditors	-
(438,000)	Clergy pension scheme	-
<u>(1,929,831)</u>		<u>(1,553,079)</u>
<u>295,735,350</u>		<u>302,590,224</u>
	<u>FUNDS (page 12)</u>	
278,499,562	Endowment funds	286,962,065
17,235,788	Restricted funds	15,628,159
<u>295,735,350</u>		<u>302,590,224</u>

BREAKDOWN OF ENDOWMENT, RESTRICTED AND DESIGNATED FUNDS

<u>ENDOWMENT FUNDS</u>	Balance 01/01/2022	Income	Expendi- ture	Revaluation of property / investments	Transfers	Balance 31/12/2022
	£	£	£	£		£
Diocesan stipends fund (p13)	67,256,135			(100,573)	181,000	67,336,562
Parsonage Fund (p15)	197,999,061			8,702,781	-	206,701,842
Clergy welfare fund	2,349,850			(201,338)		2,148,512
Elfinward trust	2,306,447			(197,634)		2,108,813
Terry's Cross	5,735,851			223,698		5,959,549
Jenkinson trust	52,066			(4,382)		47,684
Training fund	937,326			(80,516)		856,810
University chaplaincy	731,771			24,272		756,043
Hayllar trust	77,220			(7,073)		70,147
The Poling Fund	644,748			(40,874)		603,874
The Arnold Bequest	409,087			(36,859)		372,229
	278,499,562	-	0	8,281,504	181,000	286,962,065

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

<u>RESTRICTED FUNDS</u>	Balance 01/01/2022	Income	Expendi- ture	Revaluation of property/ investments	Transfers	Balance 31/12/2022
	£	£	£	£		£
Diocesan pastoral account (p14)	14,757,106	333,527	(135,437)	(1,731,828)	(50,000)	13,173,368
Clergy welfare fund	1,139,727	90,649	(102,871)	49,878	0	1,177,382
B Wild Clergy Welfare Fund	906,879	24,842	(67,658)	(87,596)	0	776,468
The Poling Fund	66,076	30,431	(4,886)	0	0	91,621
Clergy widows	21,997	35	(4,284)	0	0	17,748
University chaplaincy	39,821	5,957	(1,290)	0	0	44,487
Jenkinson trust	22,796	1,954	(5,098)	0	0	19,652
Hayllar trust	82,960	3,285	(203)	0	0	86,043
World Church Experience	43,356	327	(3,056)	0	0	40,628
Harvest Appeal	47,876	1,475	(40,460)	0	0	8,891
The Arnold Bequest	36,752	15,795	(14,044)	0	0	38,503
Hospital Chaplaincy	19,600	-	0	0	0	19,600
Readers Funds	2,676	325	(193)	(602)	0	2,206
Schools resources	3,354	-	0	0	0	3,354
ADs' funds - Care of Churches	453	-	0	0	0	453
Scorrer Music fund	19,897	131	0	0	0	20,028
Leavers Service Collections	3,660	3,768	0	0	0	7,428
Strategic Development Funding	-	791,340	(767,863)	0	0	21,856
West Lavington Fabric Fund	10,128	-	0	0	0	10,128
RME Block grant	3,851	320,279	(314,529)	0	0	9,601
Restricted Donations	1,370	694	(900)	0	0	1,164
Charles Marriott Fund	5,535	-	0	0	0	5,535
Disadvantaged Youth Fund	687	-	(490)	0	0	197
Generous Giving Fund	1,351	40,000	(38,475)	0	0	2,876
Parish Share Video Fund	(3,000)	3,000	0	0	0	0
Energy Cost Grants		357,000	(311,325)	0	0	45,675
Clergy Hardship		106,000	(106,000)	0	0	0
SCF Missioner Grant		-	514	0	0	514
Duke of Edinburgh Award Fund	2,499	2,000	(1,746)	0	0	2,754
	17,235,788	2,132,812	(1,920,293)	(1,770,148)	(50,000)	15,628,159

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

<u>DESIGNATED FUNDS</u>	Balance 01/01/2022	Income	Expendi- ture	Revaluations	Transfers	Balance 31/12/2022
	£	£	£	£		£
Property fund	6,482,511	-	-	253,431	0	6,735,942
Parish mission fund	252,553	50,000	(40,500)	0	50,000	312,053
Bishop Certificates	14,866	161	0	(761)	0	14,266
Closed Church Furnishings	2,865	-	0	0	0	2,865
Clergy Conference		-	0	0	100,000	100,000
Sustainability Fund	523,148	-	(107,327)	0	0	415,821
	7,275,943	50,161	(147,827)	252,670	150,000	7,580,946

DIOCESAN STIPENDS FUND CAPITAL ACCOUNT
31 December 2022

Balance 1 January 2022	£ 67,256,135
	<hr/>
	67,256,135

INCOME

<u>Sale of Glebe property etc.</u>	Valuation	Proceeds	Profit/(loss)
8 Prestonville Road	468,420	311,283	(157,137)
3 Byron Close	414,000	437,699	23,699
116 Brentwood	447,330	462,892	15,562
53 Lavington	616,000	246,520	(369,480)
1 Manor Farm	401,820	415,418	13,598
	<hr/>	<hr/>	<hr/>
	2,347,570	1,873,812	(473,758)

TOTAL INCOME (473,758)

EXPENDITURE

Stipend costs

TRANSFER TO OTHER FUNDS

REVALUATIONS OF ASSETS AND PENSION LIABILITY

Revaluation of Glebe property for the 12 months at 31st December 2022	1,866,164
Revaluation of Glebe land for the 12 months at 31st December 2022	102,198
Revaluation of Clergy Pension Deficit at 31st December 2022	181,000

GAINS/(LOSS) ON REVALUATION OF INVESTMENTS

Realised gain/(loss) on sale of Charles Stanley Portfolio	15,796
Realised gain/(loss) on sale of Cazenove Portfolio	(5,432)
Realised gain/(loss) on sale of JM Finns Portfolio	(44,332)
Realised gain/(loss) on sale of Glebe land	(55)
	<hr/>
	(34,023)

Unrealised gain/(loss) on revaluation of Cazenove Portfolio	(224,448)
Unrealised gain/(loss) on revaluation of Charles Stanley Portfolio	(428,465)
Unrealised gain/(loss) on revaluation of JM Finns Portfolio	(568,928)
Unrealised gain/(loss) on revaluation of M&G Charifund units	(339,314)
	<hr/>
	(1,561,155)

NET GAIN ON REVALUATION OF INVESTMENTS (1,595,178)

Balance 31 December 2022

67,336,561

REPRESENTED BY:

	<u>Market</u> <u>value</u> £
Charles Stanley Portfolio	4,498,607
JM Finns Portfolio	3,091,189
M&G Charifund units	5,752,518
Cazenove Portfolio	2,125,457
	<hr/>
	15,467,771
Glebe Property at Valuation	50,323,560
Glebe Land at Valuation	4,976,620
Cash at bank	(3,431,390)
Creditor - Clergy pension Fund Liability	0
	<hr/>
	67,336,561

MEMO

<u>Purchase & transfers of Glebe properties</u>	
10 Chanctonbury	501,047
1 Bakery Row	1,064,882
35 Brunswick Street	828,924
	<hr/>
	2,394,854

DIOCESAN PASTORAL ACCOUNT
31 December 2022

		£
Balance 1 January 2022		14,757,106
INCOME		
<u>Sale of Closed Churches</u>		
Net gain on sale of St Bartholomews	333,527	
	333,527	
<u>Proceeds of former parsonages</u>		
Trf from parsonage fund	-	
	-	
TOTAL INCOME		333,527
EXPENDITURE		
Grants to Parishes	(63,311)	
Schools Decarbonisation	(67,440)	
Parsonage net zero	(4,686)	
	(135,437)	
TRANSFER TO OTHER FUNDS		
Mission Fund	(50,000)	
SDF projects	0	
	(50,000)	
TOTAL EXPENDITURE AND TRANSFER		(185,437)
GAINS/(LOSS) ON REVALUATION OF INVESTMENTS		
Realised gain/(loss) on sale of Charles Stanley Portfolio	11,063	
Realised gain/(loss) on sale of Cazenove	(12,666)	
Realised gain/(loss) on sale of JM Finns Portfolio	(44,952)	
	(46,555)	
Unrealised gain/(loss) on revaluation of Charles Stanley Portfolio	(300,089)	
Unrealised gain/(loss) on revaluation of JM Finns Portfolio	(576,885)	
Unrealised gain/(loss) on revaluation of M&G Charifund units	(284,914)	
Unrealised gain/(loss) on revaluation of Cazenove Portfolio	-523,386	
	(1,685,273)	
NET GAIN ON REVALUATION OF INVESTMENTS		(1,731,828)
Balance 31 December 2022		13,173,367
REPRESENTED BY:		
		<u>Market value</u>
Investments		£
Charles Stanley Portfolio		3,150,740
JM Finns Portfolio		3,134,422
M&G Charifund units		4,830,256
Cazenove		4,956,316
		16,071,735
Debtors		-
Cash at bank		(2,898,368)
Creditors		-
		13,173,367

PARSONAGE FUND
31 December 2022

£

Balance 1 January 2022

197,999,061

INCOME

<u>Sale of parsonages, etc.</u>	Valuation	Proceeds	Profit/(loss)
Sale of 6 Montpellier Villas	1,794,470	1,897,956	103,486
			0
			0
	<u>1,794,470</u>	<u>1,897,956</u>	<u>103,486</u>

TOTAL INCOME

103,486

EXPENDITURE

Transfer net proceeds of sale of former parsonages	0
Revaluation of property for the 12 months to 31st December 2022	8,599,295
Balance 31 December 2022	<u><u>206,701,842</u></u>

REPRESENTED BY:

Parsonage Property at Valuation 31/12/22	197,541,944
Cash at bank	9,159,898
	<u><u>206,701,842</u></u>

MEMO

Purchase & transfers of parsonages

0

ARCHDEACON'S LOAN FUNDS - BALANCE SHEET AT 31/12/22

	<u>Sussex Church Campaign</u>	<u>Denne</u>	<u>Godman</u>	<u>Rawson</u>	<u>TOTAL</u>
	£	£	£	£	£
<u>CAPITAL</u>					
At 1 January 2022	173,407	407,496	221,266	214,571	1,016,741
Gain/(loss) on disposal	(146)	(666)	(327)	(273)	(1,412)
Additions	-	-	-	-	-
Unrealised gains/(loss) on revaluation of investments	(12,199)	(34,280)	(18,004)	(16,697)	(81,179)
At 31 December 2022	<u>161,062</u>	<u>372,551</u>	<u>202,936</u>	<u>197,602</u>	<u>934,150</u>
<u>Investments at market value</u>					
M&G Charifund units	104,468	114,547	76,430	91,904	387,349
Cazenove	57,172	260,637	127,796	106,777	552,383
Cash	(578)	(2,634)	(1,291)	(1,079)	(5,582)
	<u>161,062</u>	<u>372,551</u>	<u>202,936</u>	<u>197,602</u>	<u>934,150</u>
<u>ACCUMULATED INCOME</u>					
At 1 January 2022	229,632	356,250	135,806	221,014	942,702
Investment income 2022	7,263	12,015	7,115	7,558	33,951
Expenses	(381)	(1,792)	(852)	(712)	(3,738)
	<u>236,513</u>	<u>366,473</u>	<u>142,069</u>	<u>227,860</u>	<u>972,915</u>
Represented by:					
CBF deposits	25,753	27,694	25,801	25,986	105,234
Bank	77,660	134,908	91,268	196,874	500,709
Loans outstanding	133,100	203,872	25,000	5,000	366,972
	<u>236,513</u>	<u>366,473</u>	<u>142,069</u>	<u>227,860</u>	<u>972,915</u>
Funds currently available	103,413	162,601	117,069	222,860	605,944

AIDED SCHOOLS FUND
INCOME & EXPENDITURE 2022

<u>2021</u>		<u>2022</u>
£	INCOME	£ £
156	Donations	54
48,564	Dividends and interest	65,831
10,142	Rental income	10,440
-	Other income	13,078
-	Gain on sale of school house property	
<hr/>		<hr/>
58,862	TOTAL INCOME	89,403
	EXPENDITURE	
48,000	DBF administration charge	48,000
303	Other expenses	1,835
-	Grants paid	9,000
436	Bank charges	346
<hr/>		<hr/>
(48,739)	TOTAL EXPENDITURE	(59,181)
	UNREALISED GAIN/(LOSS) ON REVALUATION OF INVESTMENTS	(105,185)
152,925		
<hr/>		<hr/>
163,048	NET MOVEMENT IN FUNDS	(74,963)
<hr/> <hr/>		<hr/> <hr/>

BALANCE SHEET 31/12/22

£		
2,666,748	Balance 1 January	2,829,796
163,048	Profit/(loss) for the year	(74,963)
<hr/>		<hr/>
2,829,796	Balance 31 December	2,754,833
<hr/> <hr/>		<hr/> <hr/>
	REPRESENTED BY:	
1,261,901	Investments at market value	1,156,716
-	Long term loans to governors	-
714,778	Debtor - School Building Projects	614,327
42,351	Debtors	48,458
1,989,342	CBF deposit accounts	2,001,057
2,510,882	Cash at bank	3,496,579
(370,070)	Creditor - School Building Projects	(496,758)
(1,914,805)	Creditor - School Condition Allowance	(1,981,323)
(1,351,904)	Creditors	(2,053,046)
(21,470)	Amount owed from General Funds	32
(31,209)	Contingent liability	(31,209)
<hr/>		<hr/>
2,829,796		2,754,833
<hr/> <hr/>		<hr/> <hr/>

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 2022

2021 £		2022 £
<u>PARISH TRUSTS</u>		
18,717,542	Capital	16,295,590
174,654	Income	154,822
<u>18,892,196</u>		<u>16,450,412</u>
REPRESENTED BY:		
17,795,565	Investments at market value	15,317,557
-	Sundry debtors	-
921,976	Central Board of Finance deposits	978,033
0	Creditor	-
174,654	Cash at bank	154,822
<u>18,892,196</u>		<u>16,450,412</u>
<u>CHANCEL TRUSTS</u>		
658,427	Capital held in trust for chancels	580,919
350	Capital held on account for administration	455
257,498	Accumulated income (claimable by parishes)	242,496
<u>916,274</u>		<u>823,870</u>
REPRESENTED BY:		
658,427	Investments at market value	580,919
257,498	Central Board of Finance deposits	242,496
350	Cash at bank	455
-	Creditor	-
<u>916,274</u>		<u>823,870</u>
<u>EDUCATION TRUST FUNDS</u>		
<u>4,305,927</u>	Funds held for Governors and Trustees	<u>3,064,253</u>
REPRESENTED BY:		
2,684,488	Investments at market value	2,502,373
1,621,438	Current deposits and bank	561,880
<u>4,305,927</u>		<u>3,064,253</u>

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

Following the pandemic and the opening up of our churches once again where life was beginning to return to the old normal. Regular worship together in our churches, toddler groups, teas and lunches and other provision for all members of the community all over the Diocese, we were then presented with a cost of living crisis, of which parishes were not immune to cost increases and the large energy bill rises this winter.

For many parishes this has led to a re-evaluation of their finances and their sustainability moving forward. This has had a positive effect of churches thinking about their costs and their income, but also discussing this with parishioners. The most effective way to encourage giving, or for parishioners to review their giving, is to ask. We have found that despite the cost of living crisis many have responded to this call.

While there is no universal model or solution, and with many churches in our Diocese struggling, there is some well-organised guidance online. The starting point for planning a stewardship campaign is 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) 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, Sarah Rogers (01273 425797 or email sarah.rogers@chichester.anglican.org).

Thanks to a generous donation from the Church of England digital giving team 50 contactless devices were given out to parishes in our Diocese in the autumn. The last ones were given out in November 2022 so we are seeing large growth in the donations coming in from this initiative. By the end of December 2022 over £20,000 in contactless donations had been taken by these devices. Additionally, a few neighbouring parishes have been so impressed seeing the devices in use they have purchased their own.

The Diocese offered a try before you buy initiative with two contactless devices, to encourage parishes to see how they work before committing to buy. If your parish would like to try a device, or are interested in finding out more about contactless devices, please contact the Parish Advisor.

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. This does not accurately reflect the amount of disposable income that is potentially available to churches, despite the cost of living challenges, many have risen to the challenge to be more generous. There is still more that parishes can do, and a renewed stewardship campaign, alongside new digital ways of giving can encourage parishioners to give more generously by making it easier for them to give.

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 241 Churches in Chichester Diocese. In December 2022 a one off gift option was launched that is quickly gathering pace, data has shown that of those who gave in December 2022 over half have since returned to make another one off gift.

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, 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 Sarah Rogers, 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 £17.

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

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

More online resources:

www.parishresources.org.uk

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

www.parishbuying.org.uk

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

www.churchlegacy.org.uk

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