

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



2023

RED BOOK

110th ANNUAL REPORT AND FINANCIAL STATEMENTS

APPROVED

REPORT OF THE DIOCESAN FINANCE COMMITTEE FOR THE YEAR ENDED 31 DECEMBER 2023

The finance team in the Diocese of Chichester dedicate considerable time and effort to explain our financial position as clearly as we can, answering 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. In it we try to set out our financial situation with sufficient detail but without jargon, along with a narrative that explains the figures.

Each year our income and expenditure is explained in comparison to the budget which was approved at the prior year’s November meeting of Diocesan Synod. The 2023 budget was prepared in a time of exceptional uncertainty – particularly over our income – how much we might receive in Parish Share and how our investments would perform as well as uncertainty about how inflation would impact on our expenses. For 2023 the headline figure is that we generated a loss of £759,866 compared with our budgeted deficit of £278,213.

When the budget was approved at Synod I made the observation that we would have to continually monitor the situation in light of the various uncertainties, and by the early part of 2023, our forecasting was showing a considerably worse outcome for the year than the budget. In the end the final result, although it represents a reduction in our General Fund of about half a million pounds, is not actually as bad as we feared at certain points in the year.

The starting point was that Parish Share for the year ended up being £546k (almost 4%) below our budgeted figure, and in fact was lower than the sum received in 2022.

Parish finances suffered from inflation as costs rose and falling disposable incomes squeezed congregational giving, so we are extremely grateful for the generosity and dedication shown by churches this year in the face of these challenges.

While investment income made up for a good portion of the Parish Share shortfall, income from rentals was down, and our total income was short of budget by £334k.

Our biggest overspend against budget was on clergy housing. We have an explicit policy since the pandemic to return our spend on parsonages back to a normalised level (since we reduced this expenditure during the pandemic). However, inspections revealed more work than originally anticipated, and alongside steep inflation in building materials and labour, the overall position was a 31% overspend. This was approved during the year in order to preserve the value of the asset base, and to meet our commitment to provide our clergy with suitable accommodation for their families.

As we moved through the year and our forecasts revealed a widening deficit, senior staff met to address how to put our finances on a sustainable footing, as we no longer consider it reasonable to assume increases in Parish Share can cover all our costs. Considerable work has been done to identify where we can reduce our costs and an appropriate portion of the savings will come from Church House. However, it is inevitable that we will have to manage our ministry deployment with a view to keeping the Diocese stable during these financially demanding years.

I wish to convey my grateful thanks to Gabrielle Higgins who steered us as Diocesan Secretary through the bulk of the year, and to Catherine Dawkins and her staff in the 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 2024

DETAILED COMMENTS

The accounts published in this booklet, known as the Red Book, reflect expenditure versus the budget for 2023 approved by Diocesan Synod in November 2022. 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 as well as facing the cost of living challenge and increased heating costs. The pledges received from parishes for parish share were £137,849 lower in 2023 than in 2022 which reflects the financial pressures within parishes. We are grateful that parishes continue to pledge realistically and that 98.2% of the amount pledged was received in the year.

A deficit of £278,213 was budgeted for the year, funded from General Reserves. The actual outturn was a deficit of £759,866. The key factors contributing to this deficit were the lower than budgeted parish share pledges alongside increased property costs due to inflation on building materials and labour.

Overall income for 2023 was £333,985 below budget. Parish share receipts of £13,453,392 were £546,608 below budget. The budget assumed that parish share would recover to pre-pandemic levels but as parishes continue to recover from the impact of COVID as well as contending with rising energy costs this aspiration could not be met. 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. Five deaneries were able to meet their promised pledges in full, while overall, taking into account receipts relating to prior year pledges, parishes were able to contribute 98.4% of the original pledge total.

The investment portfolio produced an income yield of approximately 4.1%, and generated income of £1,542,590 which was £288,472 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 by £138,141. 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 almost on budget but showed a decrease of £29,146 on 2022. This suggests that the number of events giving rise to those fees are returning to stable levels.

Total expenditure was above budget by £147,668. Clergy stipends were lower than budget because the vacancy rate was higher than budgeted. This was due to difficulties recruiting to vacant posts rather than any policy decision. There was also a significant saving in 2023 due to a further reduction in the contribution rate for the clergy pension scheme, which resulted in a saving of £123k compared to budget. However these savings were more than cancelled out by expenditure on clergy housing which was £809,917 above budget. There are two main reasons why expenditure was above budget. Firstly the effects of inflation on building works and labour were seen throughout the year and the average cost of projects has risen significantly. Secondly, a number of large projects which were delayed during the pandemic were completed in the year.

We were delighted that May Camp was able to happen again in 2023. The net cost of the event was £28k higher than budget. This was 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 John Preston, Diocesan Secretary.

John Preston
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 in 2022 (the latest year for which figures are available) approximately 1,080 weddings or blessings, 2,930 funerals and 2,310 baptisms were carried out. Parishes have also engaged in many new projects to support their communities to combat issues ranging from hunger to loneliness, and provide a range of different worship patterns. 357 licensed clergy and 78 licensed readers minister across the 348 parishes and Bishop's Mission Orders in the Diocese, with 20 new stipendiary and seven new house for duty or self-supporting clergy appointments in 2023, including 14 newly ordained deacons, and one new reader 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 £8.8 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 26 against a budgeted rate of 22, one higher than in 2022, with the expected level of 22 at the start of the year rising as the year went on. This was due to a lack of suitable candidates for posts rather than any intention to lengthen vacancies. 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. 24 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 was restarted in 2023 following the deferment due to the Covid pandemic.

As with previous years, a significant amount of work was undertaken in respect of appointments and lettings in 2023, with more than 65 properties being made ready for incoming clergy and private tenants (to derive a rent).

Major projects in 2023 included the completion of the work to extend the parsonage house at Moulsecoomb Vicarage, and the refurbishment of the vicarage at Middleton. We have also started the planning phase for a major project to refurbish the vicarage at All Saints Hove.

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 £243k were made to ordinands to support them and their families during their training. There are currently 16 ordinands in training.

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

MDR reviews are now back to a 2-year cycle. A question is now included about CMD undertaken since the previous review as well mentoring as a way of encouraging clergy to take responsibility for their ongoing ministerial formation and development.

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. The diocesan Year of

the Old Testament (seminars and reading course) was completed, and the Year of the New Testament prepared. Clergy mentoring training was also launched.

Pastoral care and welfare support

The WCF service moved forward this year in its proactive engagement with clergy. This included the Head of the service speaking at deanery chapters, 1-1 meeting, trainings and events, and working collaboratively with the Archdeacons, HR consultant, and the Bishop's Liaison Officer for the LGBTQI Communities.

17 counsellors across the diocese continue to provide mental health support to those who self-refer to the service. Several traumatic event debriefings have been facilitated, following incidents of actual or threatened violence, or loss of life. The second Clergy Wellbeing Day took place in September, it was fully booked with 70 clergy attending.

The need for "safe spaces" denoting an environment where participants can listen well to one another (1:1 or otherwise) appears necessary and desired. The Director for Apostolic Life convened a steering group to consider how we might support navigating conflict better and earlier, drawing on practice in other dioceses.

In addition, welfare grants totalling approximately £37k have been awarded to 53 clergy and their families in times of need.

Implementing improvements to pastoral organisation – DMPC

Four Mission and Pastoral schemes and orders (one Pastoral Reorganisation scheme, one church closure scheme, and two Bishop's Pastoral orders) were completed and a further eighteen 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. In November 2023 some of the team attended the national DDO consultation where the new shared discernment process was reviewed.

In April 2023, we hosted a vocations day for people to explore ordained ministry.

In June 2023, 14 Deacons were ordained. 14 candidates were ordained to the priesthood.

In September 2023, we sent three ordinands to train, making a total of 16 ordinands at the end of the year. Our overall numbers are lower which reflects the reduction in the national number of ordinands-in-training (halved in the last 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 seven candidates working formally through the discernment process, some of whom may start training in September 2024. More candidates are in the initial stages of discernment.

Supporting apostolic partnerships

The Apostolic Life team continues to closely support the four apostolic partnerships launched as part of the 2021 Strategic Development Funded (SDF) projects within the Brighton and Hove deaneries. Support during 2023 has been essential where church leader changes have occurred at a couple of the parishes.

The SDF project in Crawley awarded during 2022 got well underway with the launch of two new Apostolic Partnerships and the commencement of groundwork to support the planting of two new worshipping communities within 2 new local housing developments. As the leadership formation initiative “*Character School- Developing leaders in the way of Jesus*” enters its 2nd year, its curriculum content has been recognised as supporting those exploring ministry as an ALM.

Throughout the year, the diocese has continued to have conversations with the Vision and Strategy team at the National Church Institutions to further develop our diocesan strategy. This has resulted in a successful application of capacity funding to directly resource an additional three roles to directly support this activity with recruitment scheduled for early 2024. Further development is likely to lead to further funding from National Church within their Diocesan Investment Programme (DIP). The purpose of DIP is to focus investment on enabling the bold outcomes and strategic priorities of the Church’s Vision & Strategy to become a reality in parishes and communities, prioritising investment in the most deprived and resource-poor contexts. During December we held our first Diocesan Strategic Group review to officially commence the journey of reviewing diocesan strategy to set the direction of travel and pace for forthcoming activities – the Bishops Staff forms most of this team with support from implementing personal and finance. Key themes being considered as part of the future strategy includes 1) Prayer and Worship, 2) Children, Youth and Families, 3) Leaders. Development of these themes will intentionally consider all worshipping communities across the diocese from rural through to city communities, with a focus on areas of deprivation.

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 promote 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.

Based on the positive outcomes of this initiative, we have developed an adapted version of Growing Partnerships to support clergy working with community schools in their parish. This was launched in November 2023.

The Education team also worked closely in 2023 with other partners in the Diocese including the Cathedral to develop our input into Black History Month and Race Awareness Week.

Our Annual Year 6 Leavers’ Celebrations continue to grow. In 2023 127 schools attended which is an increase of six schools compared to 2022. This involved over 3,600 children but once again we were

delighted to welcome over 1000 adult friends and family to worship with us. It is a particular joy to see this aspect of our outreach and impact thriving.

Supporting clergy, lay leaders, parishes and chaplains

Parish development

2023 was a consolidation year for the process of deanery mission action planning, working with rural deans to help them to deliver the outcomes they identified. A number of parishes asked for help in developing vision for the future and reviewing their MAPs.

We ran a second cohort of our church growth course, Great is thy Faithfulness: Growing the Household of Faith. Based on the pilot we changed the format and reduced the number of parishes participating. This was delivered to eight parishes across six sessions during over six-month period. The feedback from the two cohorts has been encouraging and been yielding results.

Lay Vocations

The Living Faith course didn't run in 2023 but will return early in 2024. We have been exploring new ways for the course to be delivered and for it to become more accessible and local.

A new process of Reader Ministerial Development Review (MDR) was developed, modelled on material provided by the Central Readers Council and our own clergy MDR scheme. This was launched in January 2023 and has been well received. Following on from the review of Reader structures undertaken in 2022 a new policy to govern the ministry of Readers with PTO was introduced together with the new honorary designation of Reader Emeritus. We will monitor this for a year, listening carefully to feedback before considering whether any slight adjustments are appropriate.

In September 2023, one candidate was admitted and licensed as a Reader and six candidates were selected to begin training. 18 Readers became Reader Emeritus under the new scheme.

In 2023 43 candidates were commissioned as ALM's in the diocese for ministries of pastoral care, chaplaincy, worship leading and mission. Training continues to be well received.

There are currently 161 serving ALMs in the diocese. In 2024 we will – for the first time – be able to run all the electives on offer.

Continuing ministerial development for Readers and ALMs is now being provided through the CMD programme. 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. In November 90 Readers and ALMs attended a one-day conference, entitled 'Equipped, Enabled, Empowered – a Vision for Lay Ministry'. The keynote speaker was Carrie Myers, Head of Lay Ministries for the national Church of England.

In November a new website 'Ministry Net' was launched, which aims to be an online community for those in lay ministry in the diocese. It is run by lay ministers for lay ministers and includes articles and discussion forums.

Youth and Children

2023 saw a revamping of the hub centres across the diocese with their remit being refined and leadership refreshed. The plan is to relaunch these in early 2024. We offered two retreats this year for salaried workers at Ashburnham Place – these were well attended with all the available places being taken.

The central church approached us to take part in a pilot training programme in partnership with CMS to develop professional youth workers. We offered two externally fully funded places on CMS's one-year programme to youth workers within the diocese who are in post but unqualified. These have been taken up and we are supporting them.

We have completed our second year of the Duke of Edinburgh's Award with around 20 young people taking part in Bronze & Silver. A strong team of volunteers have been instrumental in supporting young people through their award, including helping to run the expeditions.

Maycamp welcomed 330 young people to Plumpton Racecourse with worship, teaching, games and activities. Several young people become Christians over the weekend and the feedback from youth groups has been very positive, pledging to bring another church group with them in 2024 that have not been before.

Link Up events for paid youth workers have continued in person, and now have a published programme of speakers aiming to support their professional development.

Communications

Due to the departure of the Digital Media Officer in August 2023 there was lower than usual output of video and podcast content in the second half of the year. To address the staffing issue plans were rescheduled to ease the pressure and create capacity to accommodate its usual mixed stream of content (diocesan, parish, school, and charity partner content). Social media posts remained consistent.

Early spring saw the completion of the Easyfundraising project – visiting five parishes to record stories about positive experience with Easyfundraising. On top of this was the planning and delivery of two vocation story videos to support Vocations Sunday and the work of the Diocesan Director of Ordinands.

Despite reduced staffing in the second half of the year, the team supported a full year of key diocesan events including the major Christian festivals, the diocesan ordinations services, and the Order of St Richard (OSR) ceremony. Nine OSR awardees and all 14 deacons were interviewed.

A newly forged partnership with Mothers Union and the Salvation Army at the Church Tent in the South of England show proved to be a huge hit with the most money ever raised at the show, through donations, over the three days. The Communications team oversees the planning of this event and is in attendance on all three days.

The team planned and delivered a key resource for parishes for the Autumn - working with the generous giving adviser - to produce a generous giving video. This involved interviewing nine clergy from eight parishes over three days. The video has made a positive impact on those that have seen it. To date it has received 765 views. Positive responses from parishes that have viewed the resource are being recorded for future use and encouragement.

Video recordings were made for the Bishop's Christmas and New Year messages. These received positive engagement via our YouTube channel and via the local media.

Lastly, Bishop Martin recorded an audio interview to introduce the Year of the New Testament, uploaded to the diocesan SoundCloud platform and shared across all channels.

All the Lent course resources prepared in the autumn of 2023 were uploaded to the diocesan website, in line with the agreed scheduled deadline.

A new partnership was agreed with St Olav bookshop in Chichester – as part of our ongoing plans to support the use of Christian bookshops. This book initiative will support the Year of the New Testament resources.

The ability to upload our own news stories to Sussex World newspapers has been helpful with 36 stories uploaded from April – December 2023. That equates to a story each week plus the faith column on top gives two published stories each week.

The ongoing efforts to advise and encourage parishes to take ownership of their own publicity means that there are far more stories out there in local and regional publications as well as increased activity on social media channels and radio. Much of this can be tracked using multiple methods such as algorithm tools however, that must be balanced with capacity and resourcing of time. An area of work to be further developed.

The Faith column in the Sussex World series of newspapers (print and online) continued throughout the year with a handover of responsibility from Rev Emma Ham-Riche. These are now put together and uploaded separately by Revd. Thomas Cottrell and continues to be a reliable source of communicating out key messages and church activity.

Reflections on Year of the Old Testament and looking ahead to Year of the New Testament were shared across the diocese and plans continue toward the planning for the 2025 clergy conference and the Year of Faith.

Efforts continued to support the work of Apostolic life which included supporting the delivery of social media training for Clergy as well as assisting with increasing registrations to events such as May Camp, The Wellbeing Day, and the rural conference.

Support for parishes continued throughout the year, reaching out to three parishes out of 16 identified as needing comms audit advice. This work is part of the Great is Thy Faithfulness project.

The Education team's school leaver events were heavily covered by communications and content shared across the diocese. Other school news has been highlighted further including two broadcasting events and partnership working.

The team continued to support the work of the racial justice team throughout 2023. This included sharing resources for racial justice week and Black History month as well as covering the visit of Bishop Leon Golding, Suffragan Bishop of Montego Bay in Jamaica, who was invited to the Diocese of Chichester for a five-day programme of visits to churches and schools to mark the 75th anniversary of the arrival of the Empire Windrush.

The team continued to support the diocesan environment goals by attending meetings and sharing good news stories such as all the good initiatives taking place in parishes, where churches are working towards a bronze, silver, or gold Eco Church award, and where energy saving efforts are being made to our church buildings. Notably Chidham's solar panels which made the national newspapers.

The Coronation of Their Majesties King Charles III and Queen Camilla took place at Westminster Abbey in May and resources were shared with Parishes and Schools in line with official protocols.

Raising the profile of our partners and charities continued with coverage of key Mother's Union work, Family Support Work and raising the profile of Christian bookshops in Sussex.

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 several topics, from Ad clerums to specific targeted Diocesan communications for events and activities.

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. As indicated earlier, a Growing Partnerships initiative for clergy working alongside community schools was also launched In November 2023 and is now in full circulation

We hold 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

The Safeguarding Team continues to provide support to parishes on a daily basis, assisting with safeguarding practice, leading on casework, and advising on the implementation of policy, , in addition to the advice which is maintained on the safeguarding website and through the Simple Quality Protects scheme. Face-to-face training was provided to over 500 people during the year. In 2023 the Diocese pioneered the use of a new online system to deliver safeguarding leadership training, which is now being implemented across the country.

In addition, the team continues 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.

The Diocese is a Pathfinder Diocese for the national project to implement the first recommendation for the Independent Inquiry into Child Sexual Abuse.

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 119 applications (95 requests for formal advice and 24 requests for informal advice). The Church Buildings team and DAC also assisted the Archdeacons in processing 186 permissions for minor works under the List B process. 16 DAC site visits were carried out.

The Fundraising Adviser provided tailored fundraising and project management advice to 88 parishes by email, phone, and in person, along with 5 other institutions. The figures break down by archdeaconry as: Brighton and Lewes (16), Chichester (36), Hastings (23), and Horsham (13). She made 24 site visits to churches, independently of DAC site visits, and made presentations to two deanery synods and two church buildings update sessions.

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 in-depth advice throughout the year. Topics covered included the role of the PCC treasurer, trustee training, contactless/digital giving, good governance, will-writing and legacies, and annual report writing. All seminars were conducted on Zoom and in person 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 daily.

The digital roll out made possible by funding from the Archbishops' Council continued in 2023 to date over £90k in additional funding has been received by parishes. The 'try before you buy' digital roll out was expanded with four devices now available for parishes to test. So far 100% of parishes who have borrowed a device have gone on to purchase their own.

The Parish Giving Scheme continued to improve its offering and methods of engagement. By the end of the year 286 parishes had joined the scheme, with over 66,000 donations processed over the year for the Diocese, to a value of £6.3 million including Gift Aid. Over the year the one-off donation option has proved popular with over 50% of givers returning to make another gift. One off gifting represented an additional £100k.

Generous Giving

We have continued to support churches as they aim to create the right conditions for a spirit of generosity to develop. Many are now moving from the idea of a fundraising "event" - often in response to a financial crisis point in the life of the church – through to adopting the concept of a "journey of generosity", seen as more of a "way we do church here".

Training continues to be provided on inspiring church communities to engage in the practice and spiritual discipline of regular giving as part of our Christian discipleship. This has involved equipping leaders with the necessary tools and confidence to talk clearly and biblically about stewardship and generosity. In February the Bishop of Horsham hosted a training webinar for all incumbent clergy to help them feel more comfortable and inspired to preach and teach on generosity.

We have created a testimonial video featuring eight of the churches in our diocese, with church leaders sharing their experiences in an open and honest way. This seeks to encourage those who are still nervous about the best way to approach the subject of generosity and stewardship in their local context.

We continue an ongoing development programme across the diocese, meeting with incumbents and leadership teams, and promoting and supporting stewardship initiatives with individual PCCs, deanery chapters and deanery synods. Where possible we have taken the opportunity to preach on generosity when invited to do so.

The diocese continues to promote and benefit from the formal agreement with easyfundraising – which is a mechanism to “capture” donations made by participating companies when people shop for goods and services on-line. Currently 156 churches in the diocese are signed up to the programme and are receiving the benefit of the incremental revenue that this can bring. The support that easyfundraising team provide helps us to continue to promote the programme through contributions to e-news, Faith in Sussex and via other social media channels

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.

12 Autumn Deanery meetings were held in 2023. This year these were mainly joint meetings between either 2 or 3 deaneries and mainly in person. Two further Zoom meetings were offered to anyone across the diocese who had been unable to attend but wished to ask questions. These meetings once again offered a chance to reflect on and celebrate the work of all those in our deaneries and parishes, and to share and discuss key financial information. Two diocesan synods were held in person with hybrid options for those who couldn't attend in person in 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 869 training places taken in the academic year. The training programme offered for our Headteachers, school leaders and teachers saw 341 places booked on 24 different courses. In addition, 66 school leaders registered for our Headteachers' Conference. Our Governance training saw 329 places booked on a wide range of sessions.

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.

Many schools have advanced their plans regarding the policy of the current government to establish an education landscape built around strong Academy Trusts. Following a very successful Academy Roadshow run by our team, we have seen five new conversions and eight more are well advanced in the process of completion. A steady pipeline has been established and the DBE have completed a Diocesan Academy Strategy in line with national guidance that outlines our approach and policy in detail.

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. These trusts actively contribute to the work of the Strategic Partnership of Diocesan MATs which has been created to develop a coherent approach that essentially constitutes a Diocese of Chichester offer. Within this context we continue to explore a range of strong options to widen this provision. The DBE is working with a local federation to explore the possibility of establishing a MAT specifically for small schools and we are exploring further partnerships with strong Church Majority MATs based in neighbouring dioceses.

By the end of 2023, 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 45 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 25 schools were funded in . 2022-2023

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

In 2023 the Diocese of Chichester endorsed a road map to move us towards net carbon zero by 2030. This is consistent with the Church of England's national road map. Essentially there are two components to our road map. The first component is to work hard at reducing the carbon footprint created by our parsonage properties, our schools and our church buildings. This is an extremely challenging task. We currently emit 13,500 tonnes of carbon dioxide each year. We have successfully applied for funding from the national church to take on a program manager, a fundraiser and schools project manager to help us with the heavy lifting involved with reducing these emissions. Steve Collins will be starting as the programme manager on 1st February and we will be sharing him with the Diocese of Guildford and the Diocese of Portsmouth.

After many years offering huge encouragement to parishes across our diocese, Revd Debbie Beer has stepped down as Diocesan Environment Officer and is to be succeeded by Revd Buff Stone. Buff will continue the work started by Debbie of encouraging parishes and Christians across Sussex to think and act in ways that are environmentally liberating. This is the second component of our environmental strategy. Buff is creating a network of parishes and Christians throughout the diocese who can support and encourage one another towards attaining Eco Church awards, working with local communities (young people in particular), raising awareness of how to respond to the environmental crisis in ways that are authentically Christian, and pursuing this essentially missional work in the most creative of

ways. There will be a diocesan environment day on 15th June 2024 at St Mark's Holbrook near Horsham.

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 current activities that need further financial assistance. In the last year the Mission Fund has awarded £110,000 towards projects including Children and Families workers, Youth Workers, a welcome presence in busy rural parish and an education officer for a project with a parish around spiritual retreat and pilgrimage. 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 Diocesan Overseas Committee (DOC) is responsible for maintaining the relationship with the overseas link partners. For many years the Diocese of Chichester has enjoyed companion links with six dioceses covering nine countries in West Africa and Kenya.

During the year the six West African dioceses supported by the Diocese – Gambia, Guinea, Freetown and Bo (Sierra Leone), Liberia and Cameroon – became the Internal Province of West Africa, having split from Ghana which is now known as The Internal Province of Ghana. We continue to also support five dioceses in the Anglican Church of Kenya (ACK).

The DOC's principal focus remains supporting Christians training for ministry. Three students whom we sponsor from ACK completed their studies at Carlile College, Nairobi. Adam Tomalin (originally from Hailsham) and his wife Nomfundo, continue at George Whitfield College, Muizenburg, South Africa working with Crosslinks. A student from The Gambia began studying at St. Nicholas Seminary, Ghana and two further students from ACK are to be supported at Carlile College. In April, the retiring Principal of Carlile College, Patience Wanzala, visited Chichester during Holy Week hosted by DOC member Margaret Lumley. She joined the Chrism Mass at Horsham and lunched with the Bishop of Horsham and clergy; the following day Patience visited Chichester Food Bank and saw Stonepillow's work with the homeless – both which our visitor much valued.

In June, a series of events were held across the Diocese to mark the 75th Anniversary of the first Windrush arrivals to the UK. Leon Paul Golding, Suffragan Bishop of Montego Bay in the Diocese of Jamaica, accompanied by the Bishop, met head teachers and chaplains, led special Windrush services in Brighton and the Cathedral and attended a reception at Burgess Hill.

A new Bishop of The Gambia, Obed Arist Kojo Baiden, was elected in June; Margaret Lumley represented the Diocese at the service. Bishop Kojo brings dynamism and energy to the Diocese after a long vacancy.

A Harvest Update summarising the DOC's work and providing opportunities to support it was issued in September and widely circulated.

The DOC has five funds at its disposal. Whilst most are restricted, the World Church Experience Fund (WCEF) does have funds available for curates and those on EMDL travelling overseas, normally to one of our link dioceses. A modest grant was given to a curate joining a parish-based overseas mission.

There were no ecumenical conferences in 2023, though planning started for the Feuerstein Conference, being hosted by Chichester in 2024.

Support for particular ministries

The CDBF ceased to provide the Gatwick Airport Chaplain from January 2023 when responsibility for the post was taken over by the Diocese of Southwark.

The Council for the Promotion of the Common Good (CPCG) is made up of representatives from the clergy, laity and other denominations, and meets 3 times a year, usually twice online and once in person. At each meeting we consider our purpose in reflecting God's care for the individual, community life and the natural world. In addition to rural communities, racial justice and interfaith (separate details below), during 2023 we focused on several areas of work:

- The Together in Sussex Mission Action Plan
- The work being done to support Ukrainian refugees
- Local debt and money advice services
- Modern Day Slavery
- Projects supporting the wellbeing of families

When appropriate, speakers are invited to update the committee on their work; otherwise CPCG members share information and expertise.

Jo King attended a national disability conference in the autumn and at the time of writing we hope to appoint two voluntary disability officers.

Rural Officer

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 2023 included two Rural Retreat Days at Penhurst Retreat Centre. Facilitated by Bishop Will and Archdeacon Martin respectively, the aim of these informal gatherings was to offer encouragement, space and refreshment to clergy serving in rural communities. A Rural Conference held at Chichester Cathedral in the autumn attracted both laity and clergy from across the diocese; the focus being: 'Renewing Hope in Rural Mission and Ministry'. 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 vision. The Chaplaincy at Plumpton Agricultural College continues to develop, not least with the launch of a Christian Union now meeting weekly on site. In December the Rural Officer led a Carol Service at Hailsham Livestock Market, in partnership with RABI (Royal Agricultural Benevolent Institution) and FCN (Farmer's Community Network); these links, along with his involvement as a board member for the South of England Show, have enabled the Rural Officer to be a 'conduit' between the Church and other rural stakeholders.

Racial Justice

Racial Justice work continued to develop in 2023. Martha and Godfrey, the Racial Justice Officers have been raising awareness about racism and its effects at schools and churches within the diocese. Furthermore, during the year, the diocesan racial justice committee members led assemblies at different schools encouraging children to be welcoming and inclusive. To mark Racial Equality Week, special services were held on 12th February at St John's, Crawley led by Bishop Ruth and at St Peter's, Brighton led by Bishop Will. Perhaps the highlight of the year has been Bishop Leon's visit in June to mark the 75th anniversary of the arrival of Windrush. He arrived from Jamaica at the invitation of Bishop Martin, who hosted events across the diocese. It was a time of reflection, learning, prayer and developing friendships which made Bishop Leon's visit memorable. Black History Month special service was held at the Chichester cathedral with the Rev Guy Hewitt, Director, Racial Justice Unit as the preacher; music was performed by the Christ's Hospital Gospel Choir which was indeed beautiful. It was well attended; the feedback has been very positive.

Martha stood down from the Racial Justice Committee in the summer and we would like to record our huge thanks for her immense contribution to its work. A new committee with more minority ethnic representation was formed in September 2023. The work on an application for funding from the national church for racial justice advocacy and awareness work, within the diocese, is in progress. The committee is committed to continue its good work in the new year 2024.

Interfaith

Godfrey, our Interfaith Adviser has been active visiting and encouraging the different Interfaith groups within the diocese. He had also represented the diocese at different events in Mosques, Synagogues, Gurdwaras and Temples in Brighton, Hove, Worthing and Crawley. It is clear from the scripture that crossing boundaries of religion and culture was central to Jesus' ministry. Following his model and ministry, we strive for good interfaith relations, especially in our world with so much hatred and exclusion. The diocese has continued to work with the Presence and Engagement team of the national church. On the 15th November, to mark Interfaith Week, we had an Interfaith Afternoon at the Church House, Hove led by Bishop Will. It proved to be a popular event which attracted thirty attendees. Most of them were school, hospital or prison chaplains but we had representations from Priests, Readers and ALMs too. The focus of the afternoon had been on being a passionate Christian and compassionate to people of other faiths and no faith at the same time. We hope that our work within the diocese will aid towards stamping out violence in the name of religion. Thank you to all who helped in this work in different ways during the year. It is much appreciated.

LGBTI

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 debates in General Synod as part of the Living in Love and Faith process are perhaps the most difficult the Church of England is facing in the 21st century. The fallout particularly affects those clergy and others who identify as LGBTI. In response the Liaison Officer has dealt with the media and in partnership with Laura Steven, Head of Wellbeing for the Diocese, has facilitated a safe space for LGBTI clergy, partners, allies and friends to meet on an occasional basis for networking and support. The first of these took place in June 2023 with a further event planned in March 2024 following the February 2024 General Synod.

Throughout 2023 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. The Officer has maintained an open dialogue with the Diocesan Bishop in raising awareness and offering both challenge and support when particular difficult issues have arisen.

Running an effective organisation

20 governing committee meetings were held, including the Bishop's Council, the Operating Committee, Assets Committee, Audit Committee, Education Finance Committee and Remuneration Committee.

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.

The Diocese continues to seek opportunities to develop glebe land where appropriate. There has been progress in respect of multiple sites during 2023 which is encouraging.

The Property Department continues to focus on letting empty houses where it can. In 2023 rental income of c. £565k was generated from vacant parsonage houses and c. £218k from glebe houses and land.

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

A key challenge is to develop an operating model to enable ministry and mission to be resourced in a financially sustainable way in future. This will be the focus of the governance committees in 2024 and will inform the vision and strategy for the future. In turn this will shape any applications submitted to the National Church for grant funding.

The deanery planning exercise is now becoming part of "business as usual" for the diocese and the outcome from this are helping to target programme and support to areas where it seen as most important. Examples of this is the range of new ALM electives that have arisen out from the process and an increase in collaborative working across deaneries. This will be built on in 2024 with encouragement for deaneries to be proactive in the updating and delivery of their DMAP.

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 2023 to the beginning of Advent 2024 is the Year of the New Testament.

Generous Giving

In 2024 we will continue to engage with parishes to support them in promoting the “journey of generosity”. This will include the successful practice of working closely with those who are moving from title post to first incumbency or joining the diocese from posts elsewhere – a strategy that has proved very fruitful in previous years.

We will also seek out new and exciting testimonials from those churches who are on the “journey of generosity” - to highlight what has worked well and what their “top tips” for success are. These will be made available through all the available comms channels including video, podcasting and articles in e-news, Faith in Sussex and through social media.

We will continue with our support and guidance for parishes wishing to take on new contactless giving methods, including our extended “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 has been enabling 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. This has been successful in encouraging wider participation than just the core church membership to include friends and family of the membership and local businesses, who, although they may not be attending church personally, value its presence within the local community. This will continue in 2024.

Education

Our team is strongly focussed on enabling our schools to offer the highest possible provision with a strong, distinctively Christian foundation. Our support is highly valued in a landscape that is seeing resources being more and more stretched. We are seeking to establish an effective and supportive network of MATs to offer our schools a secure and ambitious environment in which they can thrive whilst doing all we can to support our Local Authority partners working with the rest of our schools.

We see schools as having a central role within the work of the Household of Faith and we look forward to offering our expertise and local knowledge and exciting new missional initiatives emerge.

We continue to engage actively with the diocesan desire to achieve Carbon Net Zero and we have submitted a substantial bid to the Public Sector Decarbonisation Scheme.

Safeguarding

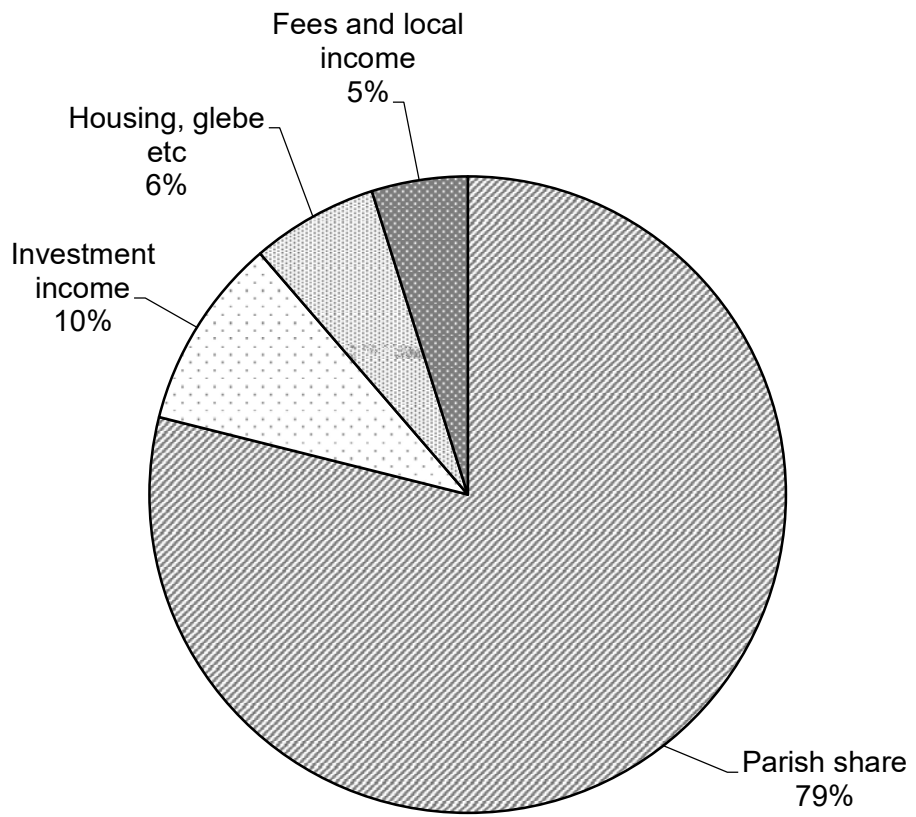
The Diocese of Chichester is now a Pathfinder Diocese for the national implementation of Recommendations 1 & 8 from the Independent Inquiry into Child Sexual Abuse (IICSA). Recommendation 1 relates to the increased autonomy of Diocesan Safeguarding Advisers (to be re-named Officers to reflect their ability 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.

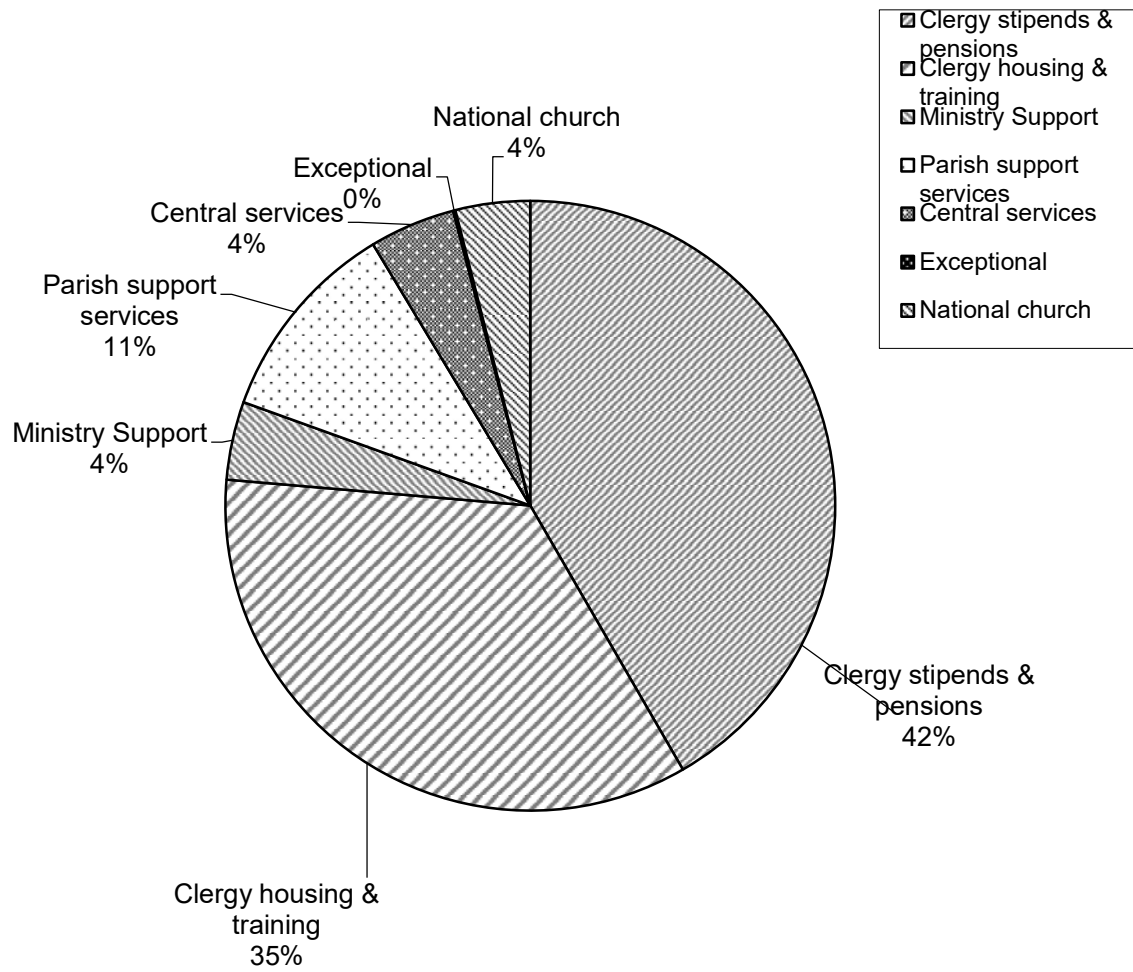
This is an ongoing project that will exist until 2024 when Recommendations 1 and 8 will be implemented across every Diocese. Being a Pathfinder Diocese places Chichester at the forefront of one of the most significant change projects across the CofE regarding safeguarding. In addition to its status as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

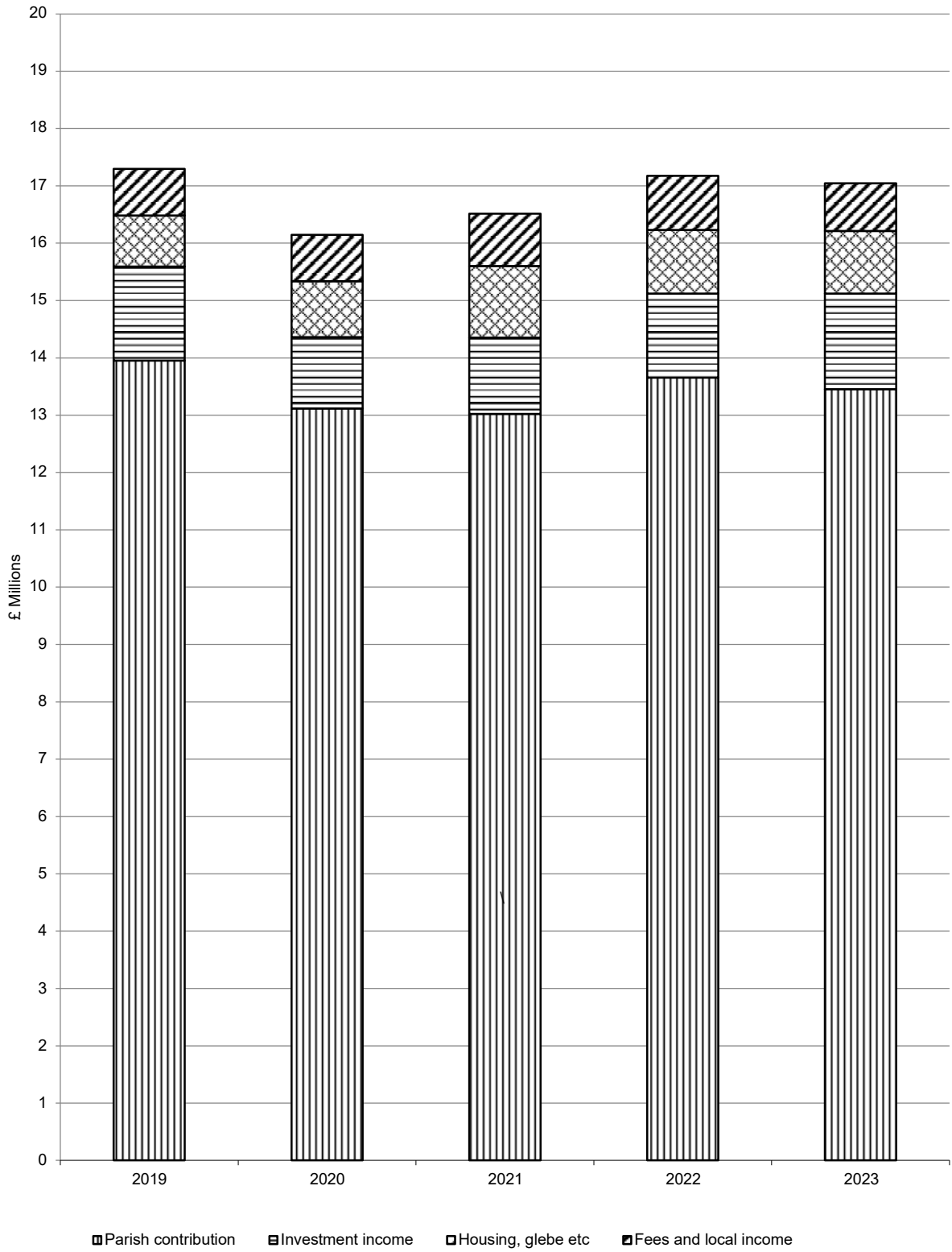
INCOME 2023



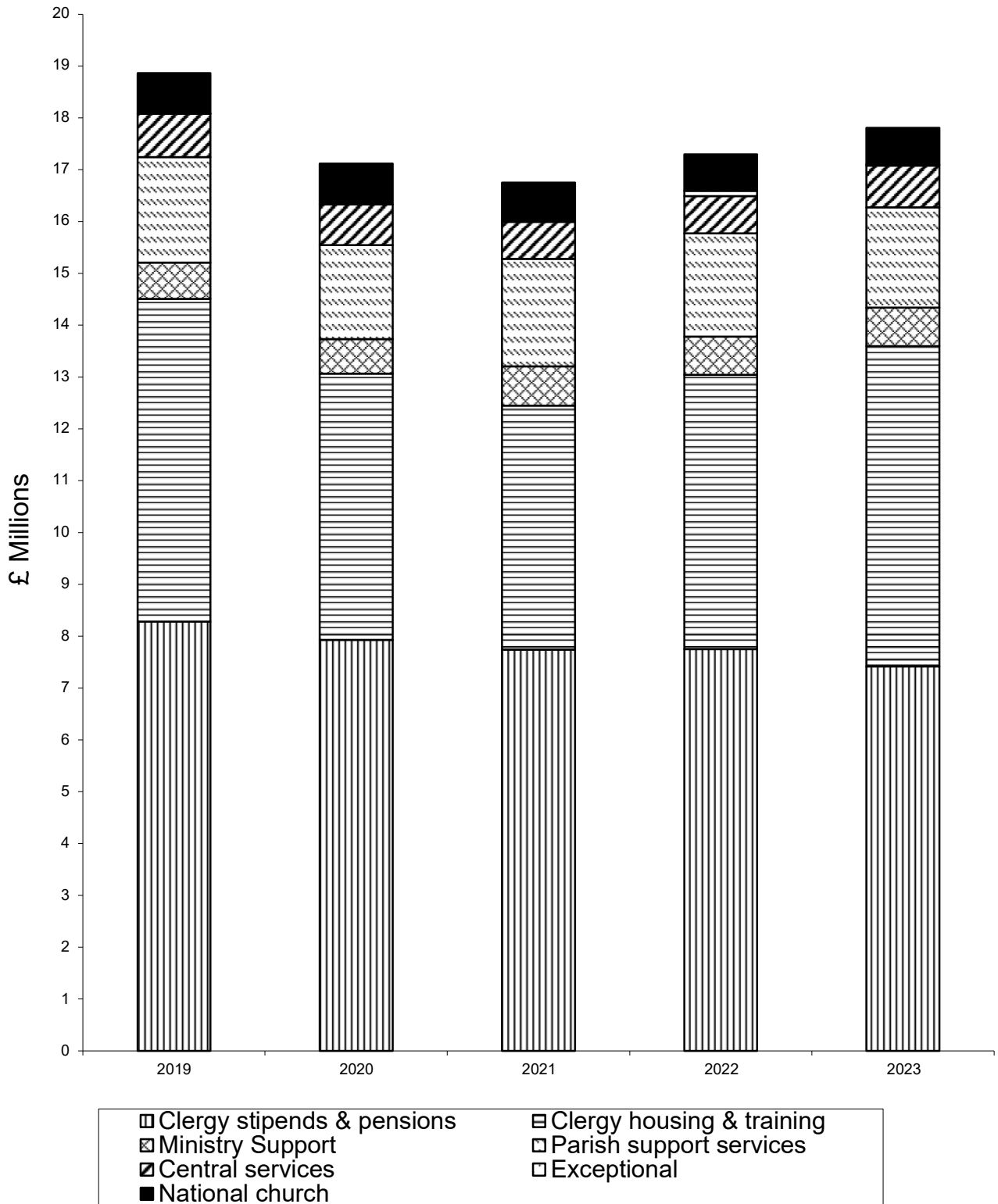
EXPENDITURE 2023



Income Trend 2019 - 2023



Expenditure Trend 2019 - 2023



UNRESTRICTED FUNDS - GENERAL FUND
SUMMARY OF INCOME & EXPENDITURE ACCOUNT
FOR THE PERIOD ENDED 31 DECEMBER 2023

<u>ACTUAL</u> <u>2022</u> £		<u>ACTUAL</u> <u>2023</u> £	<u>BUDGET</u> <u>2023</u> £
13,656,415	Parish Share	13,453,392	14,000,000
1,342,286	Investment Income and Drawings	1,542,590	1,254,118
120,495	Grants from Restricted Funds	124,159	116,849
1,112,278	Glebe and Housing	1,097,764	1,235,905
694,101	Fees & Local Income	664,955	665,837
250,509	Miscellaneous Grants and Donations	165,514	109,650
17,176,084	TOTAL INCOME	17,048,374	17,382,359
6,069,265	Clergy Stipends, Grants and Fees	6,110,371	6,295,452
1,774,246	Clergy Pension Contributions	1,307,994	1,430,967
2,527,749	Clergy Housing	3,446,024	2,636,107
896,892	Training - Ordination	1,090,321	1,134,504
1,862,503	Training - Curates	1,642,884	1,529,542
13,130,655	Total - Ministry	13,597,594	13,026,572
649,807	Ministry Support	740,655	865,291
649,807	Total - Ministry Support	740,655	865,291
56,356	Apostolic Life - Directorate	68,583	59,945
140,670	Apostolic Life - Resources & Stewardship	180,385	184,392
122,115	Apostolic Life - Children & Young People	128,785	113,310
112,433	Apostolic Life - Lay Apostolic Life	133,788	136,038
97,656	Common Good	46,619	51,223
547,701	Diocesan Board of Education	483,263	570,389
274,508	Safeguarding	245,158	278,958
86,955	Diocesan Advisory Committee	102,799	97,717
74,128	Pastoral Committee	71,726	77,755
135,145	Closed Churches	189,348	150,000
55,788	Glebe Administration	15,982	10,000
87,683	Communications	82,382	99,174
201,678	Information Technology	187,762	215,660
719,281	General Office, Finance, Central Services, HR	808,759	819,496
2,712,097	Total - Parish Support Services	2,745,339	2,864,057
704,651	National Church Responsibilities	704,652	704,652
100,000	Contingency & Exceptional Items	20,000	200,000
17,297,210	TOTAL EXPENDITURE	17,808,240	17,660,572
(121,126)	Deficit before transfers	(759,866)	(278,213)
0	Funded from Pastoral Fund - Property	0	0
(121,126)	SURPLUS/DEFICIT	(759,866)	(278,213)

INCOME

<u>ACTUAL</u> <u>2022</u> £		<u>ACTUAL</u> <u>2023</u> £	<u>BUDGET</u> <u>2023</u> £
13,591,520	Parish Share - Current Year ¹	13,424,502	14,000,000
64,895	Parish Share - Prior Year	28,890	-
<u>13,656,415</u>	Total Parish Share	<u>13,453,392</u>	<u>14,000,000</u>
666,316	Diocesan Stipends Fund	688,107	648,000
654,066	Diocesan Pastoral Fund	699,159	606,118
21,904	Interest Income	155,324	-
<u>1,342,286</u>	Total Investment Income	<u>1,542,590</u>	<u>1,254,118</u>
67,676	Elfinward for Stipends	69,727	65,623
11,992	Elfinward for Retreats	12,356	11,629
5,994	Elfinward for Information	6,176	5,815
34,833	Training Fund	35,900	33,782
<u>120,495</u>	Total Grants from Restricted Funds	<u>124,159</u>	<u>116,849</u>
17,397	Rents from Glebe Land	15,709	13,171
255,061	Rents from Glebe Properties	218,239	256,000
156,900	Notional rents from Diocesan Officers' & Curates' Houses	169,810	280,184
<u>429,358</u>	Total Glebe Income	<u>403,758</u>	<u>549,355</u>
655,830	Rents from Parsonage Houses	666,458	660,000
27,090	Rents from Miscellaneous Houses	27,548	26,550
<u>682,920</u>	Total Housing Income	<u>694,006</u>	<u>686,550</u>
592,964	Parochial Fees	559,187	565,837
101,137	Parish Trust Income	105,768	100,000
<u>694,101</u>	Total Fees & Local Income	<u>664,955</u>	<u>665,837</u>
59,336	Rents from Redundant Churches	23,402	6,400
20,706	Other income	35,983	-
46,467	Donations/Legacies	3,879	1,000
-	Job Retention Scheme Grant	-	-
124,000	Allchurches Trust Grant	102,250	102,250
<u>250,509</u>	Miscellaneous Grants & Donations	<u>165,514</u>	<u>109,650</u>
<u><u>17,176,084</u></u>	Total Income	<u><u>17,048,374</u></u>	<u><u>17,382,359</u></u>

<u>ACTUAL</u> <u>2022</u>	<u>EXPENDITURE</u>	<u>ACTUAL</u> <u>2023</u>	<u>BUDGET</u> <u>2023</u>
£		£	£
5,467,442	Clergy Stipends	5,534,717	5,606,353
491,735	Clergy Stipend - National Insurance	469,090	545,679
65,032	Fees for Vacancies & Sickness	61,031	93,292
-	Housing costs	-	-
45,056	Investment Manager Fees - Stipends Fund	45,533	50,128
-	Interest Payable	-	-
<u>6,069,265</u>	Total Clergy Stipends and Fees	<u>6,110,371</u>	<u>6,295,452</u>
<u>1,774,246</u>	Clergy Pension Contributions	<u>1,307,994</u>	<u>1,430,967</u>
<u>1,774,246</u>	Total Clergy Pensions	<u>1,307,994</u>	<u>1,430,967</u>
11,000	Suffragan Bishops' Housing	13,200	20,375
7,331	Bishop's Chaplain's Housing	-	14,608
129,649	Archdeacons' Stipends & NI	154,526	153,075
45,597	Archdeacons' Pensions	35,919	31,807
36,833	Archdeacons' Housing	31,640	49,904
19,863	Archdeacons' Office & Operating Costs	20,270	19,695
48,579	Archdeacons' Staff Costs	49,144	53,315
69,578	Continuing Ministerial Education	75,164	140,764
29,117	Clergy Administration	38,009	29,799
83,876	Resettlement Grants	93,597	91,872
58,571	First Appointment Grants	64,194	61,082
108,813	Removal Grants	133,324	116,130
1,000	BMO Costs & Other Ministry Support	31,668	82,865
<u>649,807</u>	Total Ministry Support	<u>740,655</u>	<u>865,291</u>
-	Other income	(17,683)	-
308,015	Quinquennial Repairs	609,057	587,500
545,290	Ingoing Works	589,762	310,000
920,783	Interim Repairs	1,122,180	524,500
167,897	Improvements & Decoration Grants	494,905	587,000
68,969	Insurance	78,319	70,000
138,851	Fees	163,912	163,200
36,676	Housing Rental Costs	51,244	32,000
(62,965)	Costs Attributed to Curates' Housing	(68,226)	(68,226)
<u>2,123,515</u>	Clergy Housing	<u>3,023,470</u>	<u>2,205,974</u>
343,301	Staff Costs - Property	360,826	360,766
47,037	Office Costs - Property	25,249	50,542
4,163	Travel Costs - Property	7,529	9,000
575	Resources & Equipment - Property	286	1,825
9,158	Projects & Activities - Property	28,664	8,000
<u>404,234</u>	Property Department	<u>422,554</u>	<u>430,133</u>
<u>2,527,749</u>	Total Clergy Housing	<u>3,446,024</u>	<u>2,636,107</u>

<u>ACTUAL</u> <u>2022</u> £		<u>ACTUAL</u> <u>2023</u> £	<u>BUDGET</u> <u>2023</u> £
9,342	Clergy Staffing - Training	7,633	7,128
132,289	Staff Costs - Training	134,972	141,372
9,085	Office Costs - Training	10,293	10,271
750	Travel Costs - Training	591	1,200
840	BAP Fees	220	1,000
1,170	Psychological Assessments & Support	1,050	2,000
(320,279)	Block Grant - Income	(178,920)	(296,891)
314,529	Block Grant - Expenditure	207,987	278,727
(28,392)	Other Grants	(10,166)	(14,287)
187,134	Ordinand Maintenance	178,289	267,982
1,865	Resources & Equipment - Training	744	850
-	Projects & Activities - Training	60	500
192	Governance & Support - Training	-	-
1,582	Events & Courses - Training	3,134	-
2,148	Investment Manager Fees	2,245	2,463
312,255	Ordination Training	358,132	402,315
584,637	National Church Apportionment	732,189	732,189
896,892	Total Training - Ordination	1,090,321	1,134,504
16,759	Post Ordination Training	15,309	29,500
935,074	Curates' Stipends & NI	886,756	717,563
311,551	Curates' Pensions	222,506	203,141
536,154	Curates' Housing - Rental	450,087	511,112
62,965	Curates' Housing - Maintenance	68,226	68,226
1,862,503	Total Training - Curates	1,642,884	1,529,542
-	Income - Directorate	(121)	-
-	Clergy Support - Directorate	-	-
-	Grants - Directorate	-	-
52,289	Staff Costs - Directorate	59,598	55,010
3,000	Office Costs - Directorate	3,099	2,935
1,065	Travel Costs - Directorate	5,475	1,500
2	Resources & Equipment - Directorate	252	-
-	Projects & Activities - Directorate	-	500
-	Events & Courses - Directorate	280	-
56,356	Total Apostolic Life Directorate	68,583	59,945
(525)	Income - Resources & Stewardship	-	-
101,972	Staff Costs - Resources & Stewardship	126,709	122,575
5,977	Office Costs - Resources & Stewardship	8,217	8,217
1,495	Travel Costs - Resources & Stewardship	1,014	1,500
723	Resources & Equipment - Resources & Stewardship	2,176	2,100
29,822	Governance & Support - Resources & Stewardship	36,892	37,000
-	Events & Courses - Resources & Stewardship	3,250	3,000
1,206	Projects & Activities - Resources & Stewardship	2,127	10,000
140,670	Total Parish Resources & Stewardship	180,385	184,392
(22,613)	Income - Children & Youth	(31,224)	(39,500)
-	Grants Paid inc St Bartz	-	-
69,853	Staff Costs - Children & Youth	74,445	83,465
4,800	Office Costs - Children & Youth	4,695	4,695
1,689	Travel Costs - Children & Youth	1,140	2,000
1,127	Resources & Equipment - Children & Youth	1,323	1,650
64,486	Events & Courses - Children & Youth	76,994	57,000
2,773	Projects & Activities - Children & Youth	1,412	4,000
122,115	Total Children & Young People	128,785	113,310

<u>ACTUAL</u> <u>2022</u> £		<u>ACTUAL</u> <u>2023</u> £	<u>BUDGET</u> <u>2023</u> £
(2,608)	Income - Lay Apostolic Life	(4,012)	-
-	Clergy - Lay Apostolic Life	7,633	7,128
9,342	Grants - Lay Apostolic Life	-	-
19,859	Housing Costs - Lay Apostolic Life	20,065	20,342
67,758	Staff Costs - Lay Apostolic Life	76,458	75,699
6,080	Office Costs - Lay Apostolic Life	5,965	5,869
25	Travel Costs - Lay Apostolic Life	67	2,000
99	Resources & Equipment - Lay Apostolic Life	738	5,800
11,878	Events & Courses - Lay Apostolic Life	26,874	19,200
<u>112,433</u>	Total Lay Apostolic Life	<u>133,788</u>	<u>136,038</u>
<u>431,574</u>	Total Apostolic Life	<u>511,541</u>	<u>493,685</u>
(830)	Generated Income - Social Concerns	(2,969)	-
5,861	Staff Costs - Social Concerns	6,170	6,125
600	Office Costs - Social Concerns	587	587
95	Travel Costs - Social Concerns	1,412	1,300
2,925	Events & Courses - Social Concerns	768	2,000
-	Grants Payable - Social Concerns	2,250	-
<u>8,651</u>	Total Social Concerns	<u>8,218</u>	<u>10,012</u>
-	Income - Workplace Ministry	(660)	-
33,668	Clergy Payroll - Workplace Ministry	2,816	2,840
9,342	Clergy Pensions - Workplace Ministry	758	594
6,092	Housing Costs - Workplace Ministry	573	577
798	Office Costs - Workplace Ministry	135	
70	Travel Costs - Workplace Ministry	14	
2,183	Projects & Activities - Workplace Ministry	265	1,200
<u>52,153</u>	Total Workplace Ministry	<u>3,901</u>	<u>5,211</u>
69	Overseas Council	-	-
783	European Ecumenical Committee	(1,500)	-
-	University Chaplain	-	-
36,000	Family Support Work/Other grants	36,000	36,000
<u>36,852</u>	Total Grants to Councils & Organisations	<u>34,500</u>	<u>36,000</u>
<u>97,656</u>	Total Common Good	<u>46,619</u>	<u>51,223</u>
(22,608)	Generated Income - Education	(27,850)	(21,000)
(109,620)	Schools Income - Education	(185,344)	(152,000)
(48,000)	Grant from Aided Schools Fund	(48,000)	(48,000)
623,428	Staff Costs - Education	658,816	662,089
31,361	Office Costs - Education	28,901	28,700
12,239	Travel Costs - Education	16,417	18,000
5,697	Resources & Equipment - Education	4,749	6,150
15,801	Governance & Support - Education	19,735	20,000
20,718	Events & Courses - Education	7,480	38,500
18,684	Projects & Activities - Education	8,359	17,950
<u>547,701</u>	Total Education	<u>483,263</u>	<u>570,389</u>

<u>ACTUAL</u> <u>2022</u> £		<u>ACTUAL</u> <u>2023</u> £	<u>BUDGET</u> <u>2023</u> £
-	Generated Income - Safeguarding	(12,423)	-
-	Income - Grants - Safeguarding	-	-
229,438	Staff Costs - Safeguarding	233,892	241,103
17,742	Office Costs - Safeguarding	13,030	13,005
1,290	Travel Costs - Safeguarding	2,428	2,500
-	Resources & Equipment - Safeguarding	-	150
10,352	Governance & Support - Safeguarding	6,660	10,000
5,575	Events & Courses - Safeguarding	2,290	2,000
10,111	Projects & Activities - Safeguarding	(751)	10,000
-	Finance Charges - Safeguarding	32	200
<u>274,508</u>	Total Safeguarding	<u>245,158</u>	<u>278,958</u>
77,598	Staff Costs - Church Buildings	91,789	83,370
6,261	Office Costs - Church Buildings	7,307	6,245
1,910	Travel Costs - Church Buildings	2,710	5,000
1,186	Resources & Equipment - Church Buildings	993	2,602
-	Events & Courses - Church Buildings	-	500
<u>86,955</u>	Total Church Buildings	<u>102,799</u>	<u>97,717</u>
69,236	Staff Costs - Mission & Pastoral	67,088	72,907
4,680	Office Costs - Mission & Pastoral	4,578	4,578
104	Travel Costs - Mission & Pastoral	60	-
108	Resources & Equipment - Mission & Pastoral	-	270
-	Events & Courses - Mission & Pastoral	-	-
<u>74,128</u>	Total Mission & Pastoral Committee	<u>71,726</u>	<u>77,755</u>
135,145	Closed Churches Expenditure	189,348	150,000
<u>135,145</u>	Total Closed Churches	<u>189,348</u>	<u>150,000</u>
21,337	Property Costs - Glebe Administration	5,099	10,000
34,451	Governance & Support Costs - Glebe Administration	10,883	-
<u>55,788</u>	Total Glebe Administration	<u>15,982</u>	<u>10,000</u>
(5,795)	Generated Income - Central Services	(5,952)	(2,440)
66,547	Investment Management Costs - Central Services	65,542	71,530
-	Property Costs - Central Services	636	-
486,328	Staff Costs - Central Services	539,511	532,089
162,876	Office Costs - Central Services	138,841	163,099
1,062	Travel Costs - Central Services	2,545	1,050
19,775	Resources & Equipment - Central Services	19,985	18,386
131,847	Governance & Support - Central Services	192,028	169,432
-	Events & Courses - Central Services	61	-
2,728	Projects & Activities - Central Services	1,633	9,000
(146,087)	Finance Charges - Central Services	(146,071)	(142,650)
<u>719,281</u>	Total Central Services (Governance, HR, Finance)	<u>808,759</u>	<u>819,496</u>
-	Generated Income - Comms	-	-
(120)	Trading Income - Comms	-	-
74,370	Staff Costs - Comms	68,353	82,994
5,903	Office Costs - Comms	6,282	6,695
1,330	Travel Costs - Comms	741	600
6,176	Resources & Equipment - Comms	7,006	8,885
24	Events & Courses - Comms	-	-
<u>87,683</u>	Total Communications	<u>82,382</u>	<u>99,174</u>

<u>ACTUAL</u> <u>2022</u> £		<u>ACTUAL</u> <u>2023</u> £	<u>BUDGET</u> <u>2023</u> £
36,457	Staff Costs - IT	37,350	37,350
130,480	Office Costs - IT	112,272	133,035
-	Travel Costs - IT	38	-
1,230	Resources & Equipment - IT	1,176	1,575
1,111	Governance & Support - IT	1,133	1,200
-	Projects & Activities - IT	-	-
32,400	Finance Charges - IT	35,793	42,500
<u>201,678</u>	Total Information Technology (IT)	<u>187,762</u>	<u>215,660</u>
<u>1,008,642</u>	Total General Office Costs	<u>1,078,903</u>	<u>1,134,330</u>
<u>100,000</u>	Total Exceptional Costs	<u>20,000</u>	<u>200,000</u>
440,068	National Church & General Synod Costs	434,288	434,288
26,372	Mission Agencies & CPAS Pensions	20,217	20,217
238,211	Retired Clergy Housing Scheme	250,147	250,147
-	General Synod Members' Expenses	-	-
<u>704,651</u>	Total National Church Responsibilities	<u>704,652</u>	<u>704,652</u>
<u>17,297,210</u>	TOTAL EXPENDITURE	<u>17,808,240</u>	<u>17,660,572</u>

UNRESTRICTED FUND - BALANCE SHEET
AS AT 31 DECEMBER 2023

<u>2022</u>		£	£	£	<u>2023</u>
£					£
	Tangible fixed assets				
6,751,671	Properties (page 9)				3,772,582
49,493	Furniture, fittings & equipment				86,622
<u>6,801,164</u>					<u>3,859,204</u>
	Investments				
1,522,279	Investments				1,657,184
<u>8,323,443</u>					<u>5,516,388</u>
	Current assets				
519,216	Debtors	814,650			
70,000	Loans	177,724			
5,458,359	Bank & Cash Deposit accounts	<u>4,368,789</u>			
<u>6,047,575</u>				5,361,163	
	Less current liabilities				
(799,082)	Creditors	(1,255,088)			
<u>(799,082)</u>				<u>(1,255,088)</u>	
<u>5,248,493</u>	Net current assets				4,106,075
	Less long term liabilities				
(8,000)	Church Workers Pension Fund - DBS	-			
<u>-</u>	Loans	<u>-</u>			
					-
<u><u>13,563,936</u></u>	NET ASSETS				<u><u>9,622,463</u></u>
	FUNDS				
	General fund				
5,937,523	Balance brought forward 1 January		5,982,990		
(121,126)	Excess expenditure over income for year		(759,866)		
257,000	Reallocation of payments: Clergy pension liability - 2021		-		
	Reallocation of payments: CWPF DBF - 2021				
(98,629)	Unrealised gains/(losses) on revaluation of investments		135,648		
	Other movements		27,714		
	Realised gains/(losses) on sale of investments				
8,221	Net transfers to/from Restricted funds		<u>13,077</u>		
<u>5,982,990</u>	Total General fund				5,399,563
7,580,946	Designated funds (page 12)				4,222,900
<u><u>13,563,936</u></u>	TOTAL FUNDS				<u><u>9,622,463</u></u>

PROPERTY IN THE OWNERSHIP OF THE BOARD OF FINANCE
UNRESTRICTED FUND

<u>Date</u> <u>Acquired</u>		<u>2023</u>	<u>2022</u>
		<u>Valuation</u>	
<u>MISCELLANEOUS PROPERTIES</u>			
Sept 95	Church House, New Church Rd Hove	2,000,000	5,034,052
April 02	The Chapel, Pulborough	393,933	381,718
<u>RETIRED CLERGY HOUSES</u>			
Sept 83	49 Westgate, Chichester	392,787	380,608
Dec 87	12 Walsingham Road, Hove	684,743	663,511
Jan 06	19 Mill Close, Fishbourne (leasehold)	301,119	291,782
TOTAL VALUATION OR COST		3,772,582	6,751,671
NET BOOK VALUE		3,772,582	6,751,671

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

Brighton, Holy Trinity	Lowfield Heath, St Michael and All Saints ²
Brighton, St Peter *	Milland Old Chapel
Stanmer	Rumboldswyke, St Mary
Burgess Hill, St John (part)	Southwick, St Peter
Camelsdale, St Paul	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

* 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
2. sold during 2023

PARISH SHARE SUMMARY 2023

<u>Net Parish Ministry Costs</u>		<u>Deanery promise</u>	<u>Amount collected</u>	<u>Percentage of receipts to promise</u>	
				<u>2023</u>	<u>2022</u>
		£	£	%	%
<u>ARCHDEACONRY OF CHICHESTER</u>					
1,266,088	Arundel & Bognor Deanery	1,000,465	996,536	99.6	96.1
910,236	Chichester Deanery	740,238	740,238	100.0	99.3
523,956	Midhurst Deanery	443,272	431,941	97.4	100.0
397,799	Petworth Deanery	313,216	307,416	98.1	96.2
542,212	Storrington Deanery	467,576	449,727	96.2	100.0
471,554	Westbourne Deanery	439,009	439,010	100.0	100.0
1,010,246	Worthing Deanery	833,785	832,810	99.9	100.0
<u>5,122,091</u>		<u>4,237,561</u>	<u>4,197,679</u>	<u>99.1</u>	<u>99.0</u>
<u>ARCHDEACONRY OF HORSHAM</u>					
837,920	Cuckfield Deanery	771,258	764,691	99.1	100.0
994,695	East Grinstead Deanery	667,512	637,038	95.4	98.3
1,095,651	Horsham Deanery	945,580	938,914	99.3	99.2
731,708	Hurst Deanery	577,886	570,486	98.7	98.5
<u>3,659,974</u>		<u>2,962,236</u>	<u>2,911,129</u>	<u>98.3</u>	<u>99.6</u>
<u>ARCHDEACONRY OF HASTINGS</u>					
648,871	Battle & Bexhill Deanery	418,456	391,794	93.6	96.1
747,723	Dallington Deanery	469,983	465,450	99.0	100.0
1,379,163	Eastbourne Deanery	921,665	875,617	95.0	96.4
700,321	Hastings Deanery	455,352	455,002	99.9	100.0
821,982	Rotherfield Deanery	722,707	701,742	97.1	100.0
471,938	Rye Deanery	348,297	348,297	100.0	99.9
568,356	Uckfield Deanery	444,330	446,724	100.5	96.9
<u>5,338,354</u>		<u>3,780,790</u>	<u>3,684,626</u>	<u>97.5</u>	<u>96.5</u>
<u>ARCHDEACONRY OF BRIGHTON & LEWES</u>					
1,729,197	Brighton Deanery	980,654	930,554	94.9	99.1
961,653	Hove Deanery	725,754	725,754	100.0	100.0
1,305,092	Lewes & Seaford Deanery	987,704	974,760	98.7	99.6
<u>3,995,942</u>		<u>2,694,111</u>	<u>2,631,068</u>	<u>97.7</u>	<u>99.6</u>
<u>18,116,361</u>	Total	<u>13,674,698</u>	<u>13,424,502</u>	<u>98.2</u>	<u>98.5</u>
	Prior Year Parish Share		28,890		
<u>18,116,361</u>	Total including prior years	<u>13,674,698</u>	<u>13,453,392</u>	<u>98.4</u>	<u>98.8</u>
Total Parish Share reported¹		13,453,392			

1. Includes Parish Share of £372,686 paid into the restricted fund

ENDOWMENT AND RESTRICTED FUNDS - BALANCE SHEET
AS AT 31 DECEMBER 2023

<u>2022</u>		<u>2023</u>
£		£
	<u>PROPERTY AT VALUATION</u>	
5,959,549	Terry's Cross main house - Terry Cross Fund	5,959,549
728,023	Chaplaincy House, Falmer - University Fund	751,319
1,337,652	Deserted Widows property - Clergy Welfare fund	1,380,457
197,541,945	Parsonage property - Parsonage fund	205,941,592
50,323,560	Glebe property - Stipend fund	50,122,139
4,976,620	Glebe Land - Stipend Fund	4,384,642
<u>260,867,349</u>		<u>268,539,698</u>
	<u>INVESTMENTS AT MARKET VALUE</u>	
13,024,573	M&G Charifund units	12,718,591
22,172	M&G Charibond units	22,894
9,772,464	Charles Stanley Portfolio	10,393,988
7,409,215	JM Finns Portfolio	6,833,885
7,849,392	Cazenove Portfolio	8,610,133
4,506	CBF Investment Fund	4,930
<u>38,082,322</u>		<u>38,584,421</u>
	<u>CURRENT ASSETS</u>	
362,079	Loans	241,117
23,080	Debtors	1,250
4,808,473	Bank & Cash Deposit accounts	7,032,437
<u>5,193,632</u>		<u>7,274,804</u>
304,143,303		314,398,923
	<u>LESS: CURRENT LIABILITIES</u>	
(1,553,079)	Loans to the Board for houses purchased for deserted spouses	(1,470,229)
-	Creditors	
-	Clergy pension scheme	
<u>(1,553,079)</u>		<u>(1,470,229)</u>
<u>302,590,224</u>		<u>312,928,694</u>
	<u>FUNDS (page 12)</u>	
286,962,065	Endowment funds	297,009,887
15,628,159	Restricted funds	15,918,807
<u>302,590,224</u>		<u>312,928,694</u>

BREAKDOWN OF ENDOWMENT, RESTRICTED AND DESIGNATED FUNDS

ENDOWMENT FUNDS	Balance 01/01/2023	Income	Expendi- ture	Revaluation of property / investments	Transfers	Balance 31/12/2023
	£	£	£	£		£
Diocesan stipends fund (p13)	67,336,562	-	-	1,753,321	-	69,089,883
Parsonage Fund (p15)	206,701,842	124,354	-	8,146,767	(124,354)	214,848,609
Clergy welfare fund	2,148,512	-	-	49,522	-	2,198,034
Elfinsward trust	2,108,813	-	-	48,658	-	2,157,471
Terry's Cross	5,959,549	-	-	-	-	5,959,549
Jenkinson trust	47,684	-	-	1,122	-	48,806
Training fund	856,810	-	-	19,712	-	876,522
University chaplaincy	756,043	-	-	23,745	-	779,788
Hayllar trust	70,147	-	-	1,490	-	71,637
The Poling Fund	603,874	-	-	(1,762)	-	602,112
The Arnold Bequest	372,229	-	-	5,247	-	377,476
	286,962,065	124,354	-	10,047,822	(124,354)	297,009,887

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

RESTRICTED FUNDS	Balance 01/01/2023	Income	Expendi- ture	Revaluation of property/ investments	Transfers	Balance 31/12/2023
	£	£	£	£		£
Diocesan pastoral account (p14)	13,173,366	5,000	(559,932)	581,370	74,354	13,274,158
Clergy welfare fund	1,177,382	110,169	(48,255)	4,693	-	1,243,989
B Wild Clergy Welfare Fund	776,468	26,548	(74,902)	26,648	-	754,762
The Poling Fund	91,621	31,983	(15,920)	-	-	107,684
Clergy widows	17,748	206	(117)	-	-	17,837
University chaplaincy	44,487	3,833	(829)	-	-	47,491
Jenkinson trust	19,652	2,018	(123)	-	-	21,547
Hayllar trust	86,043	5,466	(1,954)	-	-	89,555
World Church Experience	40,628	1,943	(1,518)	-	-	41,053
Harvest Appeal	8,891	1,662	(4,645)	-	-	5,908
The Arnold Bequest	38,503	16,205	(15,813)	-	-	38,895
Hospital Chaplaincy	19,600	-	-	-	-	19,600
Readers Funds	2,206	672	(44)	424	-	3,258
Schools resources	3,354	-	-	-	-	3,354
ADs' funds - Care of Churches	453	-	-	-	-	453
Scorrer Music fund	20,028	777	-	-	-	20,805
Leavers Service Collections	7,428	4,360	(11,737)	-	-	51
Strategic Development Funding	21,856	879,022	(769,117)	-	-	131,761
West Lavington Fabric Fund	10,128	-	-	-	-	10,128
RME Block grant	9,601	178,920	(208,028)	-	-	(19,507)
Restricted Donations	1,164	-	-	-	-	1,164
Charles Marriott Fund	5,535	-	-	-	-	5,535
Disadvantaged Youth Fund	197	-	-	-	-	197
Generous Giving Fund	2,876	48,000	(31,298)	-	-	19,578
Energy Cost Grants	45,675	-	(45,675)	-	-	0
SCF Missioner Grant	514	61,496	(74,007)	-	-	(11,997)
BEM How Legacy	-	50,000	(9,272)	-	-	40,728
Strategic Ministry Funding (POFR)	-	102,265	(74,677)	-	-	27,588
Net Zero Carbon Capacity	-	15,000	-	-	-	15,000
Racial Justice	-	5,000	(118)	-	-	4,882
Duke of Edinburgh Award Fund	2,754	2,290	(1,694)	-	-	3,350
	15,628,157	1,552,835	(1,949,675)	613,135	74,354	15,918,807

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

DESIGNATED FUNDS	Balance 01/01/2023	Income	Expendi- ture	Revaluations	Transfers	Balance 31/12/2023
	£	£	£	£		£
Property fund	6,735,942	-	-	(2,979,088)	-	3,756,854
Mission fund	312,053	50,000	(385,940)	-	50,000	26,113
Bishop Certificates	14,266	955	-	537	-	15,758
Closed Church Furnishings	2,865	-	-	-	-	2,865
Clergy Conference	100,000	-	(7,560)	-	-	92,440
Sustainability Fund	415,821	-	(86,950)	-	-	328,871
	7,580,946	50,955	(480,450)	(2,978,551)	50,000	4,222,900

DIOCESAN STIPENDS FUND CAPITAL ACCOUNT

31 December 2023

	£
Balance 1 January 2023	67,336,562
	<hr/>
	67,336,562

INCOME

<u>Sale of Glebe property etc.</u>	Valuation	Proceeds	Profit/(loss)
Plumpton Glebe	81,329	1,111,084	1,029,755
Ashington Land - Strip	-	13,000	13,000
Marsh Lane Merston	-	9,000	9,000
10 Primrose Field	318,170	319,253	1,083
20 Langley Lane	851,610	759,989	(91,621)
22 Clifton Road	232,956	294,200	61,244
	<hr/>	<hr/>	<hr/>
	1,484,065	2,506,526	1,022,461

TOTAL INCOME 1,022,461

EXPENDITURE

Stipend costs

TRANSFER TO OTHER FUNDS

REVALUATIONS OF ASSETS AND PENSION LIABILITY

Revaluation of Glebe property for the 12 months at 31st December 2023	899,315
Revaluation of Glebe land for the 12 months at 31st December 2023	(510,649)
Revaluation of Clergy Pension Deficit at 31st December 2023	

GAINS/(LOSS) ON REVALUATION OF INVESTMENTS

Realised gain/(loss) on sale of Charles Stanley Portfolio	11,033
Realised gain/(loss) on sale of Cazenove Portfolio	71,368
Realised gain/(loss) on sale of JM Finns Portfolio	(7,922)
Realised gain/(loss) on sale of Glebe land	-
	<hr/>
	74,479

Unrealised gain/(loss) on revaluation of Cazenove Portfolio	169,096
Unrealised gain/(loss) on revaluation of Charles Stanley Portfolio	327,226
Unrealised gain/(loss) on revaluation of JM Finns Portfolio	(93,437)
Unrealised gain/(loss) on revaluation of M&G Charifund units	(135,170)
	<hr/>
	267,715

NET GAIN ON REVALUATION OF INVESTMENTS 342,194

Balance 31 December 2023 69,089,883

REPRESENTED BY:

	<u>Market</u>
	<u>value</u>
	£
Charles Stanley Portfolio	4,784,716
JM Finns Portfolio	2,851,156
M&G Charifund units	5,617,347
Cazenove Portfolio	2,331,450
	<hr/>
	15,584,669
Glebe Property at Valuation	50,122,139
Glebe Land at Valuation	4,384,642
Cash at bank	(1,001,567)
Creditor - Clergy pension Fund Liability	-
	<hr/>
	<u><u>69,089,883</u></u>

MEMO

<u>Purchase & transfers of Glebe properties</u>	
32 Buckingham Place (flat)	302,000
	<hr/>
	302,000

DIOCESAN PASTORAL ACCOUNT
31 December 2023

		£
Balance 1 January 2023		13,173,366
INCOME		
<u>Sale of Closed Churches</u>		
Net gain on sale of St Bartholomews		-
<u>Proceeds of former parsonages</u>		
Trf from parsonage fund	124,354	
		124,354
TOTAL INCOME		124,354
EXPENDITURE		
<u>Grants</u>		
Bognor St Wilfrid's	(32,424)	
St Leonard's ministry (SDF)	(35,900)	
St Leonard's building works (SDF)	(313,000)	
High Hurstwood/St Richards (SDF)	(30,914)	
Storrington Glebe	(13,530)	
West Grinstead	(4,500)	
Heyshott	(25,000)	
		(455,268)
<u>Other</u>		
Energy efficiency projects	(35,009)	
SDF Programme management	(62,655)	
Sidley - lease	(2,000)	
		(99,664)
TRANSFER TO/FROM OTHER FUNDS		
Mission Fund	(50,000)	
		(50,000)
 TOTAL EXPENDITURE AND TRANSFER		 (604,932)
GAINS/(LOSS) ON REVALUATION OF INVESTMENTS		
Realised gain/(loss) on sale of Charles Stanley Portfolio	7,727	
Realised gain/(loss) on sale of Cazenove	166,422	
Realised gain/(loss) on sale of JM Finns Portfolio	(8,032)	
		166,117
Unrealised gain/(loss) on revaluation of Charles Stanley Portfolio	229,183	
Unrealised gain/(loss) on revaluation of JM Finns Portfolio	(94,744)	
Unrealised gain/(loss) on revaluation of M&G Charifund units	(113,499)	
Unrealised gain/(loss) on revaluation of Cazenove Portfolio	394,313	
		415,253
 NET GAIN ON REVALUATION OF INVESTMENTS		 581,370
 Balance 31 December 2023		 13,274,158
 REPRESENTED BY:		
		<u>Market</u>
		<u>value</u>
		£
Investments		
Charles Stanley Portfolio		3,351,126
JM Finns Portfolio		2,891,032
M&G Charifund units		4,716,757
Cazenove		5,436,668
		16,395,583
Debtors		-
Cash at bank		(3,121,425)
Creditors		-
		13,274,158

PARSONAGE FUND
31 December 2023

£

Balance 1 January 2023

206,701,843

INCOME

	Valuation	Proceeds	Profit/(loss)
Sale of parsonages, etc.			
Sale of 330 Chichester Road	358,665	483,019	124,354
Sale of Plumpton Rectory	961,478	880,000	(81,478)
			0
	<u>1,320,143</u>	<u>1,363,019</u>	<u>42,876</u>

TOTAL INCOME

42,876

EXPENDITURE

Transfer net proceeds of sale of former parsonages	(124,354)
Revaluation of property for the 12 months to 31st December 2023	8,228,245
Balance 31 December 2023	<u><u>214,848,610</u></u>

REPRESENTED BY:

Parsonage Property at Valuation 31/12/23	205,941,592
Cash at bank	<u>8,907,018</u>
	<u><u>214,848,610</u></u>

MEMO

<u>Purchase & transfers of parsonages</u>	
Purchase of 32 Buckingham Place (house)	1,491,545
	<u>1,491,545</u>

ARCHDEACON'S LOAN FUNDS - BALANCE SHEET AT 31/12/23

	<u>Sussex Church Campaign</u>	<u>Denne</u>	<u>Godman</u>	<u>Rawson</u>	<u>TOTAL</u>
	£	£	£	£	£
<u>CAPITAL</u>					
At 1 January 2023	161,062	372,551	202,936	197,602	934,150
Gain/(loss) on disposal	1,920	8,752	4,291	3,585	18,548
Additions	-	-	-	-	-
Unrealised gains/(loss) on revaluation of investments	2,094	18,044	8,371	6,335	34,844
At 31 December 2023	165,076	399,347	215,598	207,522	987,542
<u>Investments at market value</u>					
M&G Charifund units	102,014	111,855	74,634	89,744	378,247
Cazenove	62,713	285,898	140,182	117,126	605,919
Cash	349	1,594	782	652	3,376
	165,076	399,347	215,598	207,522	987,542
<u>ACCUMULATED INCOME</u>					
At 1 January 2023	236,513	366,473	142,069	227,860	972,915
Investment income 2023	18,301	14,161	4,150	3,639	40,251
Expenses	(368)	(1,695)	(821)	(686)	(3,570)
	254,446	378,939	145,398	230,813	1,009,596
Represented by:					
CBF deposits	26,752	28,768	26,802	26,994	109,316
Bank	137,494	241,099	98,596	123,819	601,008
Loans outstanding	90,200	109,072	20,000	80,000	299,272
	254,446	378,939	145,398	230,813	1,009,596
Funds currently available	164,246	269,867	125,398	150,813	710,324

AIDED SCHOOLS FUND
INCOME & EXPENDITURE 2023

<u>2022</u>	INCOME	<u>2023</u>	£
£		£	£
54	Donations	65	
65,831	Dividends and interest	152,880	
10,440	Rental income	10,440	
13,078	Other income	534,279	
-	School Condition Allocation	1,745,173	
-	Gain on sale of school house property		
<hr/>		<hr/>	
89,403	TOTAL INCOME		2,442,837
	EXPENDITURE		
48,000	DBF administration charge	48,000	
1,835	Other expenses	38,174	
9,000	Grants paid	21,606	
-	School Condition Allocation	1,745,173	
346	Bank charges	506	
<hr/>		<hr/>	
(59,181)	TOTAL EXPENDITURE		(1,853,459)
	UNREALISED GAIN/(LOSS) ON REVALUATION OF INVESTMENTS		51,810
(105,185)			
<hr/>			<hr/>
(74,963)	NET MOVEMENT IN FUNDS		641,188
<hr/> <hr/>			<hr/> <hr/>

BALANCE SHEET 31/12/23

£		
2,829,796	Balance 1 January	2,754,833
(74,963)	Profit/(loss) for the year	641,188
<hr/>		<hr/>
2,754,833	Balance 31 December	3,396,021
<hr/> <hr/>		<hr/> <hr/>
	REPRESENTED BY:	
1,156,716	Investments at market value	2,208,526
-	Long term loans to governors	-
614,327	Debtor - School Building Projects	624,956
48,458	Debtors	66,265
2,001,057	CBF deposit accounts	2,075,485
3,496,579	Cash at bank	2,218,894
(496,758)	Creditor - School Building Projects	(255,511)
(1,981,323)	Creditor - School Condition Allowance	(2,081,556)
(2,053,046)	Creditors	(1,459,917)
32	Amount owed from General Funds	(1,121)
(31,209)	Contingent liability	-
<hr/>		<hr/>
2,754,833		3,396,021
<hr/> <hr/>		<hr/> <hr/>

The Aided Schools Fund includes two restricted funds:

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

The Aided Schools Fund receives Government grants in connection with major repairs and capital projects to Church Schools. Under the School Condition Allocation (SCA) funding scheme, monies are received and then allocated or spent. Because the Diocese has some limited discretion over the application of funds, from 2023 income and expenditure under the SCA agreement is included in the accounts.

FUNDS HELD IN TRUST
FOR PARISHES AND OTHER ORGANISATIONS
YEAR ENDING 31 DECEMBER 2023

2022		2023
£		£
<u>PARISH TRUSTS</u>		
16,295,590	Capital	17,367,042
154,822	Income	244,836
<u>16,450,412</u>		<u>17,611,878</u>
REPRESENTED BY:		
15,317,557	Investments at market value	16,476,638
-	Sundry debtors	-
978,033	Central Board of Finance deposits	890,404
-	Creditor	-
154,822	Cash at bank	244,836
<u>16,450,412</u>		<u>17,611,878</u>
<u>CHANCEL TRUSTS</u>		
580,919	Capital held in trust for chancels	635,574
455	Capital held on account for administration	-
242,496	Accumulated income (claimable by parishes)	252,508
<u>823,870</u>		<u>888,082</u>
REPRESENTED BY:		
580,919	Investments at market value	635,574
242,496	Central Board of Finance deposits	252,508
455	Cash at bank	-
-	Creditor	-
<u>823,870</u>		<u>888,082</u>
<u>EDUCATION TRUST FUNDS</u>		
<u>3,064,253</u>	Funds held for Governors and Trustees	<u>4,981,642</u>
REPRESENTED BY:		
2,502,373	Investments at market value	3,300,210
561,880	Current deposits and bank	1,681,433
<u>3,064,253</u>		<u>4,981,642</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.

Generosity during a time of crisis

This year we had a full church cycle following liturgy and church calendar, following on from the pandemic and then the cost of living crisis. As we looked forward to doing things we had been unable to do in previous years, life was beginning to return to a new 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, however, there were many who did not return to church and volunteering is down across the charitable sector, with only a third of volunteers in some places returning. Our parishes remained optimistic, new initiatives, services, courses, groups and outreach started.

For many parishes this time 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. Regular giving via the parish giving scheme rose from £5.9 million to £6.3 million and the average weekly gift rising by 92p. This is a staggering increase in generosity in a time when people have less in the pockets and increased prices for energy, food and other goods. However, it must be noted that giving total across the Diocese was £28 million, down from £31 million the year before.

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).

Over the course of the year the journey of generosity videos were made to celebrate success and to encourage parishes to get in touch and work with the generous giving team. In this video, nine church leaders from eight churches across the diocese gave their insight into their own particular "journey of generosity", the approach they took, and how the journey became part of their strategy for mission, ministry and outreach. We plan to create another video this year with testimonial contributions from different church communities to continue sharing the impact that an ongoing stewardship campaign can bring. Where we are engaged with churches in their journey of generosity, increases in regular giving of between 15% and 35% are being reported. You can view the video here <https://www.youtube.com/watch?v=7bbxewwYIbY>

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 of 2022. These devices were in place during 2023 and by the end of the year over £100k in contactless payments were taken on these devices. Neighbouring parishes have been so impressed seeing the devices in use they have purchased their own, it is now the norm to see a digital giving device in a church and not unusual.

The Diocese continued to offer a try before you buy initiative and we increased the number of devices available to four, to encourage parishes to see how they work before committing to buy. However, even with four devices there is still a long waiting list to receive one, many churches have opted to purchase a

device directly from parish buying to avoid the wait. If your parish would like to try a device, or are interested in finding out more about contactless devices, please contact the Parish Advisor.

Our partnership with easyfundraising continues to be successful, with 155 churches in the diocese now signed up as participants. Given that this is a method of raising income at no cost to the individual, but because of their ongoing online purchasing, the scheme is well received. We are promoting this particular in rural communities where the links between church and the community are strong and where goodwill within the locality can be harnessed to support the church in this way. Involving local businesses, community groups and supportive neighbours not only provides an additional revenue stream, but also unlocks opportunities for outreach and ministry.

While the challenges are significant, there's no reason to be pessimistic. The journey of generosity along with increases in some areas of giving are showing that there is untapped generous potential in the Diocese. 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 293 Churches in Chichester Diocese. The one off gift donation has increased at a lightening pace with many returning to make a second gift or to become a regular giver. Each year PGS writes to givers who have ticked the inflationary giving box to advise the rate of inflation. They can remain the same, increase by ROI or increase their gift by another amount. Just under half of givers registered nationally ticked the increase by ROI box, 49%. Of this 98% increased their gift. This is another remarkable statistic at a time when the £ in peoples purse is not going as far as it used to.

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