

## June 2024 Synod

**The budget for 2025 was approved by Bishop's Council as the trustees of the DBF and standing committee of Synod at its meeting on May 21<sup>st</sup>, Synod is asked to approve the budget.**

## Budget 2025

This budget has been prepared early so that it can be used in the roll out and communication of the new Share scheme, as supported by Synod in February. A fuller budget guide will be published in time for September to help with conversations taking place in deaneries and PCCs.

At the Synod meeting please do raise any questions or clarifications before you come to a decision regarding the budget. If you have detailed questions that would merit an in depth response, please do contact me in advance so we can prepare that detail for you.

This Budget has been prepared with the Principles for Financial Planning agreed by at the June 2023 Synod as part of the priority for Financial Sustainability in our vision and strategy Making Jesus Known. You will find them in the appendix. As we step towards financing the future sustainability, we will articulate a three-year rolling budget- this will follow later in the year.

The financial resources to support our mission to Make Jesus Known are held in many places. Each PCC has a range of responsibilities and a range of finances available. A 'Total economy approach' invites everyone to focus resources on our common purpose in Christ. The DBF budget is only one part of this.

## Income

We are presenting the budget so that the various sources of funding are clearer- some are DBF restricted fund expenditures, some funded from Share income and some grant funded from other sources (eg national church). This makes clear the activity for which Share income is needed.

### **Share.**

The Share request, as agreed in the new scheme, is the income needed to cover the costs of being church in the diocese of Salisbury which are not covered through other income. We are now in a transition period to close the gap and remove the operating deficit. We are no longer budgeting a deficit.

As a first step in the transition and in light of anticipated cost of living inflation on stipends and salaries, the total Share request has been raised by 3% on £12.2m to £12.566m. A total of £500k has been provided for relief to parishes ranked lower in the Indices of Multiple Deprivation (IMD) ratings, for the cost of share discount (discount rising to 1% next year) and for the rebate of fees as part of the new Share scheme - so the net request is £12.07m (versus a net request of £11.9m in 2024).

- It is important for Synod to note that while the increased request might sound modest, it represents a £2m increase to the actual amount given in 2023, so is a major challenge for some parishes. Alongside this, the new Share scheme will lead to a new request

figure for each parish and a 4-year transition period. This means that very few PCCs will be asked for a 3 % increase on their 2024 figure.

**Building consultancy.** In recent years the DBF has benefited from income from our building consultancy. The market for this work is changing and following a detailed review, the directors of the SDBFBC have taken the decision to wind down and budget income therefore reduces.

**Third party grants.** Specific new investments are already taking place in the strategy in areas.

- You will see these in the budget including church buildings (£55k), net zero carbon (£60k). We have funding to support the development of a ‘programme way of working’ (£225k). A designated fund within DBF resources will support strategy initiatives. We are now deploying the £1m Aldhelm fund to support innovation in mission locally.
- We will bid for funds for local mission pathways from the national church in October, so these are not yet in the budget.

**RME.** You will notice a £512k reduction in income (Parochial fees, grants, donations) - this is mainly due to Residential Ministerial Education grant which is now handled directly by the national church.

**Rental income.** The number of vacant houses being rented out is increasing from 30 to nearer 40 and with our outsourced management and up-front home improvements we are increasing income derived. Under the new share scheme where vacancies go into a second year 75% of the rental income will be offset against parish share. This will start from the beginning of 2025, so the first relief won’t be experienced until 2026.

## Expenditure

**Clergy.** Rightly, the DBF budget has the costs of clergy and their homes as our primary commitment.

- We have budgeted for 150 FTE stipendiary Clergy less 15 vacancies, 3 Archdeacons, 20 Curates and 12 House for Duty posts. Bishop Stephen will be sharing news on the future of Archdeacon roles shortly. The budget represents 4 less clergy roles, and this reduction is being achieved through the normal process of pastoral restructuring already underway. Future deployment numbers are being discussed as part of the ‘People Plan’ in response to our vision and strategy.
- Following good progress to catch up a backlog of repairs to clergy homes we have been able to reduce the budget in this area for 2025 by £218k and also ensure we maximise the use of restricted funds intended to help with maintenance and improvements to homes. There is a capital budget of £300k for net zero work and £200k for major improvements.

**DBF staff** salaries increase for cost of living at the same rate as clergy, so the budget has been prepared assuming a 3% increase, which again may need revision later in the year.

- All DBF staff posts are being reviewed this year. During June and July there will be surveys and focus groups asking for the views of parishes on the support services you need from the DBF. This research is being undertaken by Lianne Howard-Dace an independent consultant who helped us establish our giving support programme and recruit Anna Hardy. Lianne will talk about this research at the synod meeting.

- Safeguarding capacity gaps were highlighted in the recent audit. Pending finalization of the audit response we will need to increase capacity. We anticipate costs increasing by £74k which is the 2 full-time posts for case worker and administrator - we are currently seeking external grant funding for the latter.

**Other costs.** Other costs have been scrutinised and not necessarily increasing by 3%. A new General ledger system is giving new and better detail in a consistent fashion so next year more detailed comparisons will be possible.

My thanks to Antony Macrow Wood, the finance team, and colleagues across the DBF under the overall direction of the Finance and Resources Committee and Bishop's Council for completing the budget preparation so early this year. Look forward to discussion and decision at the Synod meeting.

David Pain

Diocesan Secretary, CEO Board of Finance.

3-6-24

## Appendix- the principles we are working to, as per June 2023 Synod

To achieve and maintain our objectives goals of financial **probity, equity and sustainability**, our financial strategy will be based on the following overarching principles:

1. The financial affairs of the Diocese of Salisbury will be managed with **full visibility and consideration of the total economy of the Diocese**, not just of the Salisbury Diocesan Board of Finance.
2. Notwithstanding this, we will progressively move to a position in which mission and ministry is **designed to meet local needs** through [inter alia] missional communities, benefices etc. and the financial means to support this will (subject to limited exceptions, see below), come from local sources.
3. Income arising from the DBF **Stipend Capital Account may be used to cover a deficit** in the funding of local mission and ministry **on a transitional basis** to allow time to balance budgets. Such funding may be extended to an ongoing basis if the local community is not able to support itself but it is decided by Bishop's Council that ongoing support should be provided for strategic reasons.
4. **By 2027 the budget of the DBF will be in balance or surplus.** This will be achieved by increasing the amount of share collected and/or reducing the cost of paying, housing and otherwise supporting ministry.
5. DBF will **continue to liquidate assets to release agreed commitments** of unapplied total return to a) cover any deficit arising in FY 24 and FY25 [X amount based on projections to be discussed at July FRC as part of the budget framework] and (b) to support the initiatives which are part of the Diocesan Strategy.
6. During the transitional period our financial reporting will **separate Business as Usual (BAU) and investment/transformation budgets** to ensure that one does not inadvertently subsidise the other. In particular, an operating deficit should not be covered with funds intended for investment/transformation.
7. Subject to the approval of Bishop's Council (or via delegated authority) the **Aldhelm Mission Fund will be used solely to fund new mission and ministry initiatives** which are part of the Diocesan Strategy.
8. **The costs of achieving NZC** (once established within the forthcoming plan to Synod) as it relates to parsonages will form part of the SDBF business as usual (BAU) budget. KPIs showing progress towards with target will be agreed and reported as part of the SDBF BAU reporting process. Progress towards the budget will be subject to affordability. The cost of achieving NCZ as it relates to churches and parish halls etc will be covered by the parishes. The cost of a resource to provide advice and support, eg, in obtaining grants will be met by SDBF and included in the BAU budget to be recovered through share/national funding.

	DBF	General	Grant Funded	Total
<b>Income</b>				
	Restricted/Designated			
<b>Parish Share</b>	-	<b>12,566,000.00</b>	-	<b>12,566,000.00</b>
<b>Parochial fees, donations and grants</b>				-
Parochial fees	500,000.00	-	-	500,000.00
Third Party Stipends	172,059.00	-	-	172,059.00
Grants Received	-	-	746,000.00	746,000.00
Donations	160,000.00	20,000.00	-	180,000.00
Management fees	-	72,910.00	-	72,910.00
<b>Total</b>	<b>832,059.00</b>	<b>92,910.00</b>	<b>746,000.00</b>	<b>1,670,969.00</b>
<b>Investment income</b>				-
Investment income	894,115.00	-	-	894,115.00
Glebe Income	160,000.00	-	-	160,000.00
Interest Received	12,000.00	100,000.00	-	112,000.00
Church House	-	-	-	-
SDBF BC	-	25,000.00	-	25,000.00
Rental income clergy houses	20,000.00	680,000.00	-	700,000.00
Other Income	-	-	-	-
<b>Total</b>	<b>1,086,115.00</b>	<b>805,000.00</b>	-	<b>1,891,115.00</b>
<b>Total Income</b>	<b>1,918,174.00</b>	<b>13,463,910.00</b>	<b>746,000.00</b>	<b>16,128,084.00</b>
<b>Expenditure</b>				-
<b>Direct ministry</b>				-
Cost of clergy	1,498,194.00	5,922,903.00	30,000.00	7,451,097.00
Clergy Property	51,200.00	2,330,905.45	-	2,382,105.45
<b>Total</b>	<b>1,549,394.00</b>	<b>8,253,808.45</b>	<b>30,000.00</b>	<b>9,833,202.45</b>
<b>Raising Funds</b>				-
Fundraising	-	52,831.26	20,000.00	72,831.26
Glebe	39,000.00	-	-	39,000.00
<b>Total</b>	<b>39,000.00</b>	<b>52,831.26</b>	<b>20,000.00</b>	<b>111,831.26</b>
<b>Ministerial support and Support for parishes</b>				-
Ministry	136,080.00	658,016.11	54,000.00	848,096.11
Aldhelm Grant Expenditure	-	-	100,000.00	100,000.00
Comms	-	122,885.22	25,000.00	147,885.22
RME	-	-	-	-
National Church Training & Pooling	-	520,000.00	-	520,000.00
Parish support	-	430,174.01	30,000.00	460,174.01
Programme Office	-	-	216,710.68	216,710.68
Church Buildings	-	280,098.13	92,785.48	372,883.61
Safeguarding	-	342,520.01	-	342,520.01
Registrar	-	155,000.00	50,000.00	205,000.00
Area offices	-	80,272.96	72,000.00	152,272.96
Milton Abbey	20,200.00	-	25,000.00	45,200.00
Trusts	-	24,004.47	-	24,004.47
<b>Total</b>	<b>156,280.00</b>	<b>2,612,970.91</b>	<b>665,496.16</b>	<b>3,434,747.07</b>
<b>DBE</b>	-	<b>347,000.00</b>	-	<b>347,000.00</b>

	DBF	General	Grant Funded	Total
<b>Central costs</b>				
Finance	13,500.00	313,235.96	-	326,735.96
Share Provision and Discount	-	300,000.00	-	300,000.00
Diocesan Office*	-	552,094.00	-	552,094.00
IT	-	48,295.10	-	48,295.10
HR	-	143,983.89	-	143,983.89
<b>Total</b>	<b>13,500.00</b>	<b>1,357,608.95</b>	<b>-</b>	<b>1,371,108.95</b>
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National Church Other	-	523,000.00	-	523,000.00
Share discount and Interest	-	200,000.00	-	200,000.00
Sudans	160,000.00	-	-	160,000.00
SDBF BC Ltd	-	113,865.14	-	113,865.14
<b>Total</b>	<b>160,000.00</b>	<b>836,865.14</b>	<b>-</b>	<b>996,865.14</b>
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<b>Total Expenditure</b>	<b>1,918,174.00</b>	<b>13,461,084.71</b>	<b>715,496.16</b>	<b>16,094,754.87</b>
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<b>Operating surplus</b>	<b>-</b>	<b>2,825.29</b>	<b>30,503.84</b>	<b>33,329.13</b>

**\*Diocesan Office Breakdown**

	£
Legal & Professional fees	23,000.00
Staff HR	34,700.00
Property Costs	68,000.00
Insurance	30,500.00
Operating Costs	21,500.00
Financial Charges	105,000.00
Office Costs	31,450.00
IT Costs	237,944.00
<b>Diocesan Office Total</b>	<b>552,094.00</b>

Code	Name	2024	2025	Diff
<b>1999</b>	<b>Income Total</b>	<b>16,257,240.00</b>	<b>16,128,084.00</b>	<b>- 129,156.00</b>
2199	Salaries Total	2,612,785.61	2,869,798.87	257,013.26
2299	Expenses Total	374,210.00	91,140.00	- 283,070.00
2399	HR Total	182,216.00	45,500.00	- 136,716.00
2499	Property Costs Total	2,393,694.00	2,175,200.00	- 218,494.00
2599	Insurance Total	113,100.00	119,600.00	6,500.00
2699	Operating Costs Total	44,290.00	36,500.00	- 7,790.00
2799	Grants Paid Total	1,370,943.00	1,034,450.00	- 336,493.00
2899	Parish Share Total	300,000.00	500,000.00	200,000.00
2999	National Church Total	1,007,341.00	1,043,000.00	35,659.00
3099	Financial Charges Total	35,000.00	105,000.00	70,000.00
3199	Office Costs Total	37,150.00	40,045.00	2,895.00
3299	Legal & Professional Total	274,700.00	257,900.00	- 16,800.00
3399	IT Costs Total	183,650.00	240,144.00	56,494.00
3499	Safeguarding Costs Total	56,550.00	61,050.00	4,500.00
3599	Registrar & Chancellor Costs Total	204,167.00	205,000.00	833.00
3699	Stipends Total	7,003,519.43	7,148,627.00	145,107.57
3799	Clergy HR Total	30,000.00	121,800.00	91,800.00
<b>4998</b>	<b>Expenditure Total</b>	<b>16,223,316.04</b>	<b>16,094,754.87</b>	<b>- 128,561.17</b>
<b>4999</b>	<b>Income Statement Total</b>	<b>33,923.96</b>	<b>33,329.13</b>	<b>- 594.83</b>

Code	Name	2024	2025	Diff	AC Type	Notes
1005	Parish Share	12,200,000.00	12,566,000.00	366,000.00	Income	£12.2m + 3% = £12.566m
1010	Investment Income	806,450.00	894,115.00	87,665.00	Income	
1015	Donations	279,000.00	180,000.00	-99,000.00	Income	£160k is Sudan, £160k goes out under 'Grants General'
1020	Grants Received	1,072,165.00	746,000.00	-326,165.00	Income	RME £300k no longer comes to us, equivalent amount taken off 'Grants General'
1025	SDBF BC	300,000.00	25,000.00	-275,000.00	Income	Winding down SDBFBC
1030	Rental Income	741,000.00	860,000.00	119,000.00	Income	More houses being let
1035	Interest Received	2,000.00	112,000.00	110,000.00	Income	Higher interest rates & more cash on deposit
1040	Parochial Fees	530,000.00	500,000.00	-30,000.00	Income	Fees continue to decline
1045	Management Fees	93,825.00	72,910.00	-20,915.00	Income	
1050	Third Party Stipends	232,800.00	172,059.00	-60,741.00	Income	BU/AUB university chaplain paid direct by universities.
1998	Other Income	0.00	0.00	0.00	Income	
<b>1999</b>	<b>Income Total</b>	<b>16,257,240.00</b>	<b>16,128,084.00</b>	<b>-129,156.00</b>	<b>Total</b>	
<b>2100</b>	<b>Salaries</b>					
2105	Salaries Gross	2,021,432.86	2,255,934.91	234,502.05	Expense	3% increase plus more employees funded externally for V&S
2110	Staff National Insurance	214,731.62	234,122.15	19,390.53	Expense	
2115	Staff Pensions	376,621.13	369,741.81	-6,879.32	Expense	Winding up of old pension scheme has reduced cost.
2120	Do Not Use, Delete after 2024 Year End	0.00	0.00	0.00	Expense	
2125	Staff Apprenticeship Levy	0.00	0.00	0.00	Expense	
2130	Casual/Temp/Freelance	0.00	10,000.00	10,000.00	Expense	
2135	Redundancy	0.00	0.00	0.00	Expense	
2198	Other Salaries	0.00	0.00	0.00	Expense	
<b>2199</b>	<b>Salaries Total</b>	<b>2,612,785.61</b>	<b>2,869,798.87</b>	<b>257,013.26</b>	<b>Total</b>	
<b>2200</b>	<b>Expenses</b>					
2205	Mileage	0.00	42,030.00	42,030.00	Expense	
2210	Travel	0.00	250.00	250.00	Expense	
2215	Subsistence	0.00	1,410.00	1,410.00	Expense	
2220	Business Entertaining	0.00	1,300.00	1,300.00	Expense	
2225	Staff Entertaining	0.00	150.00	150.00	Expense	
2230	Parking	0.00	100.00	100.00	Expense	
2235	Services in Vacancy Fees	10,000.00	10,000.00	0.00	Expense	
2240	Discernment	10,000.00	2,900.00	-7,100.00	Expense	
2245	New Ministries	22,000.00	0.00	-22,000.00	Expense	
2250	Evreux Expenses	1,000.00	2,000.00	1,000.00	Expense	
2255	Gypsy & Travellers	1,500.00	0.00	-1,500.00	Expense	
2260	SDBF BC Expenses	257,610.00	25,000.00	-232,610.00	Expense	
2265	Relocation	0.00	0.00	0.00	Expense	
2298	Other Expenses	72,100.00	6,000.00	-66,100.00	Expense	Much of 2024 now distributed above for better analysis
<b>2299</b>	<b>Expenses Total</b>	<b>374,210.00</b>	<b>91,140.00</b>	<b>-283,070.00</b>	<b>Total</b>	
<b>2300</b>	<b>HR</b>					
2305	Training	130,516.00	10,000.00	-120,516.00	Expense	2024 had clergy CMD in it, see line 193 below
2310	Health & Safety	1,000.00	2,800.00	1,800.00	Expense	
2315	Recruitment	30,000.00	30,000.00	0.00	Expense	
2320	Wellbeing	20,700.00	2,700.00	-18,000.00	Expense	
2398	Other HR Costs	0.00	0.00	0.00	Expense	
<b>2399</b>	<b>HR Total</b>	<b>182,216.00</b>	<b>45,500.00</b>	<b>-136,716.00</b>	<b>Total</b>	
<b>2400</b>	<b>Property Costs</b>					
2405	Council Tax	630,000.00	655,200.00	25,200.00	Expense	
2410	General Repairs	325,275.00	257,000.00	-68,275.00	Expense	
2415	Electrical Repairs	185,000.00	160,000.00	-25,000.00	Expense	
2420	Major Repairs	120,000.00	120,000.00	0.00	Expense	
2425	Plumbing & Heating Repairs	182,000.00	160,000.00	-22,000.00	Expense	
2430	Quinquennial Repairs	243,200.00	148,000.00	-95,200.00	Expense	
2435	Sequestration	19,000.00	18,000.00	-1,000.00	Expense	
2440	Water Rates	145,000.00	150,000.00	5,000.00	Expense	
2445	Ingoing Works	94,000.00	50,000.00	-44,000.00	Expense	
2446	Rental Properties Ingoing Works	0.00	50,000.00	50,000.00	Expense	
2450	Tree Work	39,548.00	42,000.00	2,452.00	Expense	
2455	Decoration	13,500.00	14,000.00	500.00	Expense	
2460	Redundant Churches	7,000.00	7,000.00	0.00	Expense	
2465	Rental Property Repairs & Expenses	148,058.00	100,000.00	-48,058.00	Expense	
2470	Rental Property Management Fees	75,000.00	65,000.00	-10,000.00	Expense	
2475	Gardening	9,211.00	9,000.00	-211.00	Expense	
2480	Property Special Payments	3,465.00	2,000.00	-1,465.00	Expense	
2485	Rents Payable	139,437.00	168,000.00	28,563.00	Expense	
2490	QI Churches	0.00	0.00	0.00	Expense	
2495	Housing Allowance	15,000.00	0.00	-15,000.00	Expense	
2498	Other Property Costs	0.00	0.00	0.00	Expense	
<b>2499</b>	<b>Property Costs Total</b>	<b>2,393,694.00</b>	<b>2,175,200.00</b>	<b>-218,494.00</b>	<b>Total</b>	
<b>2500</b>	<b>Insurance</b>					
2505	Buildings Insurance	77,000.00	85,500.00	8,500.00	Expense	
2510	Public Liability Insurance	3,500.00	3,500.00	0.00	Expense	
2515	Redundant Churches Insurance	3,500.00	3,500.00	0.00	Expense	
2520	Motor Insurance	2,000.00	0.00	-2,000.00	Expense	
2525	Charity & Community Insurance	19,000.00	19,000.00	0.00	Expense	
2530	Cyber Insurance	8,000.00	8,000.00	0.00	Expense	
2535	Clergy legal defence Insurance	100.00	100.00	0.00	Expense	
2598	Other Insurance	0.00	0.00	0.00	Expense	
<b>2599</b>	<b>Insurance Total</b>	<b>113,100.00</b>	<b>119,600.00</b>	<b>6,500.00</b>	<b>Total</b>	
<b>2600</b>	<b>Operating Costs</b>					
2605	Meetings	14,750.00	20,400.00	5,650.00	Expense	2024 meetings often coded to staff expenses
2610	Capex Suspende	10,000.00	10,000.00	0.00	Expense	
2615	Car Hire/Leasing	7,540.00	0.00	-7,540.00	Expense	Lease agreement finished
2620	Publications/Email	9,500.00	3,600.00	-5,900.00	Expense	



Code	Name	2024	2025	Diff	AC Type	Notes
2625	Confidential Waste Disposal	2,500.00	2,500.00	0.00	Expense	
2698	Other Operating Costs	0.00	0.00	0.00	Expense	
<b>2699</b>	<b>Operating Costs Total</b>	<b>44,290.00</b>	<b>36,500.00</b>	<b>-7,790.00</b>	<b>Total</b>	
<b>2700</b>	<b>Grants Paid</b>					
2705	Grants General	627,000.00	272,200.00	-354,800.00	Expense	No longer got £300k RME going out, Sudan reduced too
2710	Grants Clergy First Appointment	40,000.00	40,800.00	800.00	Expense	
2715	Grants Clergy Resettlement	65,000.00	66,300.00	1,300.00	Expense	
2720	Grants Clergy Removals Fees	140,000.00	142,800.00	2,800.00	Expense	
2725	Grants LLM	3,300.00	3,350.00	50.00	Expense	
2730	Grants Ordinands	129,300.00	132,000.00	2,700.00	Expense	
2735	Grants Resourcing Ministerial Educaion (RME)	0.00	0.00	0.00	Expense	
2740	Grants All Churches Trust	29,190.00	30,000.00	810.00	Expense	
2745	DBE Funding (Board of Education)	337,153.00	347,000.00	9,847.00	Expense	
2790	Grants Lambeth Conference	0.00	0.00	0.00	Expense	
2798	Grants Other	0.00	0.00	0.00	Expense	
<b>2799</b>	<b>Grants Paid Total</b>	<b>1,370,943.00</b>	<b>1,034,450.00</b>	<b>-336,493.00</b>	<b>Total</b>	
<b>2800</b>	<b>Parish Share</b>					
2805	Share Provision Current Year	250,000.00	300,000.00	50,000.00	Expense	
2810	Share Discount	50,000.00	75,000.00	25,000.00	Expense	Increased discount to 2% for early or regular payment
2815	Share Write Off	0.00	0.00	0.00	Expense	
2820	Share Parochial Fees Rebate	0.00	125,000.00	125,000.00	Expense	Allowing extra for effect of 50% fees rebate
2898	Other Share	0.00	0.00	0.00	Expense	
<b>2899</b>	<b>Parish Share Total</b>	<b>300,000.00</b>	<b>500,000.00</b>	<b>200,000.00</b>	<b>Total</b>	
<b>2900</b>	<b>National Church</b>				<b>Total</b>	
<b>2901</b>	<b>National Church Training &amp; Pooling</b>					
2905	Vote 1 Training	448,217.00	460,000.00	11,783.00	Expense	
2910	National Church Pooling	58,986.00	60,000.00	1,014.00	Expense	
<b>2949</b>	<b>National Church Training &amp; Pooling Total</b>	<b>507,203.00</b>	<b>520,000.00</b>	<b>12,797.00</b>	<b>Total</b>	
<b>2950</b>	<b>National Church Central Costs</b>					
2955	Vote 2 NCR	267,599.00	270,000.00	2,401.00	Expense	
2960	Vote 3 Grants	46,099.00	47,000.00	901.00	Expense	
2970	Vote 4 Mission Agencies	0.00	16,000.00	16,000.00	Expense	
2980	Vote 5 Charm	186,440.00	190,000.00	3,560.00	Expense	
2985	National Church Other	0.00	0.00	0.00	Expense	
<b>2998</b>	<b>National Church Central Costs Total</b>	<b>500,138.00</b>	<b>523,000.00</b>	<b>22,862.00</b>	<b>Total</b>	
<b>2999</b>	<b>National Church Total</b>	<b>1,007,341.00</b>	<b>1,043,000.00</b>	<b>35,659.00</b>	<b>Total</b>	
<b>3000</b>	<b>Financial Charges</b>					
3005	Bank charges	1,000.00	0.00	-1,000.00	Expense	
3010	Audit & Accountancy fees	30,000.00	35,000.00	5,000.00	Expense	
3015	Interest Payable	4,000.00	0.00	-4,000.00	Expense	
3020	Depreciation	0.00	70,000.00	70,000.00	Expense	2024 assumed leasing of all IT equipment.
3025	Investment Gains or Losses	0.00	0.00	0.00	Expense	
3030	Asset Sale	0.00	0.00	0.00	Expense	
3035	Loan Provision Movement	0.00	0.00	0.00	Expense	
3095	Funds Transfer	0.00	0.00	0.00	Expense	
3098	Other Financial Charges	0.00	0.00	0.00	Expense	
<b>3099</b>	<b>Financial Charges Total</b>	<b>35,000.00</b>	<b>105,000.00</b>	<b>70,000.00</b>	<b>Total</b>	
<b>3100</b>	<b>Office Costs</b>					
3105	Phone & Internet	16,550.00	16,795.00	245.00	Expense	
3110	Printing	14,000.00	16,650.00	2,650.00	Expense	
3115	Postage	2,000.00	2,000.00	0.00	Expense	
3120	Stationery	2,500.00	2,500.00	0.00	Expense	
3125	Equipment Hire/ Lease	2,100.00	2,100.00	0.00	Expense	
3130	Cleaning	0.00	0.00	0.00	Expense	
3135	Refuse Collection	0.00	0.00	0.00	Expense	
3140	Utilities	0.00	0.00	0.00	Expense	
3198	Other Office Costs	0.00	0.00	0.00	Expense	
<b>3199</b>	<b>Office Costs Total</b>	<b>37,150.00</b>	<b>40,045.00</b>	<b>2,895.00</b>	<b>Total</b>	
<b>3200</b>	<b>Legal &amp; Professional</b>					
3205	Legal & Professional fees	112,200.00	84,000.00	-28,200.00	Expense	Less transactions around Diocesan Offices etc.
3210	Consultancy	10,000.00	20,000.00	10,000.00	Expense	
3215	Design & Artwork	5,000.00	8,900.00	3,900.00	Expense	
3220	Subscriptions (Memberships)	2,500.00	0.00	-2,500.00	Expense	
<b>3225</b>	<b>Chancellor fees</b>		<b>0.00</b>	<b>0.00</b>	<b>Total</b>	
3230	Subcontract Services	20,000.00	10,000.00	-10,000.00	Expense	
3235	Quinquennial Inspection	115,000.00	124,500.00	9,500.00	Expense	
3240	Advocacy & Campaigns	10,000.00	10,500.00	500.00	Expense	
3298	Other Legal & Professional	0.00	0.00	0.00	Expense	
<b>3299</b>	<b>Legal &amp; Professional Total</b>	<b>274,700.00</b>	<b>257,900.00</b>	<b>-16,800.00</b>	<b>Total</b>	
<b>3300</b>	<b>IT Costs</b>					
3305	Website Costs	4,600.00	4,738.00	138.00	Expense	
3310	Licenses	140,130.00	51,123.00	-89,007.00	Expense	
3315	IT Consumables	17,600.00	0.00	-17,600.00	Expense	
3320	IT Support	64,320.00	67,527.00	3,207.00	Expense	
3325	IT Hardware (non Capex)	0.00	5,000.00	5,000.00	Expense	
3330	Leased Lines	0.00	0.00	0.00	Expense	
3335	IT Capitalised	-43,000.00	21,000.00	64,000.00	Expense	2024 -£43k confused the budget line, capitalisation handled elsewhere
3340	IT Development	0.00	21,000.00	21,000.00	Expense	
3345	IT Maintenance	0.00	69,756.00	69,756.00	Expense	Previously bundled into licenses
3398	Other IT Costs	0.00	0.00	0.00	Expense	
<b>3399</b>	<b>IT Costs Total</b>	<b>183,650.00</b>	<b>240,144.00</b>	<b>56,494.00</b>	<b>Total</b>	
<b>3400</b>	<b>Safeguarding Costs</b>					
3405	SG Supervision	2,000.00	2,000.00	0.00	Expense	

Code	Name	2024	2025	Diff	AC Type	Notes
3410	SG Honorarium	4,000.00	4,500.00	500.00	Expense	
3415	SG RA (Risk Assessment)	8,000.00	6,000.00	-2,000.00	Expense	
3420	SG Workshops	2,550.00	1,500.00	-1,050.00	Expense	
3425	SG Cover	2,000.00	2,800.00	800.00	Expense	
3430	SG APCS (Access Personal Checking Services)	15,000.00	15,000.00	0.00	Expense	
3435	SG Counselling	3,000.00	4,000.00	1,000.00	Expense	
3440	SG Independent SVA (ISVA)	20,000.00	20,000.00	0.00	Expense	
3445	SG Dashboards	0.00	5,250.00	5,250.00	Expense	
3498	Other Safeguarding Costs	0.00	0.00	0.00	Expense	
<b>3499</b>	<b>Safeguarding Costs Total</b>	<b>56,550.00</b>	<b>61,050.00</b>	<b>4,500.00</b>	<b>Total</b>	
<b>3500</b>	<b>Registrar &amp; Chancellor Costs</b>					
3505	Registrar Fees	45,000.00	25,000.00	-20,000.00	Expense	
3510	Chancellor Retainer Fees	19,000.00	20,000.00	1,000.00	Expense	
3515	BB Core Groups	7,000.00	20,000.00	13,000.00	Expense	
3520	BB Bishop Secretary	48,167.00	50,000.00	1,833.00	Expense	
3525	BB Registrar	85,000.00	90,000.00	5,000.00	Expense	
3598	Other Registrar & Chancellor Costs	0.00	0.00	0.00	Expense	
<b>3599</b>	<b>Registrar &amp; Chancellor Costs Total</b>	<b>204,167.00</b>	<b>205,000.00</b>	<b>833.00</b>	<b>Total</b>	
<b>3600</b>	<b>Stipends</b>					
3605	Gross Stipends	5,006,700.83	5,085,409.00	78,708.17	Expense	
3610	Clergy National Insurance	688,734.52	687,753.00	-981.52	Expense	
3615	Clergy Pension	1,283,370.52	1,350,546.00	67,175.48	Expense	
3620	Clergy Apprenticeship Levy	24,713.56	24,919.00	205.44	Expense	
3698	Other Stipends	0.00	0.00	0.00	Expense	
<b>3699</b>	<b>Stipends Total</b>	<b>7,003,519.43</b>	<b>7,148,627.00</b>	<b>145,107.57</b>	<b>Total</b>	
<b>3700</b>	<b>Clergy HR</b>					
3705	Clergy Training	0.00	103,450.00	103,450.00	Expense	Clergy CMD
3710	Clergy Health & Safety	0.00	0.00	0.00	Expense	
3715	Clergy Recruitment	30,000.00	0.00	-30,000.00	Expense	Recruitment charged to DPA (capital account)
3720	Clergy Wellbeing	0.00	18,350.00	18,350.00	Expense	
3798	Other Clergy HR Costs	0.00	0.00	0.00	Expense	
<b>3799</b>	<b>Clergy HR Total</b>	<b>30,000.00</b>	<b>121,800.00</b>	<b>91,800.00</b>	<b>Total</b>	
<b>4998</b>	<b>Expenditure Total</b>	<b>16,223,316.04</b>	<b>16,094,754.87</b>	<b>-128,561.17</b>	<b>Total</b>	
<b>4999</b>	<b>Income Statement Total</b>	<b>33,923.96</b>	<b>33,329.13</b>	<b>-594.83</b>	<b>Total</b>	