

The Coventry Diocesan Board of Finance Limited

Report and Financial Statements

For the year ended 31 December 2025

Company Registered Number: 319482
Registered Charity Number: 247828

DIOCESE OF COVENTRY

THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

REPORT AND FINANCIAL STATEMENTS - for the year ended 31 December 2025

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THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

REPORT AND FINANCIAL STATEMENTS - for the year ended 31 December 2025

A Message from Bishop Sophie



It has been a joy to join the Diocese as the 10th Bishop of Coventry and to serve as chief shepherd and pastor over the past year. I knew that I was coming to a place with a vibrant history of welcome and I have not been disappointed.

This annual report is not only a requirement, providing a clear summary of the activities of the Coventry Diocesan Board of Finance, it also gives an insight into the story of God's people in this place. It is a story of generations, and this year has seen a time of transition as we build on the past and all that we have received and look to the future that lies ahead. So much has been achieved through our parishes, chaplaincies, schools and new worshipping communities and I trust that this report will inspire and encourage you as you read of all the work that has taken place.

Visiting every deanery in the Autumn gave me the chance to see the dedication, commitment and care of our lay and ordained leaders and our communities who are serving those most in need and witnessing to God's love in Christ throughout the year. I have been especially heartened by the commitment of the people I have met, to their places and people. From the stunning rural landscapes to our more densely populated urban contexts, the CDBF have sought to ensure support for ministry through careful stewardship, creativity and service. Thank you to all who give of themselves in this way.

In a year of much change, I especially want to thank Dean John for his 12 years of service as Dean of Coventry. Dean John has been a leading figure in the reconciliation work and helped the cathedral move into the future with remarkable skill and wisdom and has become a real fixture at the heart of Coventry City life. He will be missed and we wish him a blessed and fulfilling retirement when he leaves us in May. The Rev'd April Gold also moves to retirement having served as Diocesan Director of Education for eight years supporting the Diocesan Board of Education with wisdom and grace. April leaves a legacy of Christian distinctiveness that is evident to all within our work of education.

I am so grateful for colleagues who go above and beyond to offer advice, service, encouragement and support to those in their care especially our clergy, lay leaders, and diocesan staff. As we continue in this season of 'Walking Forward Together' seeking a refreshed vision and developing a renewed strategy we will build on the priorities of past years, of worship, discipleship and community transformation. As we do so we are trusting that God will lead us with renewed hope through his reconciling Spirit.

My prayer is one of thanksgiving for all that has been achieved and renewed hope for all that lies ahead.

With my sincere gratitude and blessings

The Right Revd Sophie Jelley
Bishop of Coventry

THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

REPORT AND FINANCIAL STATEMENTS - for the year ended 31 December 2025

Chair's Introduction



The past year has been one of continued transition and renewal for the Diocese of Coventry. I would like to begin by expressing my sincere thanks to Bishop Tim Thornton, who provided faithful leadership during the early part of the year, supporting the Diocese through a period of change until Bishop Sophie began her public ministry in June. It was a great joy to warmly welcome Bishop Sophie as she began her ministry among us. Her presence, energy, and pastoral heart have already been a source of encouragement across the Diocese.

As we reflect on 2025, we do so mindful of the wider challenges facing the Church and our communities. Like many dioceses, we continue to navigate financial pressures, evolving patterns of ministry, and the increasing demands placed upon our clergy, lay leaders, and volunteers. Yet, alongside these challenges, there are clear signs of hope and resilience in the life of our Diocese.

Safeguarding remains a central priority. Over the past year, we have continued to strengthen our safeguarding team in response to a growing and complex workload. Significant progress has been made in supporting our parishes, raising awareness, and embedding a culture of vigilance and care. We also began the important preparations for the INEQE audit scheduled for 2026, ensuring that all the excellent work around our policies, practices, and governance are clearly presented.

The financial position of the Coventry Diocesan Board of Finance (CDBF) reflects both challenge and areas of opportunity. The year ended with a deficit, and while our reserves continue to provide stability in the short term, they are not a long-term solution. Work is underway to review the parish share mechanism, alongside the considered use of diocesan reserves, to ensure that we can sustainably resource our shared mission in the years ahead.

Despite these pressures, it has been encouraging to see the breadth and impact of ministry across the Diocese in our performance and achievement section. Our parishes and communities have continued to demonstrate creativity and commitment in their outreach, from local community initiatives and new worshipping communities to projects supporting children, families, and those most in need. The DBF investment in church buildings, environmental responsibility, and digital giving has enabled parishes to serve their communities more effectively, while diocesan teams have strengthened support in areas such as governance, HR, and training. Together, these efforts reflect a Diocese that is actively serving and supporting our parishes.

None of this would be possible without the dedication of our clergy, lay leaders, volunteers, and staff. I would like to express my gratitude to all who give so generously of their time, gifts, and faith in service of God's mission in this place.

As we look ahead, under the theme of "Walking Forward Together" I give thanks for all that has been achieved this year and look forward with confidence to all that lies ahead.

Steve Coomber
Chair of the Coventry Diocesan Board of Finance Limited

THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

TRUSTEES' AND DIRECTORS' REPORT - for the year ended 31 December 2025

The trustees, who are also directors for the purposes of company law, present their combined Trustees' Report and Directors' Report, together with the audited financial statements, for the year ended 31 December 2025. The Trustees' and Directors' Report is presented in sections as follows:

Section 1: Strategic Report - which includes a review of achievements and performance in the year
Section 2: Governance Report
Section 3: Trustees' and Directors' Report Approval

SECTION 1: STRATEGIC REPORT

1.1 OBJECTIVES AND ACTIVITIES

The Coventry Diocesan Board of Finance's (CDBF) objective is to support the work of the Church of England and the advancement of Christian religion across the Diocese of Coventry. This includes providing facilities for public worship, pastoral care and spiritual development, and promoting Christian values and services to benefit individuals, communities and society.

In delivering these objectives, CDBF provides funding and organises the following activities:

- The provision of clergy and licensed lay ministers (Readers) engaged in the parochial ministry
- The provision and maintenance of appropriate housing for clergy
- Training for candidates of ministry, lay ministers (Readers), other lay leaders and for curates
- The employment of clergy and lay staff in diocesan-wide enabling ministries such as ministry development, mission, discipleship, and social responsibility
- The provision of support services to parishes
- The employment of staff to manage the administration of the CDBF's work, including Finance, Property, HR, Communications, Safeguarding, and Strategic Programme Management
- The management and investment of glebe and assets held for the benefit of the Diocese

This work is encapsulated in the Memorandum of Association for the CDBF.

Public benefit

The trustees are confident that by promoting the work of the Church of England in the Diocese of Coventry the Diocesan Board of Finance (CDBF) helps to promote the whole mission of the Church of England - pastoral, evangelistic, social and ecumenical - both in the Diocese as a whole and in its individual parishes, and that in doing so provides a benefit to the public by:

- Providing facilities for public worship, pastoral care, and spiritual, moral, and intellectual development, both for its members and for anyone who wishes to benefit from what the Church offers.
- Promoting Christian values and service by members of the Church in and to their communities, to the benefit of individuals and society as a whole.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the CDBF's aims and objectives and in planning future activities.

1.2 PRINCIPAL RISKS

The CDBF's Risk Management Policy and Procedure was reviewed and approved by the trustees in June 2025. The risk register is reviewed and updated by the Coventry Operational Leadership Team (COLT) and the Finance, Resources & Risk Committee at least three times per year. Bishop's Council, as the trustees and directors of the CDBF, receive the updated risk register at each of their meetings and undertake a risk review and horizon scanning exercise annually.

At the end of 2025, the CDBF's trustees had identified 12 'significant' risks for inclusion on the risk register– ie. those risks where the post-mitigation ranking remains moderate or major. The significant risks were summarised as:

Risk summary	***Controls***
Insufficient income to meet cost of ministry and other strategic and operational needs, including poor performance of investments and glebe.	Parish Share allocation mechanism, based on affordability and includes discussion with deaneries. Further review planned for 2026. Ongoing monitoring of payments and early intervention where potential issues identified. Generous Giving and Stewardship roles provide parish support. Active management of investment and glebe portfolios, with regular reviews of performance.
Loss of permanent endowment.	Planned use of unapplied total return (UTR) reviewed by Finance, Resources & Risk Committee (FRR) before being recommended to trustees (Bishop's Council) who then review and recommend to synod for approval. Relevant knowledge within finance team. Long-term financial strategy under development, alongside strategy and vision work.
Poor budgetary controls and financial reporting.	Approved financial delegations. Xledger system in use with relevant authorisation levels in place. Training and support for budget holders. Regular review of management accounts. Financial updates provided for committees and trustees. Reconciliation process in place. Regular review of nominal postings. Capacity of finance team kept under review, temporary support added if needed.
High staff turnover, high number of absences, lack of sufficient capacity and cover.	Departmental continuity and cover plans. Employee wellbeing programme. Appraisal process. Exit interviews. Planned inductions and onboarding for new starters. Line manager training.
Data breach (DBF systems).	Regular data protection and cyber security training for all staff and those with coventry.anglican email addresses. Data protection policy, privacy policy and data retention policy in place. Cyber security measures in place.
DBF does not adequately plan for potential for church closure.	Training, support and guidance for churchwardens and treasurers (buildings, governance, HR). Parish safeguarding dashboards to lessen administrative burden. Developing church buildings strategy.
Impact of out-working of LLF process.	Ongoing review of process by Senior Staff Team. Conversations with representative groups. Development of short-term restricted fund.
Lack of procedural and systems documentation	Approved financial delegations. Schedule of Delegated Authority update underway. Policy framework in development.
Serious safeguarding incident, poor safeguarding culture and practice.	Episcopal leadership and oversight. Oversight from Diocesan Safeguarding Scrutiny Group (DSSG). Safeguarding dashboards provided free of charge to parishes. Diocesan safeguarding team. Diocesan Operational Safeguarding Team undertake regular monitoring and review. Provision of training. Engagement with national safeguarding team. Regular updates to/engagement with trustees and synod. Support and training for Parish Safeguarding Officers.
Unclear vision, strategy and objectives.	Ongoing strategy and vision discernment. Annual workplans aligned to objectives. Reporting dashboards. Support from national Vision and Strategy consultant.
Strategy does not adequately respond to the challenges faced	Stakeholder engagement (stakeholder sessions, deanery days, review of data, etc)
Lack of strategic governance.	Steering groups. Regular reporting to Bishop's Senior Staff Team (BSST) and Bishop's Council.

1.3 ACHIEVEMENTS AND PERFORMANCE

In 2025, the Diocese of Coventry continued its commitment to serve and support parishes and communities across the region. The achievements outlined in this section reflect the collective efforts of clergy, lay leaders, church members, partners and diocesan staff who contribute to the life and flourishing of the diocese. From growth in community engagement and outreach, to progress in financial stewardship and organisational effectiveness, these outcomes demonstrate our ongoing commitment to faithful and impactful service. We have also continued to prioritise safeguarding, inclusion, and environmental responsibility as integral aspects of our work.

Support for the care of church buildings was achieved through continued churchwarden training as well as further courses and resources being published on the Equip hub, our online learning platform. We recruited a new Church Building Support Officer funded by the Buildings for Mission Funding. This role focuses on supporting some of our smaller and more rural churches with church-building related issues, small-scale building projects, volunteering support, and helping with community engagement. Over the past year, the Church Buildings Team have supported many parishes with building projects, assisted parishes in applying for external funding and ran churchwarden training. Also, the Parish Structures and Governance Adviser has supported parishes with various issues including setting up a joint council, guidance on what to do when key roles are not filled, managing finances, opening bank accounts and governance for Local Ecumenical Partnerships.



Many of our churches have been able to run projects and events to support their local communities with assistance and additional funding from grants awarded from the diocese. St Barnabas in Kenilworth hosts 'Brick Club' for children, parents, grandparents and carers to come and explore bible stories through the medium of Lego. Last summer, St Oswald's Church in Tile Hill was transformed into a vibrant hub of global culture with over 175 people gathered for their most popular event to date, a World Dance, Music and Food celebration. Holy Trinity, Coventry's new community of young adults, The Table, was featured in a video on the diocesan website and social media. The Table meets every week after the main morning service for food and fellowship. Each week The Table sees about 15-20 young adults from a variety of different cultures attending.



Over the course of the year, Mission Fund, Net Zero Fund, Buildings Fund and Offa House Spirituality Fund grants were distributed to parishes.

With the support of a £2,500 grant from the Mission Fund, St Andrew's, Shottery established Chocolate Church. This offers children and their adults time to engage independently in a range of crafts and chocolate-themed activities (each with a Christian theme or reflection point). On average, each Chocolate Church event has welcomed over 100 people.

Thanks to the support of the Mission Fund, the Junior Choir of All Saints' Leamington Spa has been re-founded. Over the course of the year, the choir has grown in membership to 14 children between the ages of 5 and 13. This project has brought 11 new families to church, welcoming them into the community and giving the children an opportunity to explore faith through the Children's Church activities.



The Coventry Diocesan Board of Finance continued to work with its chief community transformation partner, Together for Change (TFC) in 2025. TFC had a busy year, in April the George Müller Hall at Saints, Nuneaton received its grand opening. The hall renovation is part of phase two of the Saints project, with a particular focus on hosting community events that seek to Transform Nuneaton. Over the school summer holidays Saints hosted an array of events for local people including handing out 330 free breakfasts to local children. Saints Bar Pool, the second Saints project is in development. This project will follow the model of Saints Central, but the projects and activities run will be shaped around the needs of those living locally.

All Saints' Bedworth installed solar panels with help from the Net Zero Fund. The solar panels have led to reduced electricity bills. The average monthly electricity bill was around £500 but now, with the solar panels it is around £90, with the rest of the supply coming from the solar panels. The church has become a Demonstrator Church for the national Church of England, helping others to gain knowledge of how to make changes in their setting to reduce carbon emissions.



On the diocesan website, the communications team continued to raise awareness of the importance of our Net Zero targets and the climate crisis more widely with various articles, including sharing 'Net Zero Resources', highlighting 'Churches Count on Nature 2025' and informing parishes about the 'Impartial Energy Audits'. Season Two of the Zero Interest podcast was launched on Spotify and Soundcloud.

Our Diocesan Stewardship Advisor has continued to have a positive impact supporting parishes with digital giving. Forty devices paid for by the national church have been installed in our churches. Many churches noted a big increase in giving since installing a contactless device, with eighteen churches raising an extra £1,000 or more.

The diocesan HR team has supported 74 Parishes through the Parish HR Service. Also,112 parish-based staff have completed the equality and diversity, unconscious bias and sexual harassment eLearning which is all free through the Parish HR service. The biggest areas of support for the Parish HR support service have been in relation to recruitment of staff and volunteers, ensuring the parishes have understood the Safer Recruitment guidelines and are also recruiting in line with the Equality Act 2010. Due to the many changes in employment law throughout 2025, and the coming changes in the next 18 months, the HR team has also provided clear employment law updates, along with amended template documents and policies that parishes can use, in preparation of any new legislation.

In summary, 2025 has been a year of meaningful progress for the Diocese of Coventry, marked by a strengthened commitment to increasing the support available for our parishes from the team at the diocesan offices, deeper community engagement, effective stewardship support, and continued investment in our people, places, and mission.

There has been a continued focus on safeguarding through; the creation of a PSO forum which brings together Parish Safeguarding Officers to celebrate their work and raising the profile of safeguarding within the leadership and culture of our diocese, alongside the appointment of a new permanent Chair of the Diocesan Safeguarding Scrutiny Group (DSSG). The DSSG itself has been greatly strengthened with an updated terms of reference and increased representation from community groups including statutory authorities, PSOs and volunteers.

Further achievements include the gathering together and support of our clergy and readers through Learning Together Days and the Lay Ministry Celebration, improvements in communications through the remapping of the website to better support our post holder and church officers.

These achievements provide a firm foundation for the future as we continue to serve our communities with purpose, hope, and resilience.

1.4 SUMMARY OF FINANCIAL PERFORMANCE

The financial result for 2025 was a deficit of £3.3m before investment loss (2024: deficit £1.2m). This deficit was further increased by investment revaluations losses of £1.4m (2024: gain of £2.2m). In 2024 two parsonages were sold and also a surplus on the sale of investment assets of £4.7m lead to an overall increase in total funds for 2024 of £5.7m. In 2025 there were no sales of investments assets or parsonages. However in 2025, there was an adjustment of £239k, that was the result of prior years' overstatement (2022 & 2023) on profit on the sale of three operational properties. Total funds at the end of the year were £97.4m (2024: £102.1m).

No historic unapplied total return was released in 2025 (2024 £2.4m). The release is made by way of a transfer from Endowment Funds to Restricted Funds and since 2020 the total value of the release of historic unapplied total return is £10.6m.

Income during the year was £9.8m (£11m in 2024). Parish share income has remained relatively static at £5.1m (£5.2m in 2024) and this is also true of the overall total receipts from Church Commissioners and other grants and donations. These movements are detailed in note 4.

Total expenditure in 2025 was £13.1m, an increase of £0.9m compared to expenditure of £12.2m in 2024 as detailed in Note 5.

The cost of mission and ministry increased by 6% to £8.2m (2024: £7.7m) with higher expenditure on clergy stipend costs of £0.3m. Curate stipend costs have remained overall static compared to prior year (2024: £1.1m). Costs in support of mission and ministry (Note 5c), have increased to £3.5m (2024: £3.1m). Overall grant expenditure has gone up to £1.5m (2024: £1.3m). More details of grants awarded can be found in Note 7.

The total number of CDBF employees in 2025 was 65 (2024:58), this includes 10 employees that have been externally funded, by either recharges to third parties or by the award of capacity grants from third parties. Please see note 10 for further information, the numbers quoted in note 10 also includes individuals who were employed in the year but that also left during 2025.

The value of Designated Funds has decreased slightly to £16.2m (2024: £16.3m). Restricted Funds at the end of the year amounted to £4.4m (2024: £7.1m), the restricted fund "Diocesan Stipends Fund income account" decreased by £1.9m. This year we received grants from the Church Commissioners including for Lowest Income Community (LINC) funding and in the unrestricted fund income for curate

stipend funding.

Grants were also received for the Diocesan Investment Programme, Churchyard Biodiversity and Heritage Fund, Net Zero and King Henry VIII Endowed Trust. More information is set out in Notes 4c & 16.

The Endowment Funds (Note 16 to the Financial Statements) were valued at £74.9m at the end of the year (2024: £76.1m). The main movements were investment income of £2.3m (2024: £2.2m). In 2025 the investment portfolio held at CCLA suffered a loss on revaluation of £1.5m, in 2024 this was a gain of £0.9m. In 2024 there was also a £4.7m realisable gain through the Glebe investment property portfolio mainly due to the disposal of land at Bilton Glebe, in 2025 there were no disposals of the Glebe Properties portfolio. However, there were capital receipts from granting an easement.

There has been a transfer from the Endowment Funds to the Restricted Funds which is comprised of the total return for the year on the investment portfolio of £2.3m (2024 £2.2m). There was no release of historic return, unlike 2024 when there was a release of the historic unapplied total return of £2.4m. In total a release of £2.3m of Endowment Funds (2024: £4.6m) to the Restricted Funds. Note 18 explains the full impact of total return on these accounts.

Principal Funding Sources
The principal sources of funding in 2025 came from Parish Share £5.1m, 52% (2024: £5.2m, 47%), investment income of £2.5m, 26% (2024: £2.4m, 22%), from Church Commissioners £0.9m 10%, (2024: £0.8m, 8%) and £1.5m 12% from other sources (2024: £2.6m 24%). Other sources of income parochial fees from weddings and funerals, rental income from the letting of houses whilst not occupied by clergy, restricted income from The King Henry VIII Endowed Trust (used to meet costs in the Warwick area), surplus/loss on sale of assets and various other grants and donations.

Parish Share
Total Parish Share income received was £5.1m (2024: £5.2m). This includes amounts received that related to parish share allocated for previous years of £0.18m, but excluded amounts received after the 31 December 2025 cut-off date. We are working with both the Deaneries and Parishes to improve communication and encourage positive dialogue where there are difficulties in meeting their offers. Parish Share relief of £0.2m was given during the year. This reduced both the asset and liability in the Balance Sheet, therefore there was no direct impact on the Statement of Financial Activities.

The CDBF has continued to promote the Parish Giving Scheme, a Direct Debit scheme that encourages individual church members to review their giving regularly and also provides an efficient way for parishes to receive Gift Aid on gifts received from HMRC.

Investment Income
Total investment income was £2.5m (2024: £2.4m) and derived from equities and Glebe assets. After allowing for Glebe management fees and other Glebe operating costs, net investment income was £2.2m (2024: £2.1m).

In 2025 total return performance (gross) for investment funds in which the DBF is invested was as follows:

CCLA's CBF Church of England Investment Fund: -0.59% (2024: +5.49%)

This is against a benchmark of long-term total return of inflation (CPI) plus 5 % per annum before costs. In 2025, this benchmark was +8.32%.

As at 31st December 2025, the DBF held £1,515,693 in the CDBF Deposit Fund.

Investment objectives and investments held
The CDBF's investment objective, with respect to amounts available for investment, is to safeguard capital values in real terms over the long term and to provide real growth in net income, whilst complying with the Church of England Ethical Investment Policy.

Investments are principally held in Glebe properties and in investment funds. The investment funds are managed by CCLA Investment Management Limited and are diversified funds for charities, invested mainly in equities, but also in fixed interest securities, property and other assets. There are no holdings in fossil fuels. Glebe investment properties comprise agricultural, commercial and residential land and buildings.

The total value of investments shown on the Balance Sheet at 31 December 2025 was £73.1m (2024: £73.5m) of which £67.2m (2024: £69.1m) was permanent endowment (Note 12 and Note 16).

Stipendiary clergy headcount
The full time equivalent (FTE) number of office holders in the Diocese who were stipendiary clergy in 2025 was 121 (2024: 122), which includes two Archdeacons and also includes curates. The average number of stipendiary curates was 27 (2024: 28). In 2025 we also had an additional 9 curates who were self-supporting, in 2024 this number was 10.

House for Duty Clergy, Self-Supporting Ministry and volunteers
Whilst acknowledging that many of our self-supporting ministers are office holders and living in their own houses, there are office holders that the DBF provide with houses. In 2025 there were 12 house for duty posts, with only 2 filled (2024:12 house for duty posts).

The activities of the Church of England across the Diocese of Coventry depend hugely on the generosity of our retired clergy, self-supporting ministers, Readers and lay ministers. The value of this time, to the Diocese as a whole and in particular to the CDBF, cannot be quantified and recognised in the financial statements. The CDBF is grateful to all those whose contribution is essential to the mission of the whole Diocese.

Pension schemes
All stipendiary clergy in the Diocese, some clergy employed in central diocesan posts and some licensed lay workers are members of the defined benefit Church of England clergy pension scheme. The contribution to this scheme in 2025 was £6,405 (2024: £6,967) per full time stipendiary clergy member. If they are not members of the clergy pension scheme, the CDBF's permanent staff are members of the Church Workers Pension Fund. Further details of both Schemes are in note 2 to the Financial Statements.

Reserves policy and the General Fund position at the year end
The funds held by the CDBF at 31 December 2025 comprise of the following:

Endowment Funds totalling £74.9m. This amount includes expendable endowment of £7.7m relating to the Parsonages Houses Fund and permanent endowments of £67.2m. The permanent endowment includes £66.3m relating to the Diocesan Stipends Fund of which £40.9m is unapplied total return. The Trustees can apply the unapplied total return to the Diocesan Stipends Fund Income Account, to use for the restricted purpose of payment of clergy stipends, houses and the management and maintenance of Glebe property.

Restricted Funds totalling £4.4m to be spent in accordance with the donor's wishes.

Unrestricted funds of £18.1m, which includes £16.2m of designated funds, of which £10.5m relates to Operational properties and are therefore illiquid.

The objective of the CDBF's reserves policy is to ensure adequate working capital resources. During 2025, the policy was to ensure the General Fund remained within a range equivalent to two and a half to three and a half months' worth of operating costs, as approved by Diocesan Synod for the ensuing year. This policy has been reviewed and has been left unchanged in 2025. However, a new policy will be introduced in 2026, which is more specific and takes into account unrestricted expenditure against unrestricted liquid assets.

Annual operating gross expenditure for the unrestricted funds from the Diocesan Synod 2026 approved budget is £6.88m. Therefore the target reserve of unrestricted net current assets is £1.72m under this reserve calculation, which represents three months' worth of operating expenditure from unrestricted funds. The balance in the net current assets of the unrestricted fund at 31 December 2025 was £5.1m which represents approximately 9 months of planned unrestricted spending and is therefore well above the policy target range.

1.5 PLANS FOR THE FUTURE and FUTURE COMMITMENTS

2026 will be a year of transition and change as Bishop Sophie leads us in discerning our vision for God's ministry and mission in the Diocese of Coventry. This will take the form of various stages and phases including listening, watching & waiting for the signs of the Kingdom and walking forward together.

There will be significant consultation and engagement across our parishes and deaneries, some of which started in 2025, with the hope that a vision for consultation will be agreed with the Diocesan Synod in July 2026. Alongside the vision, strategic choices will need to be made in the second half of the year on our priorities in order to develop a meaningful strategy and a funding bid to the national church to support its implementation. There will also be vision & strategy events in our deaneries in the autumn to help inform this work.

There will be a focus on making senior appointments including the Dean of Coventry, following the Very Rev'd John Witcombe's planned retirement in May 2026, the vacant See of Warwick and to the reshaped archidiaconal posts for Warwick and Coventry Archdeaconries.

Like many other dioceses, we have an operating deficit which we have worked hard to reduce, but it remains a significant challenge that we must address and work will continue on managing our costs, increasing income from our investments and glebe portfolios, and reviewing the parish share model so that it more appropriately reflects biblical generosity into a common fund.

With all this noted, we remain committed to fulfilling our core work and activities as outlined in section 1.1, with shared examples provided within section 1.3.

SECTION 2: GOVERNANCE REPORT

2.1 COMPANY LEGAL STATUS

The CDBF was incorporated on 12 October 1936 as a charitable company (No. 319482) limited by membership guarantees and its governing documents are the Memorandum and Articles of Association. The CDBF is registered with the Charity Commission (No. 247828). The CDBF has also been designated as the Parsonages Board for the Diocese of Coventry under the Repair of Benefice Buildings Measure 1972.

2.2 DIOCESAN SYNOD AND DBF MEMBERSHIP

The Diocese is governed in accordance with the Synodical Government Measure 1969, under which its governing body is the Diocesan Synod. Every Diocesan Synod member is a member of the CDBF for company law purposes and has a personal liability limited to £1 under their guarantee as company members in the event of it being wound up.

The Diocesan Synod is made up of three Houses:

House of Bishops: The Bishop of Coventry (President of the Diocesan Synod) and the Bishop of Warwick (post currently vacant).

House of Clergy: 56 members, including the Chair of the House and six ex-officio members (the Dean of Coventry, two Archdeacons, and the three diocesan clergy General Synod members). One member was nominated by the Bishop of Coventry (chaplain to Warwick University). The remainder were elected by the houses of clergy of Deanery Synods during June 2024, for a three-year term beginning 1 August 2024.

House of Laity: 51 members, including the Chair of the House and six ex-officio members (the Diocesan Chancellor, the Chair of the Board of Finance, the Chair of the Board of Education and the three diocesan lay General Synod members. One member was nominated by the Bishop of Coventry (President of the Mothers' Union). The remainder were elected by the houses of laity of Deanery Synods during June 2024, for a three-year term beginning 1 August 2024.

Elected and nominated members of the Diocesan Synod hold office for a term of three years. The current term of office runs from 1 August 2024 to 31 July 2027.

The Diocesan Synod normally meets three times a year and its functions are to:

- Consider matters affecting the Church of England in the Diocese
- Act as a forum for debate of Christian opinion on matters of religious or public interest
- Advise the Bishop where requested
- Deal with matters referred by General Synod
- Consider the annual accounts of the DBF
- Consider and approve the DBF's annual budget

Diocesan Synod governs itself through Standing Orders, which were approved by Diocesan Synod on 19 July 2000, and amended on 3 July 2024. Through the Standing Orders, many of Diocesan Synod's responsibilities have been delegated to its Standing Committee, the Bishop's Council.

2.3 BISHOP'S COUNCIL AND THE TRUSTEES AND DIRECTORS OF THE DBF

The Bishop's Council is the senior committee of the Diocese. Under the Standing Orders of the Diocesan Synod its members have a number of concurrent roles. They are the members of the Standing Committee of Diocesan Synod, the trustees of the Charity for the purposes of charity law, the directors of the CDBF for the purposes of company law, and the members of the Diocesan Mission and Pastoral Committee.

As the Standing Committee of the Diocesan Synod, the Bishop's Council is responsible for:

- Planning the business of the Synod and circulating the agenda and supporting papers for its sessions – this function is delegated to the Business Committee.
- Initiating proposals for action by the Synod and advising it on matters of policy.
- Advising the President (the Diocesan Bishop) on any matter.
- Transacting the business of the Synod when not in session.
- Appoints members of committees and nominating individuals for election to committees.
- Carrying out such functions as the Synod may delegate to it.

As the Diocesan Mission and Pastoral Committee (DMPC) and in consultation with the eleven Deanery Mission and Pastoral Committees, the Bishop's Council:

- Advises the Bishop of Coventry on the deployment of clergy within the Diocese.
- Considers and authorises pastoral schemes.

As the Trustees and Directors of the CDBF, the Bishop's Council:

- Takes responsibility for the activities of the CDBF, including financial accountability as set out below.
- Manages funds and property held centrally in the Diocese.
- Prepares an annual budget for consideration and approval by Diocesan Synod, with estimates of expenditure and the income needed to finance that expenditure.
- Monitors income and expenditure against estimates in the budget approved by Diocesan Synod.
- Advises the Diocesan Synod on financial aspects of its policies and on any other matters referred to it.
- Oversees the preparation of annual financial statements as set out below, and approves such statements once prepared.

Financial accountability responsibilities of Bishop's Council members as trustees and directors

The trustees of the CDBF, who are also the directors of the CDBF for the purposes of company law, are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. They are also responsible for the maintenance and integrity of the CDBF's corporate and financial information included on the diocesan website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Membership of the Bishop's Council

The membership of the Bishop's Council is comprised of a maximum of 32 members as follows:

- 8 ex officio members
- 15 members elected by the Diocesan Synod (seven clergy and eight lay, in both cases with a minimum of two from each archdeaconry)
- up to 6 nominated members (three may be nominated by the Bishop of Coventry and one may be nominated by each of the Diocesan Advisory Committee, the Grants Committee and the Diocesan Board of Education)
- up to 3 members co-opted by the Bishop's Council.

The Chair of the CDBF, one of the ex officio members of Bishop's Council, is nominated by the Bishop of Coventry and appointed by Diocesan Synod. During 2025, the Bishop's Council met three times as Bishop's Council and board of trustees and directors. The term of office of the members of Bishop's Council (excluding ex officio members) lasts for three years. Their term will end in 2027, upon the election of their successors.

During the year the members of Bishop's Council were as follows:

EX-OFFICIO	
President, Bishop of Coventry	The Rt Revd Sophie Jelley – *from 14 Feb 2025*
Acting President	The Rt Revd Tim Thornton – *until 14 Feb 2025*
Bishop of Warwick	*Currently vacant*
Acting Archdeacon Pastor	The Revd Tim Cockell
Archdeacon Missioner	The Ven Barry Dugmore
Dean of Coventry	The Very Revd John Witcombe
Chair of the House of Clergy	The Revd Canon Claire McArthur
Chair of the House of Laity	Phil Sewards
Chair of the DBF	Steve Coomber
NOMINATED MEMBERS	
Nominated by DBE	The Revd April Gold – *until 6 Nov 2025*
BISHOP'S NOMINEES	No nominated members
ELECTED CLERGY	The Revd Daniel Corlett
	The Revd Canon Richard Hibbert
	The Revd Barry Jackson
	The Revd Canon Jonathan Jee
	The Revd Dr Anita Morgan
	The Revd Gail Phillip
	The Revd Canon Graeme Pringle

ELECTED LAITY	Canon Jo King Tim Pollard Chris Powell David Rake Anthony Rich Andrew Rolls Alicia Sampson Sue Williams
CO-OPTED MEMBERS	No co-opted members

2.4 COMMITTEE STRUCTURE

The CDBF carried out a governance review in 2024. A revised committee structure was approved by Bishop's Council in June 2024 and implemented during 2025.

There are a number of Diocesan committees which advise the CDBF:

- **Business Committee** the standing committee of the Diocesan Synod, which considers the content of the agendas for Bishop's Council and the Diocesan Synod.
- **Finance, Resources & Risk Committee** which exists to: ensure that the long-term financial sustainability of the organisation is kept under review and that action is taken to maintain its financial health; monitor the finances, investments, risks and controls of the organisation; ensure that housing provided for clergy is of a good standard and that repairs and improvements are undertaken in a cost effective and timely manner; manage the diocesan glebe land for the benefit of the Diocesan Stipends Fund; advise Bishop's Council of all of these matters.
- **Remuneration Committee** which oversees the terms and conditions of CDBF employment, including remuneration, and approves any changes arising from the annual salary and stipend reviews.
- **Grants Committee** which manages the distribution of the CDBF's parish grant funds.
- **Diocesan Advisory Committee for the Care of Churches (DAC)** which advises on the repair and improvement of places of worship, their contents and churchyards, with a view to the furtherance of the Church's mission and the protection of the nation's heritage.

2.5 DIOCESAN SECRETARY AND STAFF

The Diocesan Secretary serves as the Secretary to Diocesan Synod and Bishop's Council and as Chief Executive Officer and Company Secretary of the CDBF. The Diocesan Secretary and her staff carry out the day-to-day work of the DBF. They consult regularly with the Chair of the CDBF and the various diocesan committees. Whilst senior staff have job titles incorporating the word 'Director' they are not directors of the company for the purposes of company law or trustees of the charity for the purposes of charity law. For information relating to staff headcount and costs, see note 10 to the financial statements. Jacqueline Ladds has been Diocesan Secretary and CEO since her appointment on 23 May 2022.

In 2024 there was one staff member employed under joint working arrangements by the Leicester Diocesan Board of Finance (company registered number 227087; registered charity number 249100). This arrangement is regularly reviewed and continues to be an effective method generating economies of scale without detriment to the service provided.

2.6 RELATED PARTIES

Coventry Diocesan Trustees (Registered)

The Coventry Diocesan Trustees (Registered), registered charity number 249165, is the Diocesan Authority under the Parochial Church Councils (Powers) Measure 1956 and the Incumbents and Churchwardens (Trusts) Measure 1964. The Trust is the custodian trustee holding property and funds on behalf of PCCs and the DBF.

Coventry Diocesan Board of Education

Coventry Diocesan Board of Education (the DBE – a company registered in England and Wales no. 3663851 and a registered charity no. 1091145) is a statutory body established under the Diocesan Boards of Education Measure 1991, responsible to Diocesan Synod. Its functions under this measure principally relate to the promotion or assistance in the promotion of education in the Diocese, which is consistent with the faith and practice of the Church of England and therefore consistent with the objectives of the CDBF.

Together For Change Coventry & Warwickshire

Together For Change Coventry & Warwickshire (TFC) is a company registered in England and Wales no. 08763866 incorporated on 6th November 2013 and has a registered charity no. 1160133. TFC works in partnerships with the CDBF, churches, charities and local agencies to develop projects that will bring positive change to their communities.

The Cathedral Church of St. Michael Coventry

Coventry Cathedral is a registered charity no. 1204257. The DBF works closely with the Coventry Cathedral to promote reconciliation & worship in the diocese, which is consistent with the faith and practice of the Church of England and therefore consistent with the objectives of the CDBF.

2.7 OTHER GOVERNANCE MATTERS

Charity Governance Code and Governance Review

In 2024, the Trustees approved the recommendations of the governance review working group, which included a refresh of the committee structure to remove duplication, increase effective oversight and update membership requirements. The revised committee structure was implemented during 2025.

The governance review drew upon the Charity Governance Code as a tool to support continuous improvement. The Code, as well as Charity Commission guidance, are reflected and referenced within the Governance Handbook which has been created as part of the induction and development programme for Trustees, committee members and committee chairs. Principles and recommended practice from the Code have been embedded throughout the governance framework, which is subject to ongoing monitoring and review. Throughout 2026, the CDBF will be reviewing the principles and outcomes of the 2025 version of the Code and determining how best to apply these across the organisation.

Risk management

The trustees confirm that the risks to which the CDBF is exposed, as identified by the trustees and staff, have been reviewed and that systems and procedures to manage those and other identified risks have been established and reviewed. The trustees review the risk register at least annually and receive updates at each trustee meeting. The trustees delegate to the CDBF leadership team day to day management of the risks the CDBF is exposed to. In addition, the Finance, Resources & Risk Committee review the risk management processes and the risk register regularly, and reports to the trustees on whether it is satisfied with its findings. Recommendations are made as a result of those findings.

The principal risks identified are shown in Section 1.2 of this report.

Valuation of properties in the financial statements
Investment properties are stated in the balance sheet at fair value. All non-investment properties - parsonage houses, operational properties, houses for clergy held in Glebe and the diocesan offices – are freehold properties and are stated in the balance sheet at cost. In the opinion of the trustees the fair value of these non-investment properties is substantially in excess of cost, but the amount of this excess is not economically quantifiable.

Auditor
The trustees who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditor is unaware. Each of the trustees have confirmed that they have taken all the steps that they ought to have taken as trustees and directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

A resolution to reappoint Crowe LLP as auditor to the company and to authorise the Board of Directors to fix the auditor's remuneration will be proposed at the Annual General Meeting.

2.8 REFERENCE AND ADMINISTRATIVE DETAILS

Registered & Principal Office	*From 1 Jan 2025* The Coventry Diocesan Board of Finance, 7 Priory Row, Coventry, CV1 5EX
Telephone	024 7652 1200
Website	www.coventry.anglican.org
Company registration number	319482 (England and Wales)
Charity registration number	247828 (England)
Company Secretary	Jacqueline Ladds
Registrar and solicitors	Geoffrey Cotterill – Diocesan Registrar Mary Allanson – Deputy Diocesan Registrar Rotherham & Co 8 & 9 The Quadrant, Coventry, CV1 2EG
Auditor	Crowe UK LLP Black Country House, Rounds Green Road, Oldbury, B69 2DG
Bankers	Bank of Scotland Pentland House, 8 Lochside Avenue, Edinburgh, EH12 9DJ
Diocesan Surveyors	Godfrey-Payton 25 High Street, Warwick, CV34 4BB
Glebe Agent	Godfrey-Payton 25 High Street, Warwick, CV34 4BB
Insurers	Ecclesiastical Insurance Office plc Benefact House, 2000 Pioneer Avenue, Gloucester Business Park, GL3 4AW
Investment Managers	CCLA Investment Management Ltd One Angel Lane, London, EC4R 3AB

SECTION 3: DIRECTORS' AND TRUSTEES' REPORT APPROVAL

This Trustees' and Directors' Report, including both the Strategic Report and the Governance Report, is approved by the trustees, by whose authority it is signed as below.



Steve Coomber
Chair of the Coventry Diocesan Board of Finance Limited
8 June 2026

THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

AUDITOR'S REPORT

Independent auditor's report to members of The Coventry Diocesan Board of Finance Limited.

Opinion

We have audited the financial statements of The Coventry Diocesan Board of Finance Limited for the year ended 31 December 2025 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees
As explained more fully in the trustees' responsibilities statement set out on page 20, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, including financial reporting legislation and the Charities SORP (FRS 102), and [local] tax regulations. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be necessary to the charitable company's ability to operate or to avoid a material penalty. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We also considered the opportunities and incentives that may exist within the charitable company for fraud. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of grant income, parish contributions and management override of control. Our audit procedures to respond to these risks included enquiries of management and the Audit, Finance and Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing regulatory correspondence with the Charity Commission, sample testing grant agreements, verifying parish contributions to bank and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

AUDITOR'S REPORT

Independent auditor's report to members of The Coventry Diocesan Board of Finance Limited.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Helen Blundell LLB FCA FCIE DChA
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road,
Oldbury
West Midlands
B69 2DG

Date: 13 June 2026

THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31 December 2025

STATEMENT OF FINANCIAL ACTIVITIES

	Notes	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Income and endowments from:							
Donations Parish Share	*4a*	5,004	-	69	-	**5,073**	5,162
Church Commissioners	*4b*	378	-	558	-	**936**	834
Other grants and donations	*4c*	110	-	667	-	**777**	976
Charges for charitable activities	*4d*	283	-	-	-	**283**	277
Other trading activities	*4e*	427	-	4	-	**431**	441
Investments income	*4f*	113	4	92	2,322	**2,531**	2,444
Total return allocated to income	*18*	-	-	2,322	(2,322)	**-**	-
Release of historic return	*18*	-	-	-	-	**-**	-
Surplus /(loss) on sale of assets		-	(239)	-	-	**(239)**	906
Total		**6,315**	**(235)**	**3,712**	**-**	**9,792**	**11,040**
Expenditure on:							
Raising funds	*5a*	363	-	8	290	**661**	693
Charitable activities							
Mission and ministry	*5b*	2,074	73	6,048	-	**8,195**	7,708
Support for mission and ministry	*5c*	2,649	217	645	-	**3,511**	3,100
Contributions to Archbishop's Council	*5d*	520	-	-	-	**520**	546
Diocesan Board of Education	*5e*	185	-	-	-	**185**	178
Total		**5,791**	**290**	**6,701**	**290**	**13,072**	**12,225**
Net income before investment gains		**524**	**(525)**	**(2,989)**	**(290)**	**(3,280)**	**(1,185)**
Net gains on investments:							
Net gains on revaluation	*12*	(96)	(5)	(55)	(1,257)	**(1,413)**	2,163
Surplus of sale of investment assets		-	-	-	1	**1**	4,724
Net income		**428**	**(530)**	**(3,044)**	**(1,546)**	**(4,692)**	**5,702**
Transfers between funds	*19*	(1,191)	508	342	341	**-**	-
Other recognised gains:							
Actuarial gains / (losses) on defined	*2*					**-**	-
Net movement in funds		**(763)**	**(22)**	**(2,702)**	**(1,205)**	**(4,692)**	**5,702**
Reconciliation of funds							
Funds at 1 January	*16*	2,573	16,262	7,114	76,136	**102,085**	96,383
Net movement in funds		(763)	(22)	(2,702)	(1,205)	**(4,692)**	5,702
Funds at 31 December	*16*	**1,810**	**16,240**	**4,412**	**74,931**	**97,393**	**102,085**

THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

INCOME AND EXPENDITURE ACCOUNT for the year ended 31 December 2025

INCOME AND EXPENDITURE ACCOUNT

	2025 Total £000s	2024 Total £000s
Total income	**7,470**	8,843
Total expenditure	**12,782**	12,222
	(5,312)	**(3,379)**
Net gains on investments	(1,412)	6,887
Net income/(deficit) for the year	**(6,724)**	3,508
Transfer from endowment funds	2,322	4,555
Total Comprehensive Income	**(4,402)**	8,063

The income and expenditure account is derived from the Statement of Financial Activities with movements in endowment funds excluded to comply with company law. All income and expenditure is derived from continuing activities.

THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

BALANCE SHEET for the year ended 31 December 2025

BALANCE SHEET

	Notes		2025 £000s		2024 £000s
FIXED ASSETS					
Tangible fixed assets	*11*		19,200		19,462
Fixed asset investments	*12*		73,090		73,512
			92,290		**92,974**
CURRENT ASSETS					
Debtors	*13*	2,396		10,225	
Cash and cash equivalents		4,807		3,180	
		7,203		**13,405**	
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	*14*		(2,100)		(4,294)
NET CURRENT ASSETS			**5,103**		**9,111**
TOTAL ASSETS LESS CURRENT LIABILITIES			**97,393**		**102,085**
NET ASSETS	*20*		**97,393**		**102,085**
FUNDS					
Unrestricted funds:					
General Fund	*16*		1,810		2,573
Designated funds	*16*		16,240		16,262
			18,050		**18,835**
Restricted funds	*16*		4,412		7,114
Endowment funds	*16*		74,931		76,136
TOTAL FUNDS			**97,393**		**102,085**

The financial statements on pages 24-54 were approved by the Board of Directors and authorised for issue on and are signed on its behalf by:

Steve Coomber.

Steve Coomber
Chair of the Coventry Diocesan Board of Finance Limited
8 June 2026

THE COVENTRY DIOCESAN BOARD OF FINANCE LIMITED

CASH FLOW STATEMENT for the year ended 31 December 2025

CASH FLOW STATEMENT

	Notes		2025 £000s		2024 £000s
Cash flows from operating activities:					
Net cash generated by operating activities			**(5,177)**		**(4,514)**
Cash flows from investing activities:					
Investments		**2,403**		2,646	
Land Options		**133**		10	
Proceeds from sale of fixed asset investment		**5,259**		916	
Purchase of fixed asset investments		**(1,000)**			
Purchase of fixed assets		**-**		(5)	
Proceeds from sale of investments		**8**		546	
Net cash generated by investing activities			**6,803**		**4,113**
Change in cash and cash equivalents in the year			**1,626**		(401)
Cash and cash equivalents at 1 January			**3,181**		3,582
Cash and cash equivalents at 31 December			**4,807**		**3,181**

	2025 £000s	2024 £000s
Analysis of cash and cash equivalents at 31 December		
Cash in hand	**3,291**	1,399
Short term deposits (less than 3 months)	**1,516**	1,782
Total cash and cash equivalents	**4,807**	**3,181**

		2025 £000s	2024 £000s
Reconciliation of net movement in funds to net cash flow from operating activities			
Net movements in funds for the year		**(4,692)**	5,702
(Gains)/losses on investments		**1,413**	(2,163)
Investments Income	*4f*	**(2,531)**	(2,444)
Surplus of sale of investment assets		**(1)**	(4,724)
(Profit) / losses on sale of fixed assets		**239**	(906)
Depreciation of fixed assets		**24**	26
Decrease/(increase) in debtors		**1,368**	(1,487)
Increase/(decrease) in creditors		**(997)**	1,481
Net cash generated by operating activities		**(5,177)**	**(4,514)**

NOTES TO THE FINANCIAL STATEMENTS

1. Principal accounting policies

Basis of accounting

The DBF is a charitable company and a public benefit entity. Therefore, the financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS 102), the Companies Act 2006 and the applicable UK accounting standard (FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland). The financial statements have been prepared under the historical cost convention except that fixed asset investments are included at fair value at the balance sheet date. After making enquiries the trustees are satisfied that the DBF has adequate resources to continue to operate as a going concern for the foreseeable future and have prepared the financial statements on that basis.

Going Concern

The Trustees are satisfied that the DBF has adequate resources to continue to operate as a going concern for the foreseeable future and have prepared the financial statements on that basis.

Income

Income is included in the Statement of Financial Activities when the charity is legally entitled to it, receipt is probable and the amount to be recognised can be quantified with reasonable accuracy.

Parish share income

Parish share income for the year, or for previous years, include amounts received up to the 31 December.

Income from parochial fees

Income from parochial fees is accounted for when received.

Grants (receivable)

Grant income is accounted for when the formal offer of funding is communicated in writing, any conditions related to the entitlement have been met, receipt is probable and the amount can be measured reliably.

Donations, legacies and similar income

Income from legacies is recognised when the DBF has been notified that there is a clear indication of the amount receivable. Donations and similar income are accounted for when received.

Investment income

Investment income is accounted for when receivable. Investment income from Common Investment Funds managed by CCLA Investment Managers Ltd is considered receivable when dividends are declared.

Deferred income

Income is recognised as deferred where the event or rental period to which the income relates occurs beyond the end of the financial period being reported on.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate similar costs under each category of the Statement of Financial Activities.

Grants (payable)

Grants payable, are accounted for either in full or in part, when authorised, when the award of the grant has been specifically communicated to the recipient or when paid if there is no communication to the recipient in advance, and when any condition attaching to the grant is outside the control of the DBF.

Support costs

These costs consist of indirect staff costs, office and IT costs and governance costs. They are allocated to categories of expenditure on the basis of the proportion of staff time spent on each area of activity.

Governance costs

The costs allocated to governance costs are those costs incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Operating leases

Payments under operating leases are charged against income as incurred.

Investment gains and losses

For investments that are not part of the Diocesan Stipends Fund Capital Account, realised gains or losses are recognised in the Statement of Financial Activities when investments are sold. Unrealised gains or losses are accounted for on revaluation of investments at the year end.

A total return approach has been adopted for the Diocesan Stipends Fund Capital Account. Part of the historic unapplied total return if approved by trustees will be allocated to income in the year as determined by the Bishop's Council.

Tangible fixed assets

Parsonage houses, operational properties and the diocesan offices

Parsonage houses, operational properties and the diocesan offices are held at cost or estimated cost. The cost of extensions which enhance the capital value of buildings is capitalised.

For parsonage houses, the legal title and right to beneficial occupation are vested in the incumbent, whereas the DBF is responsible for the maintenance and repair of such properties and can determine their subsequent use or sale. FRS 102 requires accounting treatments to follow the substance of arrangements rather than their strict legal form. Accordingly, parsonage houses are capitalised as tangible fixed assets.

Operational properties are houses owned by the DBF for occupation by stipendiary clergy and House for Duty priests.

The Diocesan Offices are at 7 Priory Row, Coventry, CV1 5EX.

Depreciation

Depreciation is not provided on land and buildings as any annual or accumulated depreciation would not be material. This is due to the long estimated remaining useful economic lives and because the estimated residual values are not materially less than their carrying values and the buildings are unlikely to suffer from obsolescence. Disposals of buildings occur well before the end of their economic lives and disposal proceeds are usually not less than their carrying values. The DBF has a policy of regular inspection, repair and maintenance of buildings, charges for which are included in expenditure in the Statement of Financial Activities.

Depreciation of non-property fixed assets is charged at rates estimated to write off their cost less any residual value evenly over the expected useful lives that are as follows:

IT and Telecommunications Equipment	3 years
Computer Software	3 years
Office Furniture and Fittings	5 years

Individual items of office equipment and furniture with a purchase price of £5,000 or less are written off in the year in which the assets are acquired.

Financial instruments

Fixed asset investments

Land and buildings held under the Endowments and Glebe Measure 1976 (“Glebe properties”) are included at fair value. Glebe properties which are fixed asset investments are comprised of commercial properties and agricultural properties. Agricultural properties are predominantly land but include some agricultural buildings and residential properties. Glebe properties also include houses for occupation by clergy that are treated as tangible fixed assets.
Unlisted shares in investment funds are included at fair value at the balance sheet date.

Current assets and liabilities

Debtors are measured at the transaction price less any impairment losses. Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources. Creditors are measured at the transaction price less any amounts settled. For pension liabilities, see note 2.

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short term deposits with any qualifying institution repayable on demand without more than seven days’ notice or penalty.

Pension Schemes – see note 2.

Fund accounting
The *General Fund* is an unrestricted income fund which receives income available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted income funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes below.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes below.

Endowment funds are funds held on trust to be retained for the charity as capital funds. Where the whole of the fund must be permanently maintained it is known as permanent endowment. Where there is a power of discretion to convert endowed funds into income, the fund is classed as expendable endowment.

2. Pension schemes' accounting policy and significant estimates and judgements

The Coventry DBF participates in three pension schemes administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the DBF and the other participating employers. One of these is the Church of England Funded Pensions Scheme for stipendiary clergy. The other two are for lay staff and are separate sections of the Church Workers Pension Fund – one a final salary scheme and the other a deferred annuity scheme. All three of these schemes are multi-employer defined benefit pension schemes for which the DBF is unable to identify its share of the underlying assets and liabilities as each employer is exposed to actuarial risks associated with the current and former employees of other entities participating in the scheme. A valuation of each scheme, to determine future contribution levels, is carried out once every three years and the resulting report and recovery plan for any deficit is required to be completed within fifteen months of the valuation date. On 26 October 2018, the High Court handed down a judgment involving the Lloyds Banking Group's defined benefit pension schemes. The judgment concluded that formerly contracted-out schemes are required to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. In November 2020, the High Court handed down a further ruling concerning the equalisation of GMPs. This ruling requires Trustees to equalise transfer payments paid from schemes. This exercise will require a check on previous transfers paid and if appropriate pay a top-up transfer payment to the receiving scheme if the GMP element is deemed to be unequal.

Normally the Employer is required to reflect both the backdated and future costs of GMP equalisation arising from this judgment. However, since the DBF participate and are accounting as multi-employer defined benefit pension schemes this is not applicable. Any uplift in liability will be reflected in the financial statements once revised deficit recovery payment plans are issued.

Accounting policy
Where the scheme is in deficit and the DBF is required to make deficit recovery contributions, this obligation is recognised as a liability within creditors in the Balance Sheet. The amount recognised is the sum of the deficit recovery contributions payable, discounted to the net present value. The unwinding of the discount in each year, together with contributions required by the Pensions Board for the benefit in relation to pensionable service in the year, is recognised within expenditure in the Statement of Financial Activities. Changes in the pension liability due to changes in the discount rate used and due to inaccuracies and changes in the actuarial assumptions made by the Pensions Board are recognised as actuarial gains or losses in the Statement of Financial Activities.

The liability and movements in the liability are allocated to the Diocesan Stipends Fund Capital Account, an endowment fund held for investment return for the benefit of the Diocesan Stipends Fund Income Account which is expected to be sufficient to cover the DBF's future deficit recovery contributions. Deficit recovery contributions actually paid in the year are transferred from the Diocesan Stipends Fund Income Account to the Diocesan Stipends Fund Capital Account.

Church of England Funded Pension Scheme (CEFPS)

Membership figures for reference
The membership figures held as at December 2025 and December 2024 for Coventry DBF are set out in the table below. These are used as part of the Board's calculation of the deficit contributions in payment at each year-end, which in turn feed into the FRS102 calculations, so are provided here for reference:

	Dec 2025	Dec 2024
Number of members at this Responsible Body	127	130

Coventry DBF participates in the Church of England Funded Pensions Scheme for stipendiary clergy, a defined benefit pension scheme. This scheme is administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the Responsible Bodies.

Each participating Responsible Body in the Church of England Funded Pensions Scheme pays contributions at a common contribution rate applied to pensionable stipends.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. It is not possible to attribute the Scheme's assets and liabilities to each specific Responsible Body, and this means contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, which were £772,845 in 2025 (2024: £875,000), plus any figures arising from contributions in respect of the Scheme's deficit (see below).

A valuation of the Scheme is carried out once every three years. The 2021 valuation showed the Scheme to be fully funded. The most recent Scheme valuation completed was carried out at as 31 December 2024 and showed the Scheme to be fully funded; as such in 2025, the deficit contributions paid were £0 (2024: £0).

The December 2024 valuation revealed a surplus of £560m, based on assets of £2,570m and a funding target of £2,010m, assessed using the following assumptions:

- An average discount rate of 6.0% pa
- RPI inflation of 3.4% pa (and pension increases consistent with this)
- CPIH inflation in line with RPI less 0.7% pa pre 2030 moving to RPI with no adjustment from 2030 onwards
- Increases in pensionable stipends in line with CPIH
- Mortality in accordance with 90% of the S4NA_L tables, with allowance for improvements in mortality rates from 2017 in line with the CMI2023 extended model with a long term annual rate of improvement of 1.5%, a smoothing parameter of 7, an initial addition to mortality improvements of 0.5% pa and an allowance for 2020 and 2021 data of 20% (i.e. w = 20%)

The 2024 valuation reflects the benefit improvements that the General Synod agreed in principle in July 2025 (and confirmed in February 2026).

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. However, as there were no deficit recovery payments from 1 January 2023 onwards, the balance sheet liability as at 31 December 2024 and 31 December 2025 is nil. The movement in the balance sheet liability over 2024 and over 2025 is set out in the table below:

	2025	2024
Balance sheet liability at 1 January	0	0
Deficit contribution paid	0	0
Interest cost (recognised in SoFA)	0	0
Remaining change to the balance sheet liability* (recognised in SoFA)	0	0
Balance sheet liability at 31 December	0	0

* Comprises change in agreed deficit recovery plan and change in discount rate and inflation assumptions between year-ends.
The legal structure of the scheme is such that if another Responsible Body fails, Coventry DBF could become responsible for paying a share of that failed Responsible Body's pension liabilities.

Church Workers Pension Fund (CWPF) – Defined Benefits Scheme
Coventry DBF (DBS) participates in the Defined Benefits Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the Employer and the other participating employers.

CWPF has two sections:
1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
    a. a deferred annuity section known as Pension Builder Classic, and,
    b. a cash balance section known as Pension Builder 2014.

Defined Benefits Scheme
The Defined Benefits Scheme ("DBS") section of the Church Workers Pension Fund provides benefits for lay staff based on final pensionable salaries.

For funding purposes, DBS is divided into sub-pools in respect of each participating employer as well as a further sub-pool, known as the Life Risk Pool. The Life Risk Pool exists to share certain risks between employers, including those relating to mortality and post-retirement investment returns.

The division of the DBS into sub-pools is notional and is for the purpose of calculating ongoing contributions. This does not alter the fact that the assets of the DBS are held as a single trust fund out of which all the benefits are to be provided. From time to time, a notional premium is transferred from employers' sub-pools to the General Reserve and all pensions and death benefits are paid from the General Reserve.

The scheme is a multi-employer scheme as described in Section 28 of FRS 102. It is not possible to attribute DBS assets and liabilities to specific employers, since each employer, through the General Reserve, is exposed to actuarial risks associated with the current and former employees of other entities participating in DBS. This means that contributions are accounted for as if DBS were a defined contribution scheme. There is one joint worker employed by Leicester Diocesan Board of Finance who is an active member of the Church Workers Pension Fund.

If, following an actuarial valuation of the General Reserve, there is a surplus or deficit in that reserve, further transfers may be made from the General Reserve to the employers' sub-pools, or vice versa. The amounts to be transferred (and their allocation between the sub-pools) will be settled by the Church of England Pensions Board having taken advice from the Actuary.

A valuation of DBS is carried out once every three years. At the most recent valuation at 31 December 2022 there was a surplus of £73.6m. The next actuarial valuation is due at 31 December 2025.

In 2024, the Board entered into a full buy-in agreement with Aviva to insure all accrued benefits within the DBS of the CWPF. It was also agreed that some employers could use assets in the DBS in lieu of contributions to Pension Builder Classic and/or Pension Builder 2014.

The Church of England Pensions Board agreed that deficit contributions should cease with effect from 31 December 2022 for employers whose pools were estimated to be materially in surplus. As a result, there is no obligation recognised as a liability within the Employer's financial statements as at 31 December 2024 or 31 December 2025.

	2025	**2024**
Balance sheet liability at 1 January	0	0
Deficit contribution paid	0	0
Interest cost (recognised in SoFA)	0	0
Remaining change to the balance sheet liability*(recognised in SoFA)	0	0
Balance sheet liability at 31 December	0	0

* Comprises change in agreed deficit recovery plan and change in discount rate and inflation assumptions between year-ends.
The legal structure of the scheme is such that if another employer fails, the employer could become responsible for paying a share of that employer's pension liabilities.

Pension Builder Scheme

The Coventry DBF participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

The Pension Builder Scheme, which has two subsections;

a. a deferred annuity section known as Pension Builder Classic, and,
b. a cash balance section known as Pension Builder 2014.

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.
The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable in 2025 this was £168k.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2026, the Board chose to grant a discretionary bonus of 10% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 1997 service so that the pension increase was also 10% (where usually it would be calculated based on inflation up to an annual cap of 5% for pensions in payment in respect of service prior to April 2006 and 2.5% for pensions in payment in respect of service post April 2006). This followed improvements in the funding position over 2025. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The Church of England Pensions Board has agreed that some employers could use assets in the DBS of the CWPF in lieu of contributions to Pension Builder Classic and/or Pension Builder 2014.

The next valuation is being carried out as at 31 December 2025.

The legal structure of the scheme is such that if another employer fails, the Coventry DBF could become responsible for paying a share of the failed employer's pension liabilities.

Valuation of glebe assets

The valuation of the Glebe investment property portfolio has been prepared for inclusion in the Coventry Diocesan Board of Finance Limited's annual accounts at 31 December 2025 and covers a mixed portfolio of agricultural, residential and commercial property, valued at £33.99m in aggregate.

The commercial property portfolio experienced a small softening in value year-on-year, reflecting lease length, covenant strength and yield adjustments rather than widespread occupational weakness. Although individual assets increased in value due to improved rental profiles and lease renewals, short unexpired leases placed downward pressure on some valuations. The basis of valuation is an income capitalisation approach, using gross yields appropriate to tenant strength, lease term and asset quality, with yields typically ranging between 5.25% and 10% depending on risk profile and reversionary potential.

The agricultural property portfolio has been valued on a consistent and conservative basis, reflecting its predominantly tenanted nature and minimal reliance on speculative hope value. Agricultural land values nationally showed slight softening in 2025, but this was not considered sufficient to warrant wholesale adjustments to the portfolio. The adopted valuation principles include capitalisation of rent at recognised yields for Agricultural Holdings Act tenancies, fixed per-acre values for Farm Business Tenancies and woodlands, and minimum benchmarks for allotments.

The residential element reflects a bifurcated market during 2025, with strong early-year activity followed by stagnation after the withdrawal of stamp duty relief and budget-related uncertainty. Despite multiple base rate reductions during the year, transactional volumes remained subdued, and price growth was modest and front-loaded. In this context, the valuers applied a measured uplift of 2% to the four residential properties subject to short-term assured shorthold tenancies, aligning valuations with observed local indices while avoiding over-optimism in a buyer-led market.

Looking ahead to 2026, the portfolio is positioned to withstand uncertainty in both agricultural subsidy regimes and the private rented sector, suggesting valuation stability rather than material uplift remains the most likely short-term outcome.

3. Net Income

Net income is stated after charging/crediting

	2025 £000s	2024 £000s
Net income		
Auditor's remuneration for the audit	**18**	39
Depreciation	**25**	26
Hire of office equipment	**6**	5
(Surplus)/loss on disposal of tangible fixed assets	**239**	(906)

4. Analysis of income

a. Parish Share

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Parish share received for the current year	4,868	-	21	-	**4,889**	5,000
Arrears received in respect of previous years	136	-	48	-	**184**	162
	5,004	**-**	**69**	**-**	**5,073**	**5,162**

b. Grants from Church Commissioners and Archbishops' Council

This reflects monies from Church Commissioners and Archbishops' Council which are used in the following activities:

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Ministry Division funding of curates	319	-	-	-	**319**	364
Mission to Lowest Income Communities grant	-	-	503	-	**503**	484
Ordination Training Grant *(note17)*	-	-	55	-	**55**	(67)
Contribution to Bishop's Legal costs	59	-	-	-	**59**	53
	378	**-**	**558**	**-**	**936**	**834**

c. Other grants and donations

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
King Henry VIII Endowed Trust	-	-	160	-	**160**	198
Benefact Trust	75	-	-	-	**75**	89
Urban Plant Programme	-	-	(69)	-	**(69)**	50
Net Zero Grant	-	-	-	-	**-**	86
Serving Christ	-	-	-	-	**-**	(11)
Legacies	-	-	-	-	**-**	5
Other grants and similar income	35	-	576	-	**611**	559
	110	**-**	**667**	**-**	**777**	**976**

d. Charges for charitable activities

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Parochial fees	283	-	-	-	**283**	277
	283	**-**	**-**	**-**	**283**	**277**

e. Other trading activities

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Rental income (non-investment properties)	277	-	-	-	**227**	259
Recharged payroll costs	97	-	-	-	**97**	151
Training	13	-	-	-	**13**	16
Sundry income	90	-	4	-	**94**	14
	427	**-**	**4**	**-**	**431**	**441**

f. Investments

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Glebe property income	5	-	-	1,239	**1,244**	1,204
Glebe investment disposals	-	-	-	-	**-**	-
Unlisted securities	68	4	71	992	**1,135**	1,234
Bank and deposit interest	40	-	17	91	**148**	-
Other property income	-	-	4	-	**4**	6
	113	**4**	**92**	**2,322**	**2,531**	**2,444**

5. Analysis of expenditure

a. Raising funds

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Glebe operating costs	-	-	2	221	**223**	262
Glebe management fees	-	-	-	69	**69**	64
Parsonage rental costs	48	-	-	-	**48**	53
Support costs	315	-	6	-	**321**	313
	363	**-**	**8**	**290**	**661**	**693**

b. Mission and ministry

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Clergy stipends costs (see note 9)	-	-	3,959	-	**3,959**	3,659
Curates stipends costs (see note 9)	-	-	1,070	-	**1,070**	1,132
Clergy housing	860	44	985	-	**1,889**	1,944
Clergy appointment & retirement costs	132	-	-	-	**132**	122
Staff costs (see note 10)	563	29	11	-	**603**	305
Fees to retired stipendiary clergy	29	-	-	-	**29**	42
Other clergy diocesan expenses	143	-	16	-	**159**	126
Support costs	347	-	7	-	**354**	378
	2,074	**73**	**6,048**	**-**	**8,195**	**7,708**

c. Support for mission and ministry

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Department costs	29	-	3	-	**32**	45
Staff costs (see note 10)	850	-	66	-	**916**	724
Grants (see note 7)	593	217	552	-	**1,362**	1,127
Churches closed for public worship	17	-	1	-	**18**	11
Support costs	1,160	-	23	-	**1,183**	1,194
	2,649	**217**	**645**	**-**	**3,511**	**3,100**

d. Contributions to Archbishops' Council

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Training for ministry	240	-	-	-	**240**	285
National Church Responsibilities	151	-	-	-	**151**	140
Grants and provisions	25	-	-	-	**25**	24
Retired clergy housing & other costs	104	-	-	-	**104**	97
	520	**-**	**-**	**-**	**520**	**546**

e. Diocesan Board of Education

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s	2024 Total £000s
Grants (see note 7)	177	-	-	-	**177**	169
Support costs	8	-	-	-	**8**	9
	185	**-**	**-**	**-**	**185**	**178**

6. Analysis and allocation of support costs

	Raising funds £000s	Ministry & mission £000s	Support for ministry & mission £000s	Education £000s	2025 Total £000s	2024 Total £000s
Governance, management & finance						
Staff costs (see note 10)	169	105	334	6	**614**	562
Other costs	48	32	186	2	**268**	318
Office						
Staff costs (see note 10)	26	167	258	-	**451**	538
Other costs	78	50	405	-	**533**	475
	321	**354**	**1,183**	**8**	**1,866**	**1,893**

7. Grants awarded

	2025 Total £000s	2024 Total £000s
To parishes and other organisations in the Diocese		
Mission and ministry in parishes		
Mission to Lowest Income Communities grants	107	66
Diocesan Mission Fund grants to parishes	124	153
Bishop's Mission Fund grants to parishes	-	2
Urban Church Plants	366	331
Other grants to parishes	58	46
Church land and buildings		
Church Improvement Fund grants (superseded by Building Fund)	-	21
Building Fund	55	-
Buildings for Mission	45	67
Church Fabric Fund grants (superseded by Building Fund))	-	32
Other Net Zero grants	38	11
CIF Net Zero grants	74	85
Other organisations in the Diocese		
Coventry Diocesan Board of Education	177	169
Together for Change	41	30
Coventry Cathedral	150	150
	1,235	1,162
To other institutions		
Syrian Orthodox Christian School	5	10
Queen Victoria Fund	-	3
Workcare Grant	7	7
	12	20
To individuals		
For support of ordinands in ministerial training	268	100
Other grants to clergy and readers	22	12
Lay retreat grants	2	2
	292	114
	1,539	1,296

Summarised by fund type:	General Fund £000s	Designated funds £000s	Restricted funds £000s	2025 Total £000s	2024 Total £000s
Support for mission and ministry					
Mission and ministry in parishes	140	87	428	**655**	624
Church land and buildings	-	130	82	**212**	216
Other organisations in the Diocese	191	-	-	**191**	180
Other institutions	7	-	5	**12**	20
Individuals	255	-	37	**292**	88
	593	**217**	**552**	**1,362**	**1,127**
Diocesan Board of Education	177	-	-	**177**	169
	177	-	-	**177**	169
	770	**217**	**552**	**1,539**	**1,296**

8. Trustees' emoluments and expenses

None of the trustees received any emoluments from the DBF for services performed as directors (2024: £nil).

The parochial clerical members who are trustees of the DBF and the archdeacons are in receipt of a stipend, housing and other payments made to clergy paid by the DBF by virtue of their office. The DBF provides housing for the Suffragan Bishop by virtue of their office.

No trustees received travel expenses related to activity as trustees of the DBF (2024: nil). Two trustees received a total of £1,721.95 in the year for travel and other expenses in connection with their membership of the General Synod of the Church of England, membership of which is not connected with their membership of the Board (2024: two and £1,879). Nine trustees received a total of £373,495 in connection with other offices held in the Diocese (2024: twelve and £505,693). These amounts were for stipends, accrued pension benefits, housing, expenses and sundry grants for resettlement and ministerial development.

9. Clergy headcount and costs

The average full time equivalent number of stipendiary clergy who were office holders in the Diocese was 120.5 (2024: 121.5); this included two (2024: two) archdeacons.

	2025 Total £000s	2024 Total £000s
Stipends	**3,846**	3,718
Social security costs	**427**	323
Pension contributions	**755**	847
	5,028	**4,887**

10. Staff headcount and costs

a. Staff numbers based on an average of full time equivalent

	2025	2024
Staff employed directly:		
Mission and ministry	12	7
Support for mission and ministry	19	24
Central support	17	15
	48	45
Staff employed via third parties		
Central support	1	1
	1	1
	49	46

b. Staff numbers based on headcount

	2025 Headcount	2024 Headcount
Staff employed directly:		
Mission and ministry	15	8
Support for mission and ministry	29	31
Central support	21	19
	65	58
Staff employed via third parties		
Central support	2	2
	2	2
	67	60

c. Staff costs

	2025 Total £000s	2024 Total £000s
Staff employed directly:		
Salaries	2,099	1,848
Social security costs	247	167
Pension contributions	186	18
	2,532	**2,033**
Staff employed via third parties		
For service in the year	43	166
	2,575	**2,199**

The number of employees whose total remuneration amounted to over £60,000 in the year was as follows:

	2025 Headcount	2024 Headcount
£90,001 - £100,000	1	-
£80,001 to £90,000	-	1
£70,001 to £80,000	1	-
£60,001 to £70,000	1	2
	3	**3**

Key management personnel are deemed to be those having authority and responsibilities, delegated to them by the trustees, for planning, directing and controlling the activities of the DBF. During 2025 they were:

Diocesan Secretary	Jacqueline Ladds
Director of Finance	Karen Birch
Director of Operations	Stephen Davenport
Director of Ministry & Leadership	Robert Harrison
Director of Healthy Churches and New Worshipping Communities	Jenny Irvine
Director of Communications	Andrew Waddams
Director of Safeguarding	Sarah Price
Director of Regeneration and Community Transformation	Jennete Jones

Remuneration and pension for these eight roles amounted to £621,785 (2024: £553,827 for eight roles)

11. Tangible fixed assets

	Parsonages £000s	Glebe houses £000s	Operational properties £000s	Diocesan offices £000s	Office equipment £000s	Total £000s
Cost						
At 1 January 2025	7,052	928	10,609	846	319	**19,754**
Additions	-	-	-	-	-	**-**
Transfers	683	-	(683)	-	-	**-**
Adjustment to disposal*	-	-	(239)	-	-	**(239)**
At 31 December 2025	**7,735**	**928**	**9,687**	**846**	**319**	**19,515**
Depreciation						
At 1 January 2025	-	-	-	-	291	**291**
Charge for year	-	-	-	-	24	**24**
At 31 December 2025	**-**	**-**	**-**	**-**	**315**	**315**
Net book value						
At 31st December	**7,735**	**928**	**9,687**	**846**	**4**	**19,200**
At 1st January	7,052	928	10,609	846	28	19,462

All tangible fixed assets were used for direct charitable purposes.
*Adjustment from overstating prior year surpluses on sales of operational properties.

12. Fixed asset investments

	Glebe properties £000s	Unlisted investments £000s	2025 Total £000s	2024 Total £000s
Fair value at 1 January	33,929	39,582	**73,511**	72,438
Additions at cost	-	1,000	**1,000**	-
Disposals at cost	8	-	**8**	1,089
(Losses)/Gains on revaluation	69	(1,482)	**(1,413)**	2,162
Fair value at 31 December	**33,990**	**39,100**	**73,090**	**73,511**

Option agreements on Glebe properties have been entered into with land developers of £438k (2024: £293k). These have been included in creditors as deferred income (see note 14).

13. Debtors

	2025 Total £000s	2024 Total £000s
Glebe agents	341	194
Accrued grant income due within one year	1,097	1,348
Prepayments and accrued other income	386	277
CCLA dividend income accrued	285	277
Other debtors	287	8,129
	2,396	**10,225**

14. Creditors: amounts falling due within one year

	2025 Total £000s	2024 Total £000s
Trade creditors	566	1,811
Grant payment accruals	558	535
Other accruals	143	208
Deferred income	699	557
Taxation and social security	115	1,132
Pension contributions payable	19	51
	2,100	**4,294**

a. Deferred Income

	Property Land Options £000s	Income Received in Advance £000s	Deferred Income £000s	Total Deferred Income £000s
Opening Balance 1st January	303	40	214	**557**
Deferrals	135	-	28	**163**
Released	-	(21)	-	**(21)**
Closing Balance 31st December	**438**	**19**	**242**	**699**

15. Creditors: amounts falling due after more than one year

	2025 Total £000s	2024 Total £000s
Pension liability (see note 2)	**-**	-
Grant payment accruals	**-**	-
	-	-

16. Statement of funds

	At 1 Jan £000s	Income £000s	Expenditure £000s	Transfers £000s	Gains and (losses) £000s	At 31 December £000s
GENERAL FUND	**2,573**	**6,315**	**(5,791)**	**(1,191)**	**(96)**	**1,810**
DESIGNATED FUNDS						
Operational Properties Fund	10,813	(239)	-	(42)	-	**10,532**
Cathedral Fund	5,000	-	-	-	-	**5,000**
Bishop's Mission Fund	33	-	(2)	-	-	**31**
Extra Mission & Ministry Fund	27	-	(27)	-	-	**-**
Diocesan Mission Fund	11	-	(87)	90	-	**14**
Church Fabric Fund	10	-	-	(10)	-	**-**
Church Improvement Fund	5	-	-	(5)	-	**-**
Bishop of Coventry's Link Dioceses Fund	4	-	-	-	-	**4**
Building Fund	-	-	(56)	75	-	**19**
Lambeth Conference Fund	19	-	-	-	-	**19**
Special Projects 2020	20	-	-	-	-	**20**
Clergy Holidays Fund	150	4	-	-	(5)	**149**
Property Net Zero Quick Win Fund	23	-	(44)	200	-	**179**
CIF-NZ (Net Zero)	147	-	(74)	200	-	**273**
Total designated funds	**16,262**	**(235)**	**(290)**	**508**	**(5)**	**16,240**
Total unrestricted funds	**18,835**	**6,080**	**(6,081)**	**(683)**	**(101)**	**18,050**
RESTRICTED FUNDS						
Mission to Lowest Income Communities	655	501	(107)	(245)	-	**804**
Church Commissioners' Mission Fund	2	-	-	-	-	**2**
LINC DMF Fund	34	-	(37)	50	-	**47**
LINC Stipends Fund	4	-	-	-	-	**4**
LINC Growth Strategy	326	-	(256)	195	-	**265**
Strategic Development Fund	801	(69)	(259)	-	-	**473**
Places of Peace project	7	-	-	-	-	**7**
Offa Capital Projects Fund	218	11	(12)	-	-	**217**
Offa Spiritual Renewal Fund	1,386	41	(14)	-	(53)	**1,360**
Syrian Orthodox Christian School Fund	6	2	(5)	-	-	**3**
Companionship Link Funds	1	1	-	-	-	**2**
Retreat Grants Fund	11	1	-	-	-	**12**
The Reverend George Goode Fund	15	-	-	-	-	**15**
Ordination Training Grant Fund	150	55	(37)	-	-	**168**
DC Bonfield Bequest	59	-	-	-	-	**59**
Archdeacons' Discretionary Fund	50	2	(3)	-	(2)	**47**
Queen Victoria Clergy Fund	8	3	-	-	-	**11**
Diocesan Stipends Fund Income Account	1,981	53	(4,607)	2,664	-	**91**
Capacity Funding B	12	-	(12)	-	-	**-**
Warwick Clergy Stipends & Housing Fund	-	160	(160)	-	-	**-**
NZ Grant 1	15	-	(8)	(2)	-	**5**
NZ Grant 2 Recruitment	30	17	(34)	2	-	**15**
Pastoral Fund	916	6	(901)	-	-	**21**
Ministry Hardship Fund	2	-	-	-	-	**2**
Parsonage Grant	-	8	(8)	-	-	**-**

16. Statement of funds – continued

	At 1 Jan £000s	Income £000s	Expenditure £000s	Transfers £000s	Gains and (losses) £000s	At 31 December £000s
RESTRICTED FUNDS						
Churchyard Biodiversity & Heritage Project	-	195	(25)	-	-	**170**
Parish Share Fund	3	70	(73)	-	-	**-**
NZ Housing Demonstrator Grant	37	-	-	-	-	**37**
Church Buildings Support Officer Grant	45	-	(19)	-	-	**26**
10k Quick Win	39	-	(39)	-	-	**-**
Alto Energy (BUS Grant)	-	8	(8)	-	-	**-**
Diocesan Investment Programme	258	325	(34)	-	-	**549**
Buildings for Mission	43	-	(43)	-	-	**-**
Total restricted funds	**7,114**	**1,390**	**(6,701)**	**2,664**	**(55)**	**4,412**
ENDOWMENT FUNDS						
Expendable:						
Parsonage Houses Fund	7,052	-	-	683	-	**7,735**
Permanent:						
Diocesan Stipends Fund Capital Account	68,210	2,322	(290)	(2,645)	(1,332)	**66,265**
Coventry Diocesan Endowment Fund	874	-	-	(19)	76	**931**
Total endowment funds	**76,136**	**2,322**	**(290)**	**(1,981)**	**(1,256)**	**74,931**
TOTAL FUNDS	**102,085**	**9,792**	**(13,072)**	**-**	**(1,412)**	**97,392**

17. Descriptions of Designated, Restricted and Endowment Funds

Designated Funds

Operational Properties Fund

This fund represents the cost of properties held for operational use by the DBF and by clergy not in parochial posts that otherwise would be held by the General Fund, including the houses occupied by the Suffragan Bishop and the archdeacons, but excluding Glebe houses for occupation by clergy, together with surplus cash from the sale of properties held for reinvestment in houses for curates and other clergy.

Cathedral "Endowment" Fund

With the loss of trading income for the Cathedral during the COVID 19 pandemic, the DBF intends to create a fund with a capital amount of £5m which is to remain under the control of the DBF. The income generated from the capital amount, would then be granted on a quarterly basis to the Cathedral each year. It is expected that c£150k will be derived from these investments. This income can then be used by the Cathedral on its normal running costs and in return the Cathedral will continue to provide Diocesan services, and work with parishes on the reconciliation ministry strategic objective across the Diocese. These funds can be undesignated, in agreement with the Cathedral, by the DBF in the future.

Bishop's Mission Fund

This fund has been established to support specific mission projects sponsored by the Bishop of Coventry.

Extra Mission and Ministry Support Fund

This fund enables the DBF to give financial support to those providing ministry and mission.

Diocesan Mission Fund (now known as the Mission Fund)

The Diocesan Mission Fund was set up in 2009 and has been replenished to fund applications for mission support from parishes.

Church Fabric Fund

This fund is normally used to make fabric grants to churches.

Church Improvement Fund

This fund is used to make improvement grants to churches for their buildings with the aim of increasing mission effectiveness.

Bishop of Coventry's Link Dioceses Fund

This fund is supported by transfers from the General Fund and relates to the Anglican Diocese of Kaduna and the Syrian Orthodox Diocese of Jerusalem.

Buildings Fund

This fund was set up in 2025 to replace the Church Fabric Fund and the Church Improvement Fund. This is to simplify the grant process for parishes applying for funding for their church buildings.

Lambeth Conference Fund

This fund was set up in 2020 to support the Lambeth Conference, a national Anglican-communion event held in 2022

Special Projects 2020

This fund was established to support special projects in the Diocese of Coventry.

Clergy Holidays Fund

This fund receives interest arising from the capital on the past sale of a flat in Bournemouth and a bequest received in 2005. It is used by the Archdeacons to make holiday grants to clergy and licensed lay workers.

Property Net Zero Quick Win Fund

This fund was set up to improve the Net Zero performance of the housing stock that the DBF is responsible for.

CIF-NZ (Net Zero)

This fund was set up as part of the Church Improvement Fund to give grants to parishes for improving the facilities in their church buildings that demonstrate a reduction in carbon footprint.

Property (Net Zero) Pilot
This fund was set in 2023 to cover the costs of a housing project that would showcase the benefits of ensuring that the housing stock that the DBF is responsible for is as energy efficient as possible.

Restricted Funds
Serving Christ Fund
This fund has been set up as a result of a grant awarded in 2017 by the Church Commissioners towards the costs of the Serving Christ project, an extension of the existing diocesan strategy of growing healthy churches. The project aims to increase significantly the capacity for growth in existing and emerging churches across the diocese of Coventry, and also Ebbsfleet parishes in other Dioceses, by a focus on discipleship development.

Mission to Lowest Income Communities Fund
This fund is for grants received from the Church Commissioners for mission to lowest income communities in the Diocese.

Church Commissioners' Mission Fund
This fund represents additional funds given to the DBF by the Church Commissioners that have arisen as a result of better returns on their investment assets and may be used to support parochial ministry and mission.

LINC DMF Fund
This fund is drawn from the Lowest Income Communities Fund to award Diocesan Mission Fund grants to eligible parishes. The expenditure against this fund is for strategic missional projects that align to Our Shared Future.

LINC NCD Fund
This fund is drawn from the Lowest Income Communities Fund to support the DBF's healthy churches work and Natural Church Development (NCD) diagnostic survey tool.

LINC CGDA Fund
This fund is drawn from the Lowest Income Communities Fund for the DBF's Church Growth in Deprived Areas project

LINC Stipends Fund
This fund is drawn from the Lowest Income Communities Fund for clergy stipends that are in eligible parishes

LINC Growth Strategy
This fund is drawn from the Lowest Income Communities Fund to support the DBF's missional growth work for stipends & parsonage housing costs for eligible parishes under the Growth Strategy.

Strategic Development Fund
This fund represents monies released by the Church Commissioners to support major change projects which lead to a significant difference in dioceses' mission. This includes the Church Urban Plants project.

Places of Peace Fund
A fund to support a youth work project and pilot which aimed to address the issue of youth violence in the city of Coventry.

Offa Capital Projects Fund
The Trustees and Bishop of Coventry have set this fund using the proceeds of the Offa House sale. The capital and income from this fund can be used to fund capital projects that support the spiritual development of the members of the church in the Diocese of Coventry.

Offa Spiritual Renewal Fund
This fund has been set up using the monies from the sale of Offa House. The capital and income from this fund is available to fund projects for children and or adults which develop their spirituality.

Syrian Orthodox Christian School Funds
The Mar Ephraim School is a Syrian Orthodox school that opened in Bethlehem in 2006. Donations to the main fund go to support the school and the Scholarship Fund is used to provide a bursary for a pupil. These funds were previously managed by Coventry Cathedral and were paid over to the DBF in December 2011.

Companionship Link Funds
These funds are funds raised to fund specific projects for the linked dioceses, including the Diocese of Kapsabet in Kenya.

Retreat Grants Fund
This fund was set up with funds donated by the company which managed the former retreat house, for retreat grants for lay people who are not licensed and who are communicant members of the Church of England within the Diocese of Coventry.

The Reverend George Goode Fund
This fund represents money held for training and supporting the ministry of Readers in the Diocese.

Ordination Training Grant Fund
This fund is for the block grant received from the Archbishop's Council for training ordinands sponsored by the Diocese. The block grant is based on the number and age of ordinands sponsored by the Diocese and can only be used to fund training on Initial Ministerial Education Phase 1 pathways at accredited institutions approved by the Ministry Division of the Archbishops' Council.

DC Bonfield Bequest and Ordination Candidates' Fund
These funds enable the DBF to give financial support to those in training for the Ministry. The DC Bonfield Bequest funds came from the estate of Donald Charles Bonfield in 2006 and subsequent years.

Archdeacons' Discretionary Fund and the Queen Victoria Clergy Fund
These funds enable the Archdeacons and the Bishop to give discretionary grants to those in Parochial Ministry in need.

Diocesan Stipends Fund Income Account
This fund consists of accumulated income balances subject to the Diocesan Stipends Fund Measure 1953. It receives income specifically for support of stipends, in particular Glebe rental income and investment income from the Diocesan Stipends Fund Capital Account and is charged with expenditure on Clergy stipends and the management and maintenance of Glebe property. The excess of expenditure over income is charged to the General Fund.

Capacity Funding
This fund has been set up as a result of a grant awarded in 2020 from the Church Commissioners to fund the first year of salary for the Programme Manager and the Director of New Worshipping Communities posts which form part of the Growth Strategy of the Diocese.

Warwick Clergy Stipends & Housing Fund
This fund receives income from The King Henry VIII Endowed Trust, Warwick to pay for Stipends & housing costs of the clergy in parishes of the Warwick Team & Budbrooke.

NZ Grant 1
This grant was awarded in 2023 by the Church Commissioners and is for impartial energy audits.

NZ Grant 2 Recruitment
This capacity grant was awarded in 2023 by the Church Commissioners to support the Diocese in employing a Net Zero Consultant, who could help facilitate Net Zero projects at local parish levels.

Pastoral Fund
This fund is the Diocesan pastoral account governed by the Mission and Pastoral Measure 2011 and the Code of Practice. The restricted purposes for which the fund may be used are set out in section 94 of the Measure, but include payment of costs incurred for purposes permitted under the Measure, including the repair and maintenance of closed churches and the provision, improvement or repair of parsonage houses and those houses occupied by clergy, or churches in the Diocese but not the salaries or wages of persons in the regular employment of the bishop, any board or committee of the diocese.

Ministry Hardship Fund
This fund represents funding received from the Church Commissioners to provide one off hardship grants to clergy & employees on lower income & grants towards PCC to help with the significant increase in energy costs.

Parsonages Grant
This fund represents grant income received from Marshall's Charity towards the improvement of parsonage houses within the Diocese. The income is restricted to expenditure on eligible parsonage properties in accordance with the terms of the grant.

Churchyard Biodiversity and Heritage Project
The Churchyard Biodiversity and Heritage Project is a multi-year diocesan initiative focused on improving biodiversity, heritage, community engagement and access across Anglican churchyards in Coventry and Warwickshire. The funding comes from the National Lottery Heritage Fund

Parish Share fund
This fund is for income & expenditure related to the cost of ministry for parishes that have given Parish Share income via a third party.

Net Zero Housing Demonstrator Grant
This fund is the result of a grant awarded in 2024 by the Church Commissioners to fund retrofit projects that enable improvements in the Net Zero Performance of the Diocesan's housing stock.

Church Building Supports Officer Grant
This fund is the result of a grant awarded in 2024 by the Church Commissioners to part fund the cost of employing a Church Builders Support Office.

10k Quick Win Fund
This fund is the result of a grant awarded in 2024 by the Church Commissioners to fund small grants to parishes within the Diocese to help support local Net Zero projects.

Alto Energy Grant
This grant was awarded in 2024 to fund a Boiler upgrade scheme to benefit the DBF's housing stock.

Diocesan Investment Programme
This fund has been set up as a result of a grant awarded in 2024 by the Church Commissioners towards the work and cost of a Strategic Programme & Change Director.

Building For Mission
This fund is the result of a grant awarded in 2024 by the Church Commissioners to cover grants to parishes for urgent and necessary minor repair projects or improvement projects on their church buildings.

Endowment Funds
Parsonage Houses Fund
This fund represents the capitalised value of clergy housing for which the DBF has responsibility for maintenance.

Diocesan Stipends Fund Capital Account
This fund represents the value of property and investments held under the Endowments and Glebe Measure 1976. Historically, these holdings were held at parish level for the benefit of individual clergy stipends, but since the Measure they have been managed at Diocesan level for the benefit of all clergy paid for by the DBF.

Coventry Diocesan Endowment Fund
This fund is established to produce income applied for the augmentation of stipends. The assets of the fund are held by the Diocesan Trustees as custodian trustees.

18. Total Return

	Trust for Investment £000s	Unapplied Total Return £000s	Total £000s
At 1 January 2025			
Gift component of the permanent endowment	14,984		14,984
Accumulated inflation since original gift	10,023		10,023
Accumulated net transfers brought forward	(162)		(162)
Unapplied total return		43,042	43,042
	24,845	43,042	67,887
Movements in the year			
Investment return: property income, dividends and interest		2,322	2,322
2025 Investment expenditure: Glebe portfolio		(290)	(290)
Investment return: realised and unrealised gains and losses		(1,332)	(1,332)
Indexation on base value of investment	509	(509)	-
	509	191	700
Unapplied total return allocated to income in the year		(2,322)	(2,322)
Release of historic unapplied total return		-	-
		(2,322)	(2,322)
Net movements in the year	509	(2,131)	(1,622)
At 31 December 2025			
Gift component of the permanent endowment	14,984		14,984
Accumulated inflation since original gift	10,532		10,532
Accumulated net transfers brought forward	(162)		(162)
Unapplied total return		40,911	40,911
	25,354	**40,911**	**66,265**

19. Transfer between funds

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s
Diocesan Stipend Fund Income Account	-	-	323	(323)	**-**
Diocesan Stipend Fund Income Account	-	-	19	(19)	**-**
Operational Properties Fund	(641)	641	-	-	**-**
Diocesan Mission Fund	(90)	90	-	-	**-**
CIF-NZ (Net Zero)	(200)	200	-	-	**-**
Parsonage Houses Fund	-	(683)	-	683	**-**
Property NZ Quick Win Fund	(200)	200	-	-	**-**
Building Fund	(60)	60	-	-	**-**
	(1,191)	**508**	**342**	**341**	**-**

20. Analysis of net assets between funds

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2025 Total £000s
Funds at 31 December 2025 are represented by:					
Tangible fixed assets	4	10,533	-	8,663	**19,200**
Fixed asset investments	2,317	121	1,321	69,331	**73,090**
Net current assets	(511)	5,586	3,091	(3,063)	**5,103**
Total net assets	**1,810**	**16,240**	**4,412**	**74,931**	**97,393**

21. Related party transactions

The Coventry Diocesan Board of Education (the DBE) is a related party as it is responsible to Diocesan Synod, the members of which are also the members of the DBF. The DBF provided the DBE with grants of £177,000 (2024: £169,004) in the year towards the costs of the DBE's statutory obligations.

The Coventry Diocesan Trustees (Registered) (the CDT) is a related party as it is the custodian trustee of the Coventry Diocesan Endowment Fund and a residential property. Income received from the Diocesan Trustees during the year for the Diocesan Stipends Fund Income Account was:

- Coventry Diocesan Endowment Fund £23,770.15 (2024: £23,225.21)
- Residential property £4,089 (2024: £4,766)

Costs incurred by the DBF on behalf of the Diocesan Trustees were £24,500 (2024: £24,500). These costs were for secretarial support and accounts preparation fees.

Together for Change (TFC) is a partner charity supported by the DBF and the Church Urban Fund. Costs incurred by the DBF as part of this partnership include the supply of a Chief Executive Officer, office and IT provision, and finance and HR services. Grants of £103,768 were awarded in the year of this £63k related to LINC Camphill project (2024: £100,00). CDBF invoiced TFC for £3,733 in 2025 (2024: £1,437)

There was a grant to Coventry Cathedral for £150,000 in 2025 (2024 : £150,000). Coventry Cathedral is a related partner as CDBF's trustee the Very Reverend John Witcombe, is the Dean of Coventry. There were also supplier payments made to Coventry Cathedral in 2025 of £14,714 (2024: £12,722) and CDBF conversely invoiced Coventry Cathedral, for the supplier of various services and IT assets £139,817 in 2025 (2024: £114,728).

There were £250 other related transactions during the year with the company Potential Plus (2024: £250). The transaction related to Curates training services provided by Sarah Jackson who is a Director/Owner of Potential Plus and the wife of Barry Jackson, Trustee.

There was a grant for £6,839.25 to Arley and St. Michaels Community Centre for other related transactions, where Gail Phillip is a trustee. Gail is also a trustee of CDBF.

There were £5,421.60 (2024: £2,406) other related transactions for Clearly Simpler Ltd. These transactions related to Equip Hub support from a trustee Graham Pringle

22. Prior year Statement of Financial Activities

	Notes	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2024 Total £000s
Income and endowments from:						
Donations Parish Share	*4a*	5,142	-	20	-	**5,162**
Church Commissioners	*4b*	417	-	417	-	**834**
Other grants and donations	*4c*	206	-	770	-	**976**
Charges for charitable activities	*4d*	277	-	-	-	**277**
Other trading activities	*4e*	439	-	2	-	**441**
Investments income	*4f*	161	4	82	2,197	**2,444**
Total return allocated to income	*18*	-	-	2,197	(2,197)	**-**
Release of historic return	*18*	-	-	2,358	(2,358)	**-**
Surplus on sale of assets		-	-	906	-	**906**
Total		**6,642**	**4**	**6,752**	**(2,358)**	**11,040**
Expenditure on:						
Raising funds	*5a*	347	-	344	2	**693**
Charitable activities						
Mission and ministry	*5b*	2,576	257	4,875	-	**7,708**
Support for mission and ministry	*5c*	2,136	349	615	-	**3,100**
Contributions to Archbishop's Council	*5d*	546	-	-	-	**546**
Diocesan Board of Education	*5e*	177	-	1	-	**178**
Other		-	-	-	-	**-**
Total		**5,782**	**606**	**5,835**	**2**	**12,225**
Net income before investment gains		**860**	**(602)**	**917**	**(2,360)**	**(1,185)**
Net gains on investments						
Net gains on revaluation	*12*	49	3	31	2,080	**2,163**
Surplus on sale of investment assets		-	-	-	4,724	**4.724**
Net income		**909**	**(599)**	**948**	**4,444**	**5,702**
Transfers between funds	*19*	(619)	(295)	97	817	**-**
Other recognised gains:						
Actuarial gains / (losses) on defined benefit pension scheme	*2*	-	-	-	-	**-**
Net movement in funds		**290**	**(894)**	**1,045**	**5,261**	**5,702**
Reconciliation of funds						
Funds at 1 January	*16*	2,283	17,156	6,069	70,875	**96,383**
Net movement in funds		290	(894)	1,045	5,261	**5,702**
Funds at 31 December	*16*	**2,573**	**16,262**	**7,114**	**76,136**	**102,085**

23. Prior year Statement of Funds

	At 1 Jan £000s	Income £000s	Expenditure £000s	Transfers £000s	Gains and (losses) £000s	At 31 Dec £000s
GENERAL FUND	**2,283**	**6,641**	**(5,781)**	**(619)**	**49**	**2,573**
DESIGNATED FUNDS						
Operational Properties Fund	11,658	-	-	(845)	-	**10,813**
Cathedral "Endowment" Fund	5,000	-	-	-	-	**5,000**
Bishop's Mission Fund	35	-	(2)	-	-	**33**
Extra Mission & Ministry Fund	75	-	(48)	-	-	**27**
Diocesan Mission Fund	94	-	(173)	90	-	**11**
Church Fabric Fund	2	-	(42)	50	-	**10**
Church Improvement Fund	26	-	(31)	10	-	**5**
Bishop of Coventry's Link Dioceses Fund	4	-	-	-	-	**4**
Lambeth Conference Fund	20	-	-	-	-	**20**
Special Projects 2020	20	-	-	-	-	**20**
Clergy Holidays Fund	143	4	-	-	3	**150**
Property Net Zero Quick Win Fund	-	-	(177)	200	-	**23**
CIF-NZ (Net Zero)	-	-	(53)	200	-	**147**
Property (Net Zero) Pilot Fund	80	-	(80)	-	-	**-**
Total designated funds	**17,156**	**4**	**(606)**	**(295)**	**3**	**16,262**
Total unrestricted funds	**19,439**	**6,645**	**(6,387)**	**(914)**	**52**	**18,835**
RESTRICTED FUNDS						
Serving Christ Fund	197	(11)	(90)	(96)	-	**-**
Mission to Lowest Income Communities	505	484	(91)	(243)	-	**655**
Church Commissioners' Mission Fund	2	-	-	-	-	**2**
LINC DMF Fund	-	-	(39)	73	-	**34**
LINC NCD Fund	13	-	-	(13)	-	**-**
LINC CGDA Fund	12	-	-	(12)	-	**-**
LINC Stipends Fund	4	-	-	-	-	**4**
LINC Growth Strategy	435	-	(304)	195	-	**326**
Strategic Development Fund	950	50	(199)	-	-	**801**
Places of Peace project	7	-	-	-	-	**7**
Offa Capital Projects Fund	230	19	(31)	-	-	**218**
Offa Spiritual Renewal Fund	1,338	38	(20)	-	30	**1,386**
Syrian Orthodox Christian School Fund	5	12	(11)	-	-	**6**
Companionship Link Funds	1	-	-	-	-	**1**
Retreat Grants Fund	11	-	-	-	-	**11**
The Reverend George Goode Fund	15	-	-	-	-	**15**
Ordination Training Grant Fund	63	(67)	(11)	165	-	**150**
DC Bonfield Bequest	59	-	-	-	-	**59**
Archdeacons' Discretionary Fund	50	2	(3)	-	1	**50**
Queen Victoria Clergy Fund	5	2	-	-	-	**7**

23. Prior year Statement of Funds - continued

	At 1 Jan £000s	Income £000s	Expenditure £000s	Transfers £000s	Gains and (losses) £000s	At 31 Dec £000s
RESTRICTED FUNDS						
Diocesan Stipends Fund Income Account	2,003	23	(4,617)	4,572	-	**1,981**
Capacity Funding B	64	-	(51)	-	-	**13**
Warwick Clergy Stipends & Housing Fund	-	198	(198)	-	-	**-**
NZ Grant 1	15	-	-	-	-	**15**
NZ Grant 2 Recruitment	83	(20)	(33)	-	-	**30**
Pastoral Fund	-	906	-	10	-	**916**
Ministry Hardship Fund	2	-	-	-	-	**2**
Parsonage Grant	-	7	(7)	-	-	**-**
Parish Share Fund	-	20	(17)	-	-	**3**
NZ Housing Demonstrator Grant	-	37	-	-	-	**37**
Church Buildings Support Officer Grant	-	45	-	-	-	**45**
10k Quick Win	-	49	(10)	-	-	**39**
Alto Energy (BUS Grant)	-	8	(8)	-	-	**-**
Diocesan Investment Programme	-	286	(28)	-	-	**258**
Buildings for Mission	-	110	(67)	-	-	**43**
Total restricted funds	**6,069**	**2,198**	**(5,835)**	**4,651**	**31**	**7,114**
ENDOWMENT FUNDS						
Expendable:						
Parsonage Houses Fund	6,218	-	-	834	-	**7,052**
Permanent:						
Diocesan Stipends Fund Capital Account	63,785	2,197	(2)	(4,555)	6,785	**68,210**
Coventry Diocesan Endowment Fund	872	-	-	(17)	19	**874**
Total endowment funds	**70,875**	**2,197**	**(2)**	**(3,738)**	**6,804**	**76,136**
TOTAL FUNDS	**96,383**	**11,040**	**(12,224)**	**(1)**	**6,887**	**102,085**

24. Prior year Analysis of net assets between funds

	General Fund £000s	Designated funds £000s	Restricted funds £000s	Endowment funds £000s	2024 Total £000s
Funds at 31 December 2024 are represented by:					
Tangible fixed assets	28	12,297	-	7,137	**19,462**
Fixed asset investments	5,533	115	1,260	66,605	**73,513**
Net current assets	(2,988)	3,850	5,854	2,394	**9,110**
Total net assets	**2,573**	**16,262**	**7,114**	**76,136**	**102,085**