DIOCESE OF BRISTOL
TRANSFORMING. TOGETHER.

The Bristol Diocesan
Board of Finance Limited

# Annual Report & Financial Statements for the year ended 31st December 2025

Registered Office: Hillside House, 1500 Parkway North, Stoke Gifford, Bristol BS34 8YU
0117 906 0100 | www.bristol.anglican.org | The Bristol Diocesan Board of Finance Limited |
Reg. in England: Charity 248502, Company 00156243

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**Since the financial information in the financial statements is presented in round thousands derived from financial software, the computation of some totals may demonstrate immaterial rounding errors of up to £1,000 i.e. one digit.**

# Legal objects

The Trustees, who are also the Directors of the Company for the purposes of company law, present their Annual Report together with the audited financial statements for the year ended 31st December 2025.

The Trustees and Directors are one and the same. In approving and signing this report as Trustees, they are also approving and signing the Trustees' Report in their capacity as Directors. This combined report therefore fulfils the statutory requirements of:

- A directors' report of a charitable company;
- A strategic report under the Companies Act 2006; and
- A trustees' annual report under the Charities Act 2011.

The financial statements have been prepared in accordance with the statutory requirements applicable on 31st December 2025, the charity's governing document (its Memorandum and Articles of Association), and the Charities Statement of Recommended Practice (FRS 102). Where appropriate, guidance issued in the Diocesan Annual Report and Financial Statements Guide published by the Diocesan Secretaries Liaison Group has been followed.

The primary objective of the Bristol Diocesan Board of Finance (BDBF) is to promote and assist the work and purposes of the Church of England within the Diocese of Bristol.

In furtherance of this objective, BDBF has the following statutory responsibilities:

- The management of glebe property and investments to generate income in support of stipends, in accordance with the Endowments and Glebe Measure 1976;
- The repair and maintenance of benefice houses, acting as the Diocesan Parsonage Board under the Repair of Benefice Buildings Measure 1972;
- The management of investments and custody of assets relating to church schools under the Diocesan Boards of Education Measure 1991 and the Education Act 2011; and
- The custodian of permanent endowment and real property assets relating to trusts held by Incumbents, Churchwardens, and Parochial Church Councils (PCCs), acting as Diocesan Authority under the Incumbents and Churchwardens (Trusts) Measure 1964 and the Parochial Church Councils (Powers) Measure 1956.

# Trustees' report

The Trustees present their report and the audited financial statements of the Diocese of Bristol for the year ended 31st December 2025.

The Diocese of Bristol exists to enable and support the mission and ministry of the Church of England across its parishes, BMOs, schools and chaplaincies. Guided by the diocesan purposes of following Jesus, serving others and transforming communities, the Diocese works in partnership with local churches and communities to sustain worship, nurture discipleship and respond to social need.

During 2025, the Diocese continued to operate within a challenging context marked by financial pressure, demands on clergy and volunteers, the cost of living crisis, and widening social inequality. Trustees are encouraged by the breadth and depth of activity across the Diocese and by the evidence of faithful service, collaboration and innovation in support of local mission.

## Children, young people, families and education

The Diocese continues to view ministry with children, young people, and families as central to its calling. The 71 Church of England schools within the Diocese serve approximately 14,000 pupils and remain deeply embedded in their local communities. These schools provide spaces of stability, care, and belonging and are often the largest worshipping communities in their areas, with daily collective worship and a strong focus on spiritual development.

Partnership between parishes and schools has continued to develop, with chaplaincy emerging as a key area of growth. The Children, Young People and Families (CYPF) team has supported parishes to develop context-appropriate models of engagement, strengthening pathways into discipleship and community connection.

## Inclusion, wellbeing and justice

The Diocese remains committed to being a place where all are valued, included, and enabled to flourish. During the year, the Inclusion team expanded its work across mental health, neurodiversity, dementia awareness and ministry with older people. New Anna Chaplaincy provision was launched, with chaplains commissioned to support older people and those living with dementia.

Significant progress continued to be made in the Diocese's work on racial justice, including the delivery of new training programmes, structured listening, consultation and the development of parish-ready resources to support long-term, sustainable change.

## Vocations, ministry and formation

Supporting and developing ministers and lay leaders remains a strategic priority. The Vocations team supported individuals exploring both lay and ordained pathways, strengthening discernment and readiness for ministry. Training for curates continued to evolve, shaped by feedback, and focused on forming leaders for a diverse and changing church context.

Lay ministry remains essential to the life of the Diocese, particularly in rural areas and during periods of clergy vacancy. Licensed Lay Ministers and other lay leaders continue to sustain worship, pastoral care, and community engagement.

## Discipleship, evangelism and new Christian communities

Discipleship and evangelism underpin the Diocese's wider strategy. During 2025, new resources and training supported individuals and churches to deepen faith and explore new expressions of church. Investment in Fresh Expressions and New Christian Communities continued, contributing to growth in engagement with people previously unconnected to church life.

## Parish development and priority communities

Parish Development work focused on accompanying churches as they discern their local expression of mission. The Priority Communities Network continued to strengthen churches serving areas of higher deprivation through targeted investment in people, training and local leadership.

## Buildings, sustainability and stewardship

Support for church buildings remained a significant area of activity, enabling parishes to maintain and adapt buildings for mission and community use. Progress towards environmental sustainability continued, with increased engagement in carbon reduction, biodiversity, and energy efficiency initiatives.

## Safeguarding, wellbeing and governance

Safeguarding remains a core responsibility of the trustees. Good progress was made in strengthening safeguarding systems, training, and parish support. Ministerial wellbeing continued to be monitored closely, with access to counselling, coaching, and reflective support enhanced.

## Partnerships, generosity and volunteers

Partnership work and generosity have continued to extend the Diocese's impact. Parishes benefited from fundraising support, income generation platforms, and collaboration with external partners. Volunteers remain central to parish life, and initial work to better understand and support volunteers was undertaken during the year.

## Looking ahead

The trustees give thanks for the commitment and faithfulness of Ministers, lay leaders, volunteers, staff and partners across the Diocese. Whilst challenges remain, the Diocese enters the coming year with a clear sense of purpose and a continued commitment to supporting churches, ministers and schools in their mission and ministry.

This sense of purpose is being energised and deepened through the Transforming Church Together (TCT) work, which continues to gather momentum across a number of key priorities. In particular, there is a growing focus on children and young people, recognising them not simply as the future of the Church, but as a vital and integral part of its present life. Through investment, creative approaches to discipleship, and stronger partnerships with schools and families, this work seeks to nurture vibrant, faith-filled communities where young people can flourish, belong and lead.

Alongside this, the development of priority community networks is creating new opportunities for collaboration and mutual support across parishes. By strengthening relationships, sharing resources, and encouraging innovation, these networks are enabling churches to respond more effectively to the needs of their local contexts. They offer a hopeful model for sustaining ministry, growing confidence, and building resilience in a changing landscape.

The Diocese also reaffirms its deep commitment to racial justice and inclusion. This is not a static aim, but an ongoing journey, one that calls for humility, courage and sustained action. Through listening, learning and intentional change, the Diocese seeks to become more fully representative of the communities it serves, ensuring that every person is valued, heard and able to participate fully in the life of the Church.

Together, these strands of TCT work reflect a shared ambition to shape and grow a Church that is more connected, more inclusive and more outward-looking. There is a tangible sense of excitement about what lies ahead, as parishes and communities are invited to play their part in this transformation. Rooted in faith and guided by shared vision, the Diocese moves forward with hope and determination, committed to seeing this work bear lasting fruit for the benefit of all.

# Financial review

## Financial results analysis

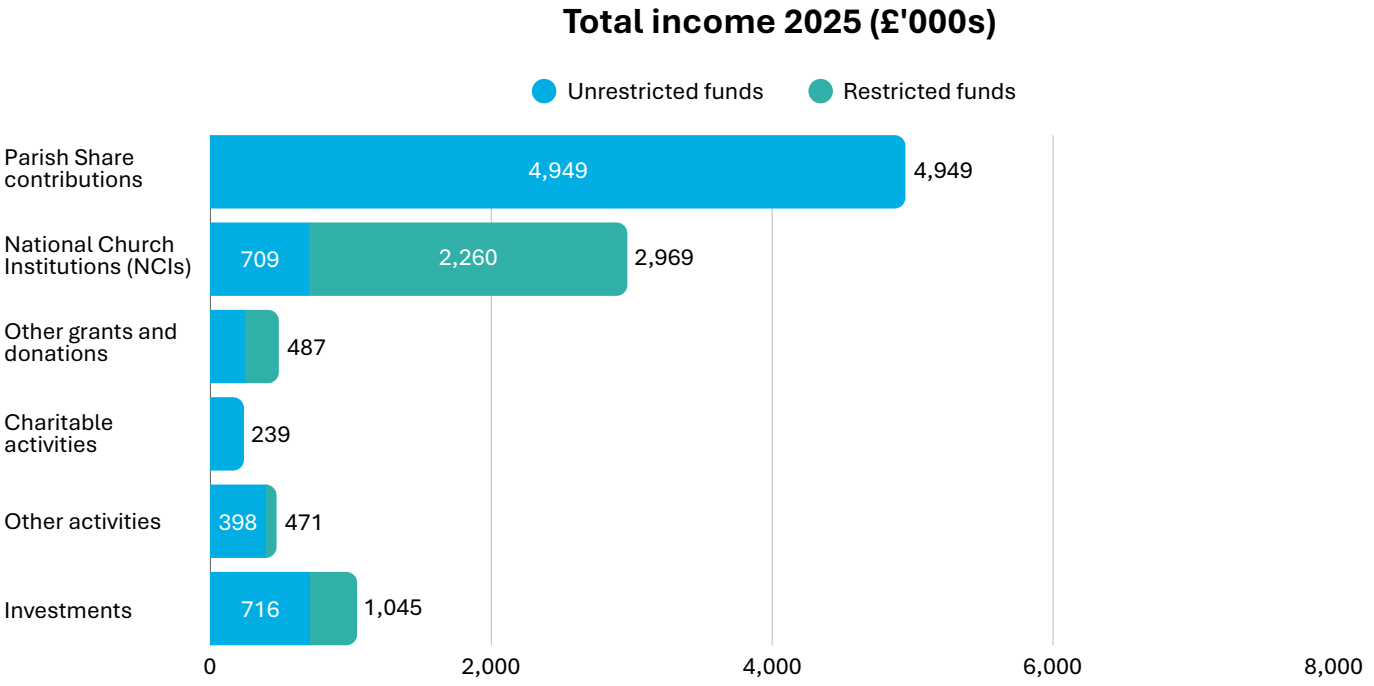
The approved 2025 budget included expenditure of £16.6m (2024: £15.0m) and income of £11.8m (2024: £11.3m), with a budgeted deficit of -£4.8m before movements in reserves and fund transfers. This position was already £0.2m adverse to the strategic plan due to irrecoverable Government-imposed increases in employer National Insurance from April 2025.

Performance for the year was below budget, with a net deficit of -£5.0m before fund transfers, together with an investment and property revaluation net result of -£2.7m. Income was £1.65m below budget, primarily reflecting lower TCT activity, which was matched by reduced expenditure and therefore had no overall impact. Excluding this, investment income underperformed by -£0.3m and parish share income remained below expectations by -£0.2m.

Expenditure was £1.5m below budget, largely due to lower project spend, partly offset by a £0.1m overspend in operational costs. This overspend was mainly driven by Housing and Ministry costs, specifically property improvements funded by the DSF Capital Fund, alongside the impact of consolidating Education Foundations and Clergy Society, which had an adverse impact of £0.1m due to outgoing grant activity.

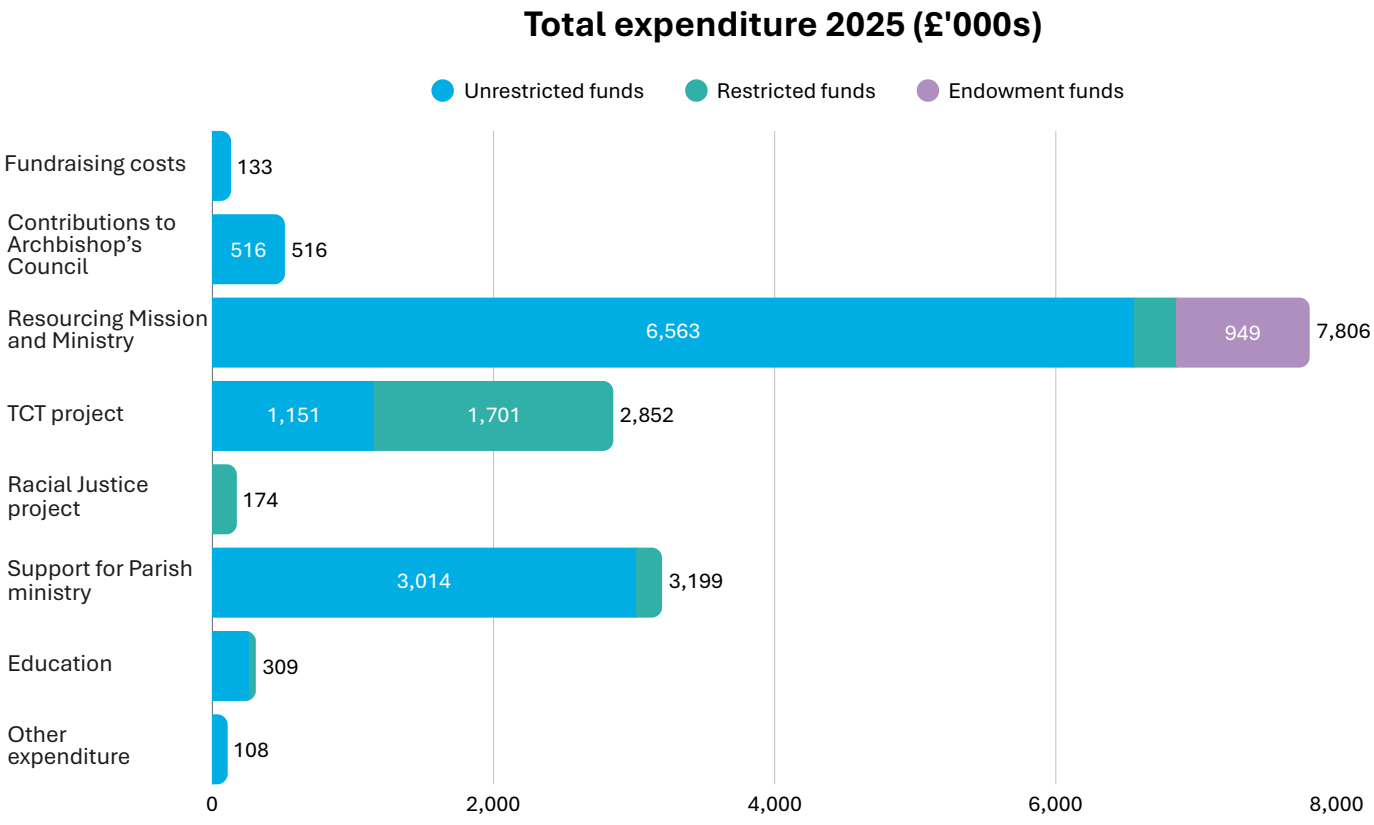
In conclusion for 2025, as shown on the Statement of financial activities on page 27, the recorded net deficit was £4.936m before investment and property valuation movements. Net losses on investments and property of £2.732m resulted in an overall reduction in funds of £7.668m.

The outlook for 2026 remains challenging. Cost pressure from stipend increases, the national minimum wage, employer National Insurance and the Diocesan Finance Review measures are expected to continue. A deficit of -£3.5m has been budgeted for the year, including one-off All Saints roof repairs of £0.5m.



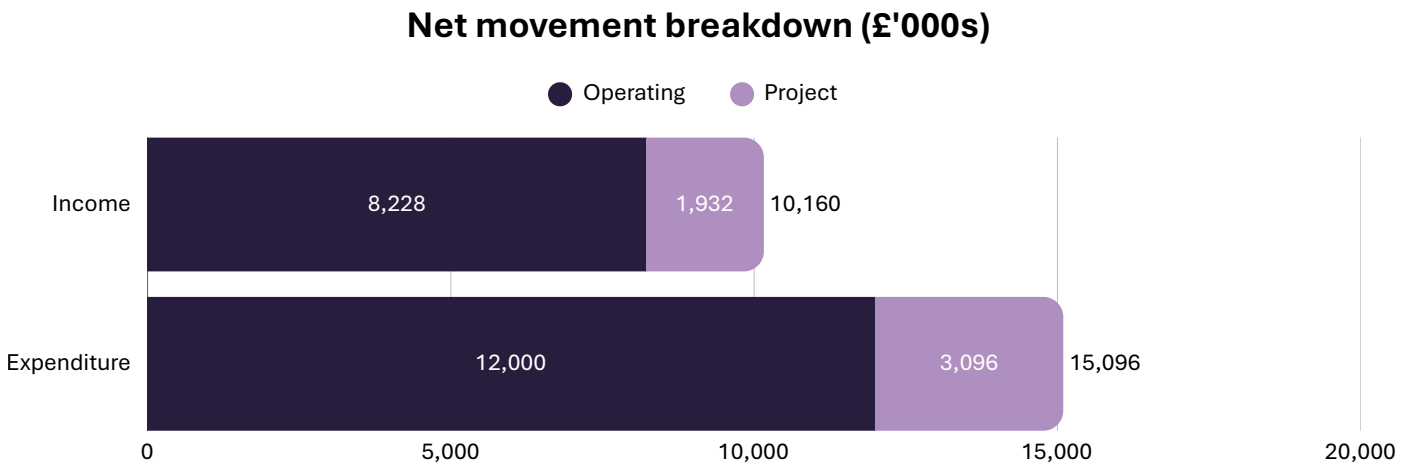

**What this chart shows**

This chart presents the overall breakdown of total income for 2025, showing the relative contribution of each main income source. This chart is based on the Statement of Financial Activities.



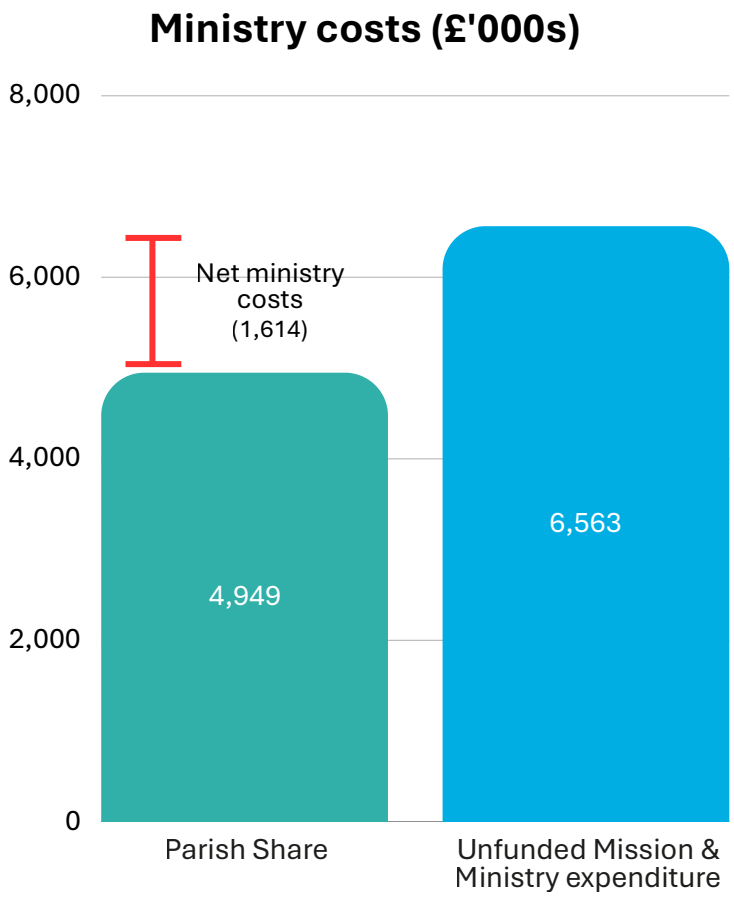

**What this chart shows**

This chart presents the overall breakdown of total expenditure for 2025, showing the relative distribution of spending across the main areas of activity. This chart is based on expenditure data detailed in Note 7 and 8. Support for Parish Ministry expenditure is detailed in Note 10




**What this chart shows**

This chart presents total income and expenditure for 2025, showing the relative distribution of both across project and operating activity.




**What this chart shows**

This bar chart compares the total cost of ministry and housing with the amount received through Parish Share. In 2025, unfunded mission and ministry costs totalled £6.6m. Parish Share income of £4.9m made a significant contribution towards these costs, but did not cover them in full. This resulted in a net funding gap of £1.6m, which must be met from other unrestricted income sources.

| Resourcing Ministry and Mission | Unfunded expenditure | Grant and restricted reserves funded expenditure | Total expenditure (Note 8) |
|---|---|---|---|
| Stipends, NI and pensions | 3,475 | 50 | 3,525 |
| Housing costs | 1,373 | 950 | 2,323 |
| Curate stipends, NI and pensions | 1,152 | - | 1,152 |
| Other parochial costs | 124 | 40 | 164 |
| Removal, resettlement and grants | 192 | 103 | 296 |
| Chaplaincy | 128 | - | 128 |
| Deanery | 35 | - | 35 |
| Church buildings | 81 | 26 | 106 |
| Other resourcing ministry costs | 3 | 74 | 77 |
| | **6,563** | **1,243** | **7,806** |

## Ten-year financial plan

Following the National Church's Diocesan Finance Review during the year and ongoing shortfalls in parish share and other income, the BDBF re-assessed the financial pressure on its reserves. In parallel with preparing savings measures in its 2026 Budget, we started work on a ten-year financial plan with the objective of the BDBF breaking even within the ten-year period without exhausting its accessible investment reserves. This plan anticipates gradually rising parish share, significant increases in external grant income following targeted campaigns and large cost savings (clergy numbers and DSS operating costs), while preserving the integrity of our statutory governance obligations. This plan was approved by the Diocesan Synod on 21st March 2026 and is under continuous review. Additional funding has also been sought from the National Church to assist in this transition, and it is also dependent on the positive impact (on congregational growth, and income) from our work on the 'Transforming Church. Together' programme.

# Governance and risk management

## Governance

### Organisational structure

The BDBF is governed by its Memorandum and Articles of Association but also has to work in accordance with the requirements of the Synodical Government Measure 1969, which is regularly updated by means of its Schedule 3 'Church Representation Rules'.

The Articles provide that the members of the Standing Committee (Bishop's Council) shall be the Directors. The Standing Committee (Bishop's Council) are elected triennially by the houses of clergy and laity of the Diocesan Synod, in accordance with Bristol Diocesan Synod's Standing Orders. Certain officers of the Diocese are ex-officio members of Standing Committee (Bishop's Council). The Chairman and Vice-Chairman of the Board are elected at the next General Meeting following the election of members. All members of the Diocesan Synod who are not BDBF employees are entitled to be members of the company.

Following election, the Board of Directors are provided with information about their duties and responsibilities as Charity Trustees and Company Directors. This training last took place on 21 January 2025 at the beginning of the Directors' three-year term.

The new DBE Measure 2021 required each Diocese to make a Scheme appointing an incorporation for the Board of Education, in this case, to the Bristol Diocesan Board of Finance, and then delegating this function to a committee, the DBE. A new Scheme and Terms of Reference were agreed with the DBE to define its authority, mechanisms and Board composition. The Bishop of Swindon continued to chair this Board. This structure integrates the DBE into the main vision and strategy of the diocese and develops the visibility of schools and wider education work. It enhances the relationship between our schools, churches and households across the life of the diocese.

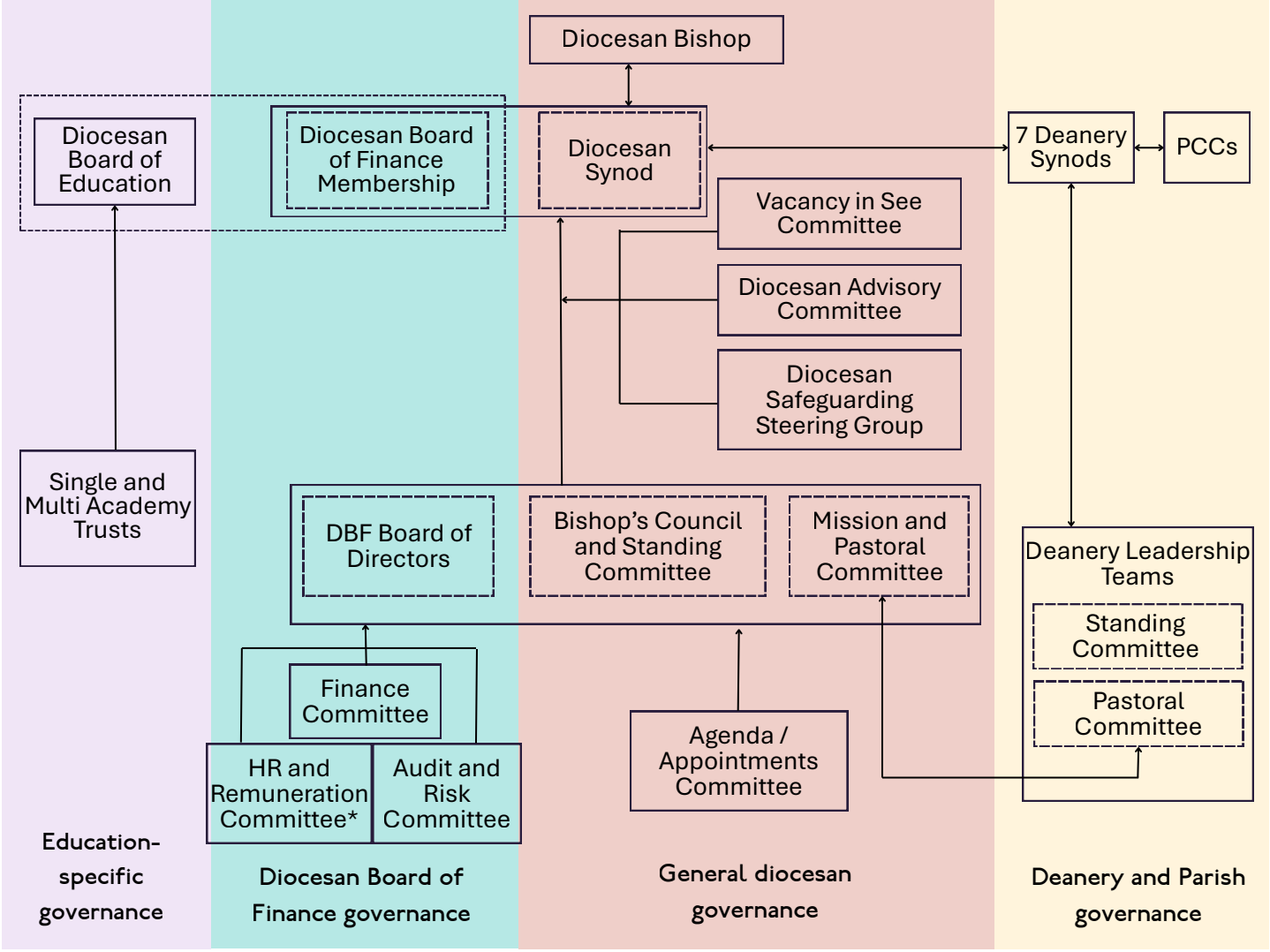
## Decision-making structure

The Bishop's Council and Directors met five times in 2025. All finance -related business between Directors' meetings is dealt with by the Finance Committee, which met seven times in 2025. On behalf of the Directors, the Committee deals with such matters as the annual accounts, the receipt of Parish Share and the management of the BDBF's corporate property, investments and its role as Diocesan Authority for Parochial Trusts (DAPT). It also deals with matters relating to the work of the Parsonages Board and the Diocesan Board of Education. The DAPT makes suggestions to the Bishop's Council about the appropriate level of stipends for the clergy, and it deals - usually through the Chairman and the Remuneration Committee - with staff remuneration and conditions of service. There is currently no Remuneration Committee, but consideration of establishing one is under review.

The BDBF, although a fully independent charity, is one of 42 Dioceses in the Church of England, which itself is governed under the Synodical Government Measure 1969 by General Synod and the Archbishops' Council.

The diagram below shows the overall structure of diocesan governance and the interaction between different committees and bodies.

## Diocesan Governance




* The HR and Remuneration Committee is currently under formation.

## Public benefit

The Directors consider that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission and in particular the Commission's guidance in The Advancement of Religion for the Public Benefit; the Directors believe they have had regard to the duty in their administration of the BDBF.

The Directors believe that, by promoting the work of the Church of England in the Diocese of Bristol, the BDBF helps to promote the whole mission of the Church (pastoral, evangelistic, social and ecumenical) more effectively, both in the Diocese as a whole and in its individual parishes, and that in doing so it 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; and
- promoting Christian values, and service by members of the Church in and to their communities, to the benefit of individuals and society.

The Directors believe that this report, taken as a whole, provides evidence that the BDBF's work in 2025 furthered its charitable purposes for the public benefit.

### Diocesan Board of Education (DBE)

Under the DBE Measure 2021, the Diocesan Board of Education is incorporated as a committee within the BDBF with a Scheme and Terms of Reference defining the DBE's authority, mechanisms, and composition. The Bishop of Swindon continues to chair this Board. This structure integrates education and work with children, young people and families into the wider diocesan vision enhancing connections between schools, churches, parishes and households.

## Environment, sustainability and governance

### Privacy and data security

In 2025, the BDBF commissioned an independent GDPR Gap Analysis from Bulletproof, a specialist consultancy, to evaluate current compliance and identify improvements. Recommendations from this work will be started to be implemented from February 2026, enhancing documentation, processes, training, and technical controls to maintain strong data protection standards.

### Cyber security

Following the transition of the IT support from the National Church to a local provider in 2024, the BDBF has been working on a new IT strategy with its service provider which includes assessing the challenges and needs of cyber security and the potential benefits and risks of Artificial Intelligence.

## Business ethics

The BDBF is committed to integrity, transparency, and high ethical standards. As part of our Net Zero 2030 commitment, we continue to avoid fossil fuel investments and prioritise ethical, sustainable investment practices. During 2025, consultations were held with Global Majority Heritage/UKME communities concerning future proposals for All Saints, Corn Street Bristol.

Inclusive leadership continues to be strengthened through the 'Transforming Church. Together' reverse mentoring programme, ensuring underrepresented voices shape strategy and decision-making.

## Employee engagement and wellbeing

The BDBF is committed to maintaining a positive, inclusive working environment. Key initiatives in 2024–25 included:

- A staff engagement survey (70% engagement score)
- Creation of Staff Voice, a cross-organisational representative body
- Wellbeing initiatives such as Tea and Talk sessions and a gifted wellbeing hour
- Additional leave granted during the Christmas 2025 office closure
- Enhanced induction and professional development opportunities, including Level 7 apprenticeships
- Volunteer days for all staff and teams

## Board diversity and inclusion

As of 2nd September 2025 (following the retirement of the Bishop of Bristol on 1st September 2025), the Board comprises 14 members (6 men, 8 women), predominantly aged 40–60 and identifying as White British/White Irish. Work is underway to broaden representation ahead of the 2027 election cycle.

## Supporting local community

Community focus is central to the BDBF's Transforming Church. Together strategy, which seeks to establish a church presence in every community, empower and equip leaders, achieve net zero carbon by 2030, secure financial sustainability, and realise our vision of Humanity Reconciled, Creation Restored.

In 2025, significant progress was made in our community engagement work, particularly through the Priority Communities Initiative.

Focussed support was prioritised for churches in the 12.4% most deprived contexts, and the Priority Communities Network expanded to include the top 30% most deprived churches. This broadened access to the PREPARED leadership development programme, which is supporting 22 participants across its three training hubs.

Additionally, nine Lay Missioner roles were launched in 2025, each shaped around the needs of local parishes, helping to strengthen parish leadership & capacity. Early indications show these appointments are increasing the churches missional outreach and growing their engagement with children, young people and families.

## Risk management

The Directors, through the Audit and Risk Committee, which meets at least three times a year (2025: three times; 2024: five times), has continued the process of examining the major strategic and operational risks which the BDBF faces. The Committee hold and monitor a register of the significant risks, assessing the probability of occurrence and likely impact if they were to occur.

In 2025, the Audit and Risk Committee continued to use the framework for identifying and managing risk that was adopted in 2017, updated in 2024 and approved in February 2025. This framework requires the Directors to set their corporate appetite for risk in four areas (finance, reputation, engagement and operations) and has been designed to provide clarity about the operational and strategic risks facing the BDBF. The impact and likelihood of each risk have been scored and the top scoring risks along with their mitigation strategies are set out in the table below

| Risk reference and impact | Existing mitigations | Further actions |
|---|---|---|
| **Financial**<br>**Income from Parish Share insufficient to meet financial commitments and strategic plans**<br>• Unable to sustain parochial deployment/clergy numbers<br>• Curtailment of Parish support | • Monthly monitoring of receipts v pledges<br>• Encouragement of use of standing orders by Parishes<br>• Enhanced engagement through clerical structures (Archdeacons, Deans etc) and discipleship initiatives<br>• Assist Parishes on fund-raising initiatives<br>• Utilise reserves to invest in a more sustainable Parish Share model | • Continually update engagement strategy<br>• Work with Diocesan Synod representatives to improve parish buy-in<br>• Utilisation of fund-raising support and implementation of online fundraising systems<br>• Modelling on Parish Share initiatives built into ten-year finance plan. |
| **Financial**<br>**Investment returns fail**<br>• Due to adverse market conditions and/or investment decisions<br>• Unable to meet spending commitments and have to use reserves | • Independent external scrutiny and advice<br>• Regular reports to Finance Committee<br>• Regular review of asset allocation, diversity of investments and manager performance | • Detailed review with investment managers at least once every two years to include planning for current world political volatility<br>• Plan in the Budget that sufficient reserve funds available to cover un-budgeted investment income shortfall |
| **Reputational**<br>**Serious past or present safeguarding issue identified**<br>• Serious harm to victims<br>• Adverse reputational issue | • Ensure safeguarding processes and provision and advisers are in place and followed swiftly<br>• Ensure safer policies for recruitment, training and monitoring are in place<br>• Scope and resolve issues via Risk Management Group | • Consider Past Findings Reviews<br>• Consider IICSA recommendations on current safeguarding practices<br>• Implement SG audit findings |

# Administrative details

## Trustees' responsibilities

The Directors (also named as Trustees) are responsible for preparing the Trustees' Report, Financial Review, Governance and Risk Management Report( which incorporates the Strategic Report required) and the financial statements in accordance with applicable law and regulations. The Trustees are the following: a mixture of those holding office in an ex officio manner, those co-opted by Bishops Council and elected by House of Clergy and House of Laity of Diocesan Synod. The Board ensures that Trustees are sufficiently trained, where required, to carry out their duties. The Diocese is affiliated with the Church of England and is obliged to comply with all regulations and processes which that requires.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the Directors are required to:

- select the most suitable accounting policies and then apply them consistently;
- make judgments and accounting 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also 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.

## Statement of disclosure to Auditors

As far as the Directors are aware;

- there is no relevant audit information of which the charitable company's Auditors are unaware; and
- they have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that the charitable company's Auditors are aware of that information.

## Appointment of Auditors

A resolution to re-appoint the auditors HaysMac LLP to the Company and to authorise the Directors to fix their remuneration was approved at the Diocesan Synod which serves as the Annual General Meeting.

## Directors and Trustees

The following served as Directors and Trustees from 1st January 2025 to the date this report was approved (unless shown otherwise):

| | |
|---|---|
| **President:** | The Rt Revd V F Faull, Bishop of Bristol (retired 1st September 2025)*<br>The Rt Rev N M Warwick, Acting Bishop of Bristol and Suffragan Bishop of Swindon* |
| **Chairman:** | Canon R Bacon* |
| **Vice Chairman:** | Mr J D Sunderland* |
| **Members:** | Mr B A Finnamore<br>Ms S L Cordwell (from 19th May 2025)<br>Mrs A M Rowe<br>Dr C L Jefferis<br>Mrs J Childerhouse<br>The Rev A Beaumont, Associate Archdeacon *<br>The Rev K E Smith<br>The Rev T A Wigley<br>The Ven C P Bryan, Archdeacon of Malmesbury*<br>The Ven R A Waring, Archdeacon of Bristol*<br>The Very Rev Dr A K Ford, Dean of Bristol |

* Members of Finance Committee in whole or part of 2025

# Senior Management and Partners

| | |
|---|---|
| **Diocesan Secretary and Company Secretary** | Rear Admiral Richard Leaman CB OBE |
| **Deputy Diocesan Secretary** | Mrs Lindsey McCullam MCIOB MSc Dip Surv AIHBC (resigned 28th October 2025)<br>The Rev Dr Simon Taylor (appointed 1st November 2025) |
| **Director of People & Safeguarding** | Mrs Geralyn Meehan |
| **Director of Property** | Mrs Lindsey McCullam MCIOB MSc Dip Surv AIHBC (resigned 28th October 2025)<br>Mr Joseph Flatman (appointed 5th January 2026) |
| **Director of Finance & Technology** | Mr Stephen Sheridan AKC FCA |
| **Director of Mission & Ministry Support** | The Rev Dr Simon Taylor |
| **Director of External Relations** | Mr Harrison Leonard (resigned 7th February 2025)<br>Mrs Leanne Hubbard (appointed 4th August 2025) |
| **Director of Transformation** | Mr Robert Mountain |
| **Registered Office** | 1500 Parkway North,<br>Stoke Gifford,<br>Bristol, BS34 8YU |
| **Auditors** | HaysMac LLP<br>10 Queen Street Place,<br>London, EC4R 1AG. |
| **Solicitors** | Stone King LLP<br>Boundary House, 91 Charterhouse Street,<br>London, EC1M 6HR |
| **Bankers** | National Westminster Bank plc<br>Queen's Road South West RCSC<br>740 Waterside Drive<br>Aztec West<br>Almondsbury, BS99 5BD |

| | |
|---|---|
| **Insurers** | Ecclesiastical Insurance Group<br>Benefact House, 2000 Pioneer Avenue,<br>Gloucester Business Park,<br>Brockworth, Gloucester,<br>GL3 4AW |
| **Investment Advisers** | CCLA Investment Management Limited<br>One Angel Lane<br>London, EC4R 3AB<br><br>Evelyn Partners<br>111 Victoria Street<br>Bristol, BS1 6AX |

This report, which incorporates the Strategic Report, was approved by the Directors of the Bristol Diocesan Board of Finance Limited on 21 September 2026 and signed on their behalf by

Richard Bacon

**Canon Richard Bacon**

Chairman

# Independent auditors' report

## Opinion

We have audited the financial statements of The Bristol Diocesan Board of Finance Limited ("the charitable company") for the year ended 31 December 2025 which comprise the Statement of Financial Activities, Income and Expenditure Account, Balance Sheet, Cash Flow Statement and notes to the financial statements, including a summary of 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 the charitable company's net movement in funds, including the 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 charity 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. The other information comprises the information included in the Annual Report of the Directors. 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

- the information given in the Annual Report of the Directors (which includes the strategic report and the directors' 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 Annual Report of the Directors have been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In the 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 Annual Report of the Directors (which incorporates the strategic report and the directors' 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 by the charitable company; or
- the charitable company 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 for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 18, 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to safeguarding vulnerable beneficiaries, health and safety, and employment (including taxation), and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as Companies Act 2006, the Charities Act 2011, Church of England Measures and VAT law.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to fund accounting, including transfers between funds, and revenue recognition. Audit procedures performed by the engagement team included:

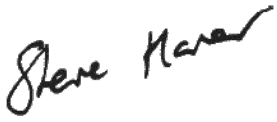
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

## 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.



**Steven Harper (Senior Statutory Auditor)**

For and on behalf of HaysMac LLP, Statutory Auditor

**10 Queen Street Place**

London

EC4R 1AG

Date: 24th September 2026

# Annual report and financial statement

## Statement of financial activities

**Statement of Financial Activities**

| | Note | Unrestricted Funds £'000s | Restricted Funds £'000s | Endowment Funds £'000s | 2025 Total Funds £'000s | Unrestricted Funds £'000s | Restricted Funds £'000s | Endowment Funds £'000s | 2024 Total Funds £'000s | Movement £'000s |
|---|---|---|---|---|---|---|---|---|---|---|
| **Income and endowments from** | | | | | | | | | | |
| Grants and Donations | | | | | | | | | | |
| Parish Share contributions | 3 | 4,949 | - | - | **4,949** | 4,978 | - | - | **4,978** | (29) |
| National Church Institutions (NCIs) | 3 | 709 | 2,260 | - | **2,969** | 909 | 1,164 | - | **2,073** | 896 |
| Other grants and donations | 3 | 247 | 240 | - | **487** | 279 | 145 | - | **424** | 63 |
| Charitable activities | 4 | 239 | - | - | **239** | 319 | - | - | **319** | (80) |
| Other activities | 5 | 398 | 73 | - | **471** | 433 | 38 | - | **471** | - |
| Investments | 6 | 716 | 329 | - | **1,045** | 818 | 386 | - | **1,204** | (159) |
| Gains / (loss) on sale of assets | | - | - | - | **-** | - | - | - | **-** | - |
| **Total Income** | | **7,258** | **2,902** | **-** | **10,160** | **7,736** | **1,733** | **-** | **9,469** | **691** |
| **Expenditure on** | | | | | | | | | | |
| Raising funds | 7 | 133 | - | - | **133** | 146 | - | - | **146** | 13 |
| Charitable activities | 8 | 11,617 | 2,397 | 949 | **14,963** | 11,202 | 1,440 | 737 | **13,379** | (1,584) |
| **Total Expenditure** | | **11,750** | **2,397** | **949** | **15,096** | **11,348** | **1,440** | **737** | **13,525** | **(1,571)** |
| **Net income / (expenditure) before other gains** | | **(4,492)** | **505** | **(949)** | **(4,936)** | **(3,612)** | **293** | **(737)** | **(4,056)** | **2,262** |
| Allocation of net proceeds to parish | | - | - | - | **-** | - | - | - | **-** | - |
| Gains / (loss) on investments | | (389) | (41) | (370) | **(800)** | 424 | 307 | 483 | **1,214** | (2,014) |
| Gains / (loss) on investment property | | - | - | 697 | **697** | - | - | - | **-** | 697 |
| Gains / (loss) on property | | (3,106) | - | 478 | **(2,628)** | - | - | - | **-** | (2,628) |
| **Net income / (expenditure)** | | **(7,987)** | **464** | **(144)** | **(7,667)** | **(3,188)** | **600** | **(254)** | **(2,842)** | **(1,684)** |
| Transfers between funds | 21 | 430 | (430) | - | **-** | 301 | (301) | - | **-** | - |
| Actuarial gains / (losses) on pension schemes | | - | - | - | **-** | (35) | - | - | **(35)** | 35 |
| **Net movement in funds** | | **(7,557)** | **34** | **(144)** | **(7,667)** | **(2,922)** | **299** | **(254)** | **(2,877)** | **(1,649)** |
| **Funds brought forward** | | **16,988** | **10,553** | **44,020** | **71,561** | **19,910** | **10,254** | **44,274** | **74,438** | |
| **Funds carried forward** | | **9,431** | **10,587** | **43,876** | **63,894** | **16,988** | **10,553** | **44,020** | **71,561** | |

# Income and expenditure statement

All activities relate to continuing operations

| | 2025 Total Funds | 2024 Total Funds | Movement |
|---|---|---|---|
| Total Income | 10,160 | 9,469 | 691 |
| Total Expenditure | 14,147 | 12,788 | (1,359) |
| **Operating surplus for the year** | **(3,987)** | **(3,319)** | **(668)** |
| Net gains / (loss) on investments | (3,536) | 731 | (4,267) |
| **Net income for the year** | **(7,523)** | **(2,588)** | **(4,936)** |

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

# Balance sheet

**Company Number 001562243**

| | Note | 2025 £'000s | 2025 £'000s | 2024 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|---|---|---|
| **Fixed Assets** | | | | | | |
| Tangible assets | 13-14 | | 34,196 | | 35,171 | (975) |
| Investments | 15 | | 29,773 | | 36,639 | (6,866) |
| | | | 63,969 | | 71,810 | (7,841) |
| **Current assets** | | | | | | |
| Debtors | 16 | 3,182 | | 2,105 | | 1,077 |
| Cash at bank and in hand | 17 | 1,286 | | 480 | | 806 |
| Cash on deposit | 17 | 3,953 | | 3,681 | | 272 |
| | | 8,421 | | 6,266 | | 2,155 |
| **Creditors** | | | | | | |
| Amounts falling due within one year | 18 | (4,949) | | (3,205) | | (1,744) |
| | | (4,949) | | (3,205) | | (1,744) |
| **Net current assets** | | | **3,472** | | **3,061** | **411** |
| **Total assets less current liabilities** | | | **67,441** | | **74,871** | **(7,430)** |
| **Creditors** | | | | | | |
| Amounts falling due after one year | 19 | (3,547) | | (3,310) | | (237) |
| | | (3,547) | | (3,310) | | (237) |
| **Net assets** | | | **63,894** | | **71,561** | **(7,668)** |
| **Funds** | 22-23 | | | | | |
| Endowment funds | | 13,335 | | 13,454 | | (119) |
| Endowment funds revaluation reserve | | 30,540 | | 30,566 | | (26) |
| | | | 43,875 | | 44,020 | (145) |
| Restricted funds | | 6,700 | | 6,667 | | 33 |
| Unrestricted funds revaluation reserve | | 3,887 | | 3,886 | | 1 |
| | | | 10,587 | | 10,553 | 34 |
| Undesignated funds | | 305 | | 3,358 | | (3,053) |
| Undesignated funds revluation reserve | | 2,379 | | 2,554 | | (175) |
| | | | 2,684 | | 5,912 | (3,228) |
| Designated funds | | (4,095) | | 5,906 | | (10,001) |
| Designated funds revaluation reserve | | 10,843 | | 5,170 | | 5,673 |
| | | | 6,748 | | 11,076 | (4,328) |
| **Total Funds** | | | **63,894** | | **71,561** | **(7,668)** |

The Cash Flow Statement and the Notes form part of these financial statements. The financial statements were approved and authorised by the Directors of the Bristol Diocesan Board of Finance Limited on 21/9/2026 and signed on their behalf by

Richard Bacon

**Canon Richard Bacon**
**Chairman**

# Cash flow statement

## Cashflow

| | 2025 £'000s | 2025 £'000s | 2024 £'000s | 2024 £'000s |
|---|---|---|---|---|
| **Net cash inflow / (outflow from operating activities** | | (5,057) | | (4,988) |
| **Cash flows from investing activities** | | | | |
| Dividends, interest and rent from investments | 1,045 | | 1,204 | |
| Proceeds from the sale of: | | | | |
| Tangible fixed assets | 835 | | 47 | |
| Fixed asset investments - Glebe | 60 | | - | |
| Fixed asset investments - Listed | 6,727 | | 6,048 | |
| Purchase of: | | | | |
| Tangible fixed assets - Land & Buildings | (2,472) | | (1,146) | |
| Tangible fixed assets - Office & IT Equipment | (60) | | - | |
| Fixed asset investments | - | | (628) | |
| **Net cash provided by / (used in) investing activities** | | 6,135 | | 5,525 |
| **Cash flows from financing activities** | | | | |
| Loans repaid by BDBF | - | | (1,043) | |
| **Net cash provided by / (used in) financing activities** | | - | | **(1,043)** |
| Change in cash and cash equivalents in the period | | 1,078 | | (506) |
| Cash and cash equivalents at 1st January | | 4,161 | | 4,667 |
| **Cash and cash equivalents at 31st December** | | **5,239** | | **4,161** |
| **Reconciliation of net movements in funds to net cash flow from operating activities** | | | | |
| **Net movement in funds for the year ended 31st December** | | **(7,667)** | | **(2,842)** |
| **Adjustments for:** | | | | |
| Depreciation charges | | 19 | | 10 |
| (Gains)/losses on investments | | 2,732 | | (1,214) |
| Dividends, interest and rent from investments | | (1,045) | | (1,204) |
| Loss / (profit) on sale of fixed asset investments | | - | | 0 |
| (Increase) / decrease in debtors | | (1,076) | | (153) |
| Increase / (decrease) in creditors | | 1,980 | | 415 |
| **Net cash provided by / (used in) operating activities** | | **(5,057)** | | **(4,988)** |
| **Analysis of cash and cash equivalents** | | | | |
| Cash in hand | | 1,286 | | 480 |
| Notice deposits (less than 3 months) | | 3,953 | | 3,681 |
| | | **5,239** | | **4,161** |

# Accounting policies & notes to the financial statements

## Background information

These financial statements comprising the Statement of Financial Activities, Income and Expenditure Account, Balance Sheet, Cash Flow Statement and the related notes 1 to 29 constitute the individual financial statements of The Bristol Diocesan Board of Finance Limited for the financial year ended 31st December 2025.

The Bristol Diocesan Board of Finance Limited is a private company limited by guarantee, incorporated in England & Wales. The address of its registered office is Diocesan Office, First Floor, Hillside House, 1500 Parkway North, Stoke Gifford, Bristol, BS34 8YU, which is also the principal place of business. The principal activities of the entity are described in the legal objects section on page 3 of the Annual Report of the Directors.

The financial statements have been presented in Pound Sterling as this is functional currency of the BDBF and all values are rounded to the nearest thousand pounds (£'000) except when otherwise indicated.

## Statement of compliance

The financial statements have been prepared in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102), the Charities SORP 2019 applicable to reporting periods beginning before 1 January 2026, the Companies Act 2006 and the charity's status status as a public benefit entity. The Bristol Diocesan Board of Finance Limited meets the definition of a public benefit entity under FRS 102.

## Going concern

The Directors have reviewed the anticipated performance for a period of at least twelve months from the date of approval of the financial statements and concluded that there is no material uncertainty regarding the BDBF's ability to meet its liabilities as they fall due, and to continue as a going concern. Included in the consideration of the going concern basis are the initial 3 years of the new agreed Ten Year Financial Plan, cash flow forecasts for the rest of 2026 and the years 2027 and 2028, an assessment of available reserves and assessments of programmes for income generation and costs savings over the next ten years. On this basis the Directors consider it appropriate to prepare the financial statements on a going concern basis. The Directors consider that the BDBF has sufficient reserves to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

## Note 1
# Accounting policies

The financial statements have been prepared under the historical cost convention, with the exception of freehold properties held as investment properties, which are included at their fair value as determined under the applicable valuation method as detailed in c)iii, and fixed asset investments, which are included at their market value at the balance sheet date. The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (SORP 2019), the Companies Act 2006 and applicable accounting standards (FRS102) and the charity's status as a public benefit entity.

## Income

All income is included in the Statement of Financial Activities (SOFA) when the BDBF is legally entitled to them as income or capital, ultimate receipt is probable and the amount to be recognised can be quantified with reasonable accuracy.

**i. Parish Share**

The principal source of income for the BDBF is Parish Share, which is recognised as donations from cash received in year (including cheques). The receipt in cash demonstrates the evidence of the relevant Parishes' probable and measurable intention to make the donation.

**ii. Rent**

Rent receivable is recognised as income in the period to which it relates.

**iii. Interest and dividends**

Interest and dividends receivable is recognised as income in the period to which it relates.

**iv. Grants and donations**

Income from grants and donations is recognised on receipt, except where income is deferred due to conditions that prevent the entitlement of recognition as the grant or donation is conditional on being spent on specific expenditure and the certainty of that expenditure has not yet been realised.

**v. Parochial fees**

Income due to the BDBF in respect of parochial fees is recognised as income of the year to which they relate.

**vi. Gains/loss on disposal of fixed assets for the BDBF's own use**

Gains on the disposal of non-investment assets are accounted for as other income. Losses on disposal of such assets are accounted for as other expenditure.

## Note 1 Cont.

**vii. Diocesan Stipends Fund (DSF) income**

The Stipends Fund Capital account is governed by the Diocesan Stipends' Measure 1953, as amended, and the use of the income restricted for clergy stipends. However, the income is fully expended within the year of receipt and legal restrictions, therefore, are satisfied. This income is included in the restricted column on the Statement of Financial Activities and as a transfer to the unrestricted fund, where the related expenditure is shown.

## Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of the resources.

**i. Costs of raising funds**

Costs of raising funds are constrained to costs relating to the temporary renting out of parsonages and investment management costs of glebe and any other investment properties.

**ii. Charitable expenditure**

Charitable expenditure is analysed between contributions to the Archbishops' Council, expenditure on resourcing mission and ministry in the parishes of the diocese, expenditure relating to the running of the diocesan retreat centre, and expenditure on education and Church of England schools in the diocese.

**iii. Grants payable**

Grants payable are charged in the year when the offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised as expenditure where the conditions attaching are fulfilled.

**iv. Support costs**

Support costs consist of central management, administration and governance costs. The amount spent on raising funds and other activities is considered to be immaterial and all support costs are allocated to the purpose of charitable activities. Costs are allocated wherever possible directly to the activity to which they relate, but where such direct allocation is not possible, the remainder is allocated on an approximate staff time basis.

## Note 1 Cont.

**v. Pension contributions**

Current BDBF staff are members of a defined contribution scheme and clergy are members of the Church of England Funded Pensions Scheme (see note 25). The pension costs charged as resources expended represent the BDBF's contributions payable in respect of the accounting period, in accordance with FRS102. Deficit funding for the pension schemes to which BDBF participates is accrued at current value in creditors distinguished between contributions falling due within one year and after more than one year.

The BDBF operates a defined benefit pension scheme, now closed to new members. The amounts charged to the SOFA are the current service costs and gains and losses on settlement and curtailments. They are included as part of other expenditure in the SOFA. Past service costs are recognised immediately in the SOFA if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The interest cost and the expected return on assets are shown as a net amount of other finance costs in other expenditure. Actuarial gains and losses are recognised immediately at the bottom of the SOFA.

The defined benefit scheme is funded, with the assets of the scheme held separately from those of the company, in a separate trustee-administered fund. Pension scheme assets are measures at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent current and term to the scheme liabilities. The actuarial valuation is obtained at least triennially and is updated at each balance sheet date. Any surplus in the scheme is not recognised as an asset.

**vi. Termination Payments**

Termination payments for staff recognised in the period to which the termination relates, rather than the period in which the benefits are paid.

## Tangible fixed assets and depreciation

**i. Freehold properties**

Freehold properties have been valued using the mid-point of the applicable council tax band, adjusted to 1st January 1993 by an appropriate index, or cost where known. Depreciation is not provided on buildings as any provision (annual or cumulative) would not be material due to the very long expected remaining useful economic life in each case, and because their expected residual value is not materially less than their carrying value.

## Note 1 Cont.

The BDBF has a policy of regular structural inspection, repair and maintenance, which in the case of residential properties is in accordance with the Repair of Benefices Buildings Measure 1972 and properties are therefore unlikely to deteriorate or suffer from obsolescence. In addition, disposals of properties generally occur well before the end of their economic lives and disposal proceeds are usually not less than their carrying value. The Trustees perform annual impairment reviews in accordance with the requirements of FRS102 to ensure that the carrying value is not more than the recoverable amount.

Redundant churches have been valued at £1,000, reflecting the uncertainty of whether they will be sold by the BDBF.

**ii. Properties subject to value linked loans**

Properties which have been bought with the assistance of value-linked loans from the Church Commissioners are valued at cost, with the corresponding value of the related loan at the balance sheet date shown within creditors.

**iii. Investment properties**

Glebe land (included in Investment properties) is valued at open market value. This is valued independently at least once every three years under a RICS Red Book valuation. In every year where a Red Book valuation is not required, an independent valuer desktop review is carried out and where a likely material movement in value is highlighted, a Red Book valuation is undertaken where required. The last Red Book valuation before preparing the 2025 Financial Statements was for the 2023 Financial Statements. Since the 2025 desktop review indicated a material market movement, a Red Book valuation for 2025 was been undertaken and incorporated into the accounts.

**iv. Parsonage houses**

The BDBF has followed the requirements of FRS102, in its accounting treatment for benefice houses (parsonages). FRS102 requires the accounting treatment to follow the substance of arrangements rather than their strict legal form. The BDBF is formally responsible for the maintenance and repair of such properties and has some jurisdiction over their future use or potential sale if not required as a benefice house, but in the meantime legal title and the right to beneficial occupation is vested in the incumbent. The Trustees therefore consider the most suitable accounting policy is to capitalise such properties as expendable endowment assets and to carry them at the mid-point of the applicable council tax band, adjusted to 1st January 1993 by an appropriate index, or cost where known.

## Note 1 Cont.

## Other tangible fixed assets

All capital expenditure over £5,000 is capitalised and depreciated as follows. Depreciation is provided in order to write off the cost (less any ultimate disposal proceeds at prices ruling at the time of the asset's acquisition) of other fixed assets over their currently expected useful economic lives at the following initial rates:

| | | |
|---|---|---|
| Fixtures and fittings | 10% -33% per annum | straight-line basis |
| IT equipment | 33% per annum | straight-line basis |
| Office equipment | 33% per annum | straight-line basis |

## Fund balances

Fund balances are split between unrestricted (general and designated), restricted and endowment funds.

**i. Unrestricted funds**

General funds are unrestricted funds which are available for use at the discretion of the Directors in furtherance of the general objectives of the BDBF and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Long-term liabilities in respect of defined benefit pension scheme deficits are shown, where required, in a specific undesignated pension reserve fund. This is a deviation from the recommendations of the Diocesan Annual Report and Financial Statements Guide (5th Edition).

**ii. Restricted funds**

Restricted funds are funds which have been raised by the BDBF for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

**iii. Endowment funds**

Permanent endowment funds are a particular type of restricted fund which must be held permanently and the capital of the fund maintained. Expendable endowment funds are similar to permanent endowments except that there is power of discretion to convert endowed funds into income to be expended.

## Note 1 Cont.

## Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenditure during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

**Depreciation of freehold properties**

The BDBF does not depreciate its freehold properties as it judges any depreciation charge to be immaterial on the basis of the long life of the asset and high residual value on the basis of the BDBF policy of regular maintenance. The BDBF carries out periodic impairment reviews to ensure that properties are not being carried at values exceeding their fair value.

**Revaluation of investment properties**

The entity carries its investment property at fair value, with changes in fair value being recognised in the Statement of Financial Activities. The entity engaged independent valuation specialists to determine fair value at 31st December 2025 and has considered market movements since this date. The valuer used a valuation technique based on a value per acre of agricultural land and the market value for residential properties. The determined fair value of the investment property is most sensitive to the estimated value per acre of the particular land asset in question.

**Pension and other post-employment benefits**

The cost of defined benefit pension plans and other pension related provision are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty.

In determining the appropriate discount rate, management considers the interest rates of corporate bonds with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The mortality rate is based on publicly available mortality tables. Future salary increases and pension increases are based on expected future inflation rates and for the clergy pension scheme assumptions have been made about the number of future clergy in post.

## Note 1 Cont.

## Reserves policy

The reserves policy of the BDBF applies to three distinct levels of its operations.

On one level, the policy is to ensure sufficient funds are available to maintain the smooth, ongoing operations of the BDBF. The management of these reserves helps the BDBF to ride out daily cash flow requirements, which can be quite substantial considering that the largest item of expenditure (clergy stipends) is paid monthly but the largest income source (Parish Share) tends to come in unevenly across the year overall.

On a second level, the policy is to maintain the minimum level of cash and liquid assets to permit the BDBF to fulfil its immediate financial commitments and effect a smooth transition should a major change or disruption occur to its operations.

Finally, the policy is to maintain sufficient invested reserves, to minimise the call made on parishes to support the work of the Diocese. The annual cost of ministry and related support costs are not wholly covered by annual Parish Share receipts in the BDBF budget and a significant factor in bridging this gap is the income generated by historic reserves. The BDBF is willing to use its reserves to invest in future ministry and support the Diocese's strategic initiatives, with a view to these becoming self-sustaining over time.

The required reserves figure (based on the first two levels above) is estimated to equate to at least three months of general fund (designated and undesignated) expenditure and would amount to approximately £2.9m. On 31st December 2025 net current assets for all funds were £3.5m (2024: £3.1m); unrestricted funds marketable securities investments were £6.9m less unrestricted funds net current liabilities of £(0.8)m and totalled £6.1m (2024: £8.1m). These numbers reconcile to note 23 of these financial statements and note 23 of the 2024 financial statements. The relevant £6.1m total of unrestricted funds in investments and net current liabilities covers the £2.9m expenditure requirement by 2.1 times.

The BDBF's cash flow continues to be monitored closely. The BDBF has several other endowment and restricted funds which are represented by investments and fixed assets. The purpose of these funds is detailed in note 23 of the financial statements.

The total of unrestricted funds (designated and undesignated) on 31st December 2025 amounted to £9.4m (as shown in note 22), of which £6.9m was held in marketable securities and £3.6m is tied up in tangible fixed assets (as shown in note 23), offset against £1.1m in current liabilities and long-term creditors.

## Note 1 Cont.

## Loans policy

Historically the BDBF advanced loans to parishes largely to facilitate fabric works in support of their overall mission and ministry. Interest-free loans of up to £10,000 have been made from BDBF funds, with larger loans being obtained through the CBF Diocesan Loan Scheme (now closed), or directly from the BDBF's own funds, subject to availability and eligibility criteria. These are considered to be concessionary loans in accordance with Section 34 of FRS102 and further details can be found in note 16 of the financial statements.

## Investments policy

The BDBF has power to invest funds not immediately required for operational purposes in such concerns, securities, or properties as it thinks fit. These investments constitute the bulk of the financial instruments risk for the BDBF (with the financial instruments risk attached to cash, debtors and creditors being immaterial). The management of this risk is set out below. The Directors have resolved to invest such funds mainly within the various CBF Funds, managed by CCLA Investment Management Limited, which also operates the ethical investment policy of the National Church Institutions. The overall investment objective is to maintain long term real (i.e. net of inflation) capital value; maximise total return (income and capital), with medium risk. The BDBF has also committed to a fossil-free investment portfolio. The Finance Committee monitors investment performance through quarterly reports from the Investment Advisers. Most investments are held as permanent endowments for the long-term and therefore the Directors' investment advisers continue to recommend no material change to the current investment strategy. The investments held and their returns during the year are set out in the following table:

| CCLA Portfolio | 2025 | | | 2024 | | |
|---|---|---|---|---|---|---|
| | Funds at 31st December (£'000s) | Portfolio Proportion | Fund Total Return Performance (last 12 months) | Funds at 31st December (£'000s) | Portfolio Proportion | Fund Total Return Performance (last 12 months) |
| CBF Investment Fund | £ 10,991 | 40% | -1% | £ 18,261 | 54% | -1% |
| CBF Global Equity Fund | £ 9,644 | 35% | -3% | £ 10,215 | 30% | -3% |
| CBF Property Fund | £ 2,329 | 8% | 8% | £ 2,279 | 7% | 8% |
| CBF Fixed Interest Fund | £ 692 | 3% | 6% | £ 675 | 2% | 6% |
| Deposit Accounts | £ 3,921 | 14% | 4% | £ 2,390 | 7% | 4% |
| **Total** | **£ 27,577** | **100%** | | **£ 33,820** | **100%** | |

# Notes to the financial statements

## Note 2

### Movement in Funds for the Year

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| The net income for the year is stated after charging: | | | |
| Auditors' remuneration | 36 | 41 | (5) |
| Auditors' non-audit remuneration | 5 | - | 5 |
| Amortisation/depreciation | 19 | 10 | 9 |
| Operating lease charges - plant and equipment | 119 | 119 | - |
| Interest payable on loans wholly repayable - within one year | - | 6 | (6) |
| Interest payable on loans wholly repayable - after more than five years | - | 16 | (16) |
| | 179 | 192 | (13) |

# Note 3

## Analysis of Grants and Donations

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| **Parish Contributions** | | | |
| Contributions in year | 4,910 | 4,949 | (39) |
| Extra contributions | 26 | 10 | 16 |
| Receipts for previous years | 13 | 19 | (7) |
| | 4,949 | 4,979 | (30) |

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| **National Church Institutions (NCIs)** | | | |
| LINC | 481 | 466 | 15 |
| Strategic Development Funding | (20) | 179 | (199) |
| New housing areas | 31 | 30 | 1 |
| Strategic Capacity Funding | 1,561 | 809 | 752 |
| CEMES | 4 | 2 | 3 |
| Strategic Ministry Funding | 529 | 373 | 156 |
| The National Society | 35 | 9 | 26 |
| Archbishops' Council | 348 | 205 | 143 |
| | 2,969 | 2,073 | 896 |

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| **Other Grants and Donations** | | | |
| Temple Ecclesiastical Charity | 155 | 172 | (17) |
| Bristol Archdeaconry Charity | 77 | 58 | 18 |
| Other donations | 255 | 194 | 62 |
| | 487 | 424 | 63 |

# Note 4

## Charitable Activities

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| Statutory fees | 201 | 252 | (51) |
| SACRE and SIAMS | 17 | 48 | (31) |
| Schools work | 18 | 13 | 5 |
| Ministry courses | 4 | 6 | (2) |
| | 239 | 319 | (80) |

# Note 5

## Other Activities

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| Property rental | 294 | 266 | 28 |
| Income from Other Activities - Other Income | 26 | 157 | (132) |
| Other Income | 152 | 48 | 104 |
| | 471 | 471 | 0 |

# Note 6

## Investment Income

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| Dividends and interest receivable | 1,017 | 1,176 | (159) |
| Rents receivable | 28 | 28 | 0 |
| | 1,045 | 1,204 | (159) |

## Note 7

### Fundraising Costs

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| Parsonage rental costs | 72 | 102 | 30 |
| Glebe agent's fee | 56 | 28 | (28) |
| Other costs | 4 | 10 | 6 |
| Commercial property costs | 2 | 6 | 4 |
| | 133 | 146 | (13) |

# Note 8

## Analysis of Charitable Activities

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| **Contributions to Archbishops Council** | | | |
| Training for Ministry | 224 | 225 | (1) |
| National Church Responsibilities | 263 | 251 | 12 |
| Pooling of ordinands maintenance | 29 | 48 | (19) |
| | 516 | 524 | (8) |

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| **Resourcing Ministry and Mission** | | | |
| Stipends, NI and pensions | 3,525 | 3,458 | 67 |
| Housing costs | 2,323 | 2,092 | 230 |
| Curate stipends, NI and pensions | 1,152 | 1,010 | 142 |
| Mission Area & Resourcing churches | - | 15 | |
| Strategic Transformation | 2,851 | 1,929 | |
| Other parochial costs | 164 | 168 | |
| Removal, resettlement and grants | 296 | 224 | |
| Chaplaincy | 128 | 151 | (23) |
| Ecumenical support | 0 | 0 | (0) |
| Deanery | 35 | 38 | (3) |
| Support for parish ministry | 3,199 | 3,194 | 5 |
| Church Buildings | 106 | 26 | 81 |
| Racial Justice | 174 | 37 | |
| Other resourcing ministry costs | 77 | 94 | (17) |
| | 14,030 | 12,436 | 1,594 |

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| **Expenditure on Education** | | | |
| Support for church schools | 309 | 374 | (65) |
| Grants | - | - | - |
| | 309 | 374 | (65) |

## Note 8 cont.

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| **Other Expenditure** | | | |
| Closed churches | 27 | 38 | (11) |
| Other costs | 81 | 37 | 45 |
| *Pension scheme adjustments:* | | | |
| Contributions paid (BDBF Staff RBS) | - | (61) | 61 |
| Interest cost (BDBF Staff RBS) | - | 26 | (26) |
| Other churches | - | - | - |
| Bishop's Urban Fund | - | 5 | (5) |
| | | | - |
| | 108 | 45 | 63 |

## Note 9

**Analysis of Expenditure**

| | Activities Undertaken Directly | Grant Funding of Activities | Support Costs | 2025 £'000s | Activities Undertaken Directly | Grant Funding of Activities | Support Costs | 2024 £'000s | Movement £'000s |
|---|---|---|---|---|---|---|---|---|---|
| Fundraising cost | 133 | - | - | 133 | 146 | - | - | 146 | (13) |
| Contributions to Archbishops Council | - | 516 | - | 516 | - | 524 | - | 524 | (8) |
| Resourcing Ministry and Mission | 10,058 | 773 | 3,199 | 14,030 | 9,018 | 224 | 3,194 | 12,436 | 1,594 |
| Education | 309 | - | - | 309 | 374 | - | - | 374 | (65) |
| Other expenditure | 108 | - | - | 108 | 45 | - | - | 45 | 63 |
| | 10,608 | 1,289 | 3,199 | 15,096 | 9,583 | 748 | 3,194 | 13,525 | 1,571 |

## Note 10

**Analysis of Support Costs**

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| Advisory services | 104 | 86 | 18 |
| Archdeacon's Office | 39 | 35 | 3 |
| Communications | 93 | 142 | (49) |
| DAC | 3 | 2 | 1 |
| Diocesan Office function | 667 | 691 | (24) |
| External Audit | 41 | 41 | 0 |
| Finance & Information services | 768 | 891 | (124) |
| Governance & Synodical costs | 24 | 17 | 7 |
| HR function | 234 | 142 | 92 |
| Other Professional costs | 10 | 9 | 0 |
| Parish & External Relations | 191 | 149 | 42 |
| Registrar & Chancellor | 121 | 75 | 46 |
| Safeguarding | 232 | 204 | 29 |
| Support for parish ministry | 672 | 710 | (38) |
| | 3,199 | 3,194 | 5 |

# Note 11

## Analysis of Grants Made

| | Individuals £'000s | Institutions £'000s | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|---|---|
| **For National Church Responsibilities** | | | | | |
| Training for Ministry | - | 225 | 225 | 225 | 0 |
| National Church Responsibilities | - | 262 | 262 | 251 | 12 |
| Pooling of ordinands maintenance | - | 29 | 29 | 48 | (19) |
| | - | 516 | 516 | 524 | (8) |
| **For Purposes within Parish Ministry** | | | | | |
| PCCs for lay appointments | - | 42 | 42 | 40 | 1 |
| Clergy (new appointments) | 15 | - | 15 | 14 | 1 |
| Removal Grants - post curacy | 44 | - | 44 | 34 | 10 |
| Clergy (resettlement) | 36 | - | 36 | 20 | 16 |
| Curates (on ordination) | 26 | - | 26 | 24 | 2 |
| Curates (resettlement) | 17 | - | 17 | 20 | (3) |
| Ordinands (family maintenance) | - | 12 | 12 | 16 | (4) |
| TCT - Growing Faith Chaplaincy - Phase 1 | - | 63 | 63 | - | 63 |
| TCT - Growing Faith Chaplaincy - Phase 2 | - | 9 | 9 | - | 9 |
| Racial Justice Project | - | 32 | 32 | 0 | 32 |
| Missions | - | 29 | 29 | 0 | 29 |
| Clergy support (Clergy Society) | - | 103 | 103 | 55 | 48 |
| CNZ Quick Wins Grants | - | 14 | 14 | - | 14 |
| CNZ TCT CNZ-DS DBF Transf Decarbonaisation Works | - | 331 | 331 | - | 331 |
| | 138 | 635 | 773 | 224 | 549 |
| | 138 | 1,151 | 1,289 | 748 | 541 |

# Note 12

## Staff Costs and Staff Numbers

| | 2025 £'000s | | | | 2024 £'000s | | | | Total Movement £'000s |
|---|---|---|---|---|---|---|---|---|---|
| | Salaries | ER NI | ER Pens | Total | Salaries | ER NI | ER Pens | Total | |
| Employee costs during the year were as follows: | | | | | | | | | |
| Archdeacons Office | 30 | 4 | 5 | 39 | 29 | 3 | 4 | 35 | 3 |
| Diocesan Secretary Office | 505 | 66 | 62 | 633 | 482 | 59 | 53 | 594 | 39 |
| Education | 154 | 17 | 18 | 188 | 129 | 13 | 29 | 171 | 17 |
| Finance | 204 | 25 | 47 | 276 | 184 | 19 | 34 | 236 | 40 |
| Human Resources | 113 | 13 | 18 | 144 | 127 | 11 | 17 | 155 | (11) |
| Ministry Development | 227 | 25 | 30 | 282 | 212 | 21 | 32 | 265 | 17 |
| Parish & External Relations | 162 | 24 | 29 | 214 | 144 | 14 | 19 | 177 | 38 |
| Property & Governance | 327 | 37 | 54 | 418 | 265 | 22 | 37 | 324 | 94 |
| Safeguarding | 190 | 17 | 26 | 233 | 149 | 12 | 18 | 179 | 54 |
| **Operational Staff Costs** | **1,911** | **228** | **289** | **2,428** | **1,720** | **173** | **243** | **2,136** | **291** |
| Projects (TCT and Racial Justice) | 963 | 107 | 130 | 1,200 | 718 | 61 | 74 | 853 | 347 |
| **Total Staff Costs** | **2,874** | **335** | **419** | **3,628** | **2,438** | **234** | **317** | **2,989** | **638** |

| | 2025 | 2024 | Movement |
|---|---|---|---|
| The average number of persons employed by the group during the year: | | | |
| Archdeacon's Office | 1 | 1 | - |
| Chaplaincy | 3 | 3 | - |
| Diocesan Secretary Office | 7 | 8 | (1) |
| Education | 5 | 5 | - |
| Finance | 5 | 6 | (1) |
| Human Resources | 7 | 6 | 1 |
| Ministry Development | 9 | 8 | 1 |
| Parish & External Relations | 6 | 5 | 1 |
| Parochial clergy (not paid through Clergy Payroll) | 2 | 3 | (1) |
| Parochial staff | 4 | 1 | 3 |
| Property & Governance | 13 | 10 | 3 |
| Safeguarding | 5 | 5 | - |
| **Operating Staff** | **67** | **61** | **6** |
| Projects (TCT and Racial Justice) | 29 | 25 | 4 |
| **Total Staff** | **96** | **86** | **10** |

*Some employee work part-time in more than one department. In this instance, they are included as 1 head in **both** departments.

| | 2025 | 2024 | Movement |
|---|---|---|---|
| The average number of full-time equivalents employed by the group during the year | | | |
| Archdeacon's Office | 1.0 | 1.0 | - |
| Chaplaincy | 2.5 | 2.9 | (0.4) |
| Diocesan Secretary Office | 6.9 | 7.8 | (0.9) |
| Education | 3.7 | 4.0 | (0.3) |
| Finance | 4.9 | 5.8 | (0.9) |
| Human Resources | 5.3 | 4.0 | 1.3 |
| Ministry Development | 6.7 | 6.3 | 0.4 |
| Parish & External Relations | 5.8 | 4.3 | 1.5 |
| Parochial clergy (not paid through Clergy Payroll) | 1.5 | 2.5 | (1.0) |
| Parochial staff | 0.9 | 0.6 | 0.3 |
| Property & Governance | 10.4 | 7.8 | 2.6 |
| Safeguarding | 3.5 | 3.5 | 0.0 |
| **Operating Staff** | **53.1** | **50.5** | **2.6** |
| Projects (TCT and Racial Justice) | 23.7 | 19.4 | 4.3 |
| **Total Staff** | **76.8** | **69.9** | **6.9** |

# Note 12 cont.

| | 2025 | 2024 |
|---|---|---|
| The number of staff whose emoluments (including benefits in kind but excluding Pension contributions) amounted to more than £60,000 were as follows: | | |
| £80,001 - £90,000 | 1 | 1 |
| £70,001 - £80,000 | - | - |
| £60,001 - £70,000 | 5 | 4 |
| | 6 | 5 |

Pension payments of £56,736.59 were made for these employees (2024: £34,899).

**Remuneration of Key Management Personnel**

Key management personnel are deemed to be those having authority and responsibility, delegated to them by the Trustees, for planning, directing and controlling the activities of the Diocese.

Remuneration, pensions and expenses for these employees amounted to £612,796.26 (2024: £626,667)

**Directors Emoluments**

None of the Directors have received any emoluments from the DBF in respect of services performed as a Director (2024: None).

The following table gives details of the Directors who were in receipt of a stipend and / or housing provided by the DBF during the year:

| Director | Stipend & Pension | Housing |
|---|---|---|
| Canon R F Bacon | No | No |
| Dr C L Jefferis | No | No |
| Mr J D Sunderland | No | No |
| Mrs A M Rowe | No | No |
| Mrs B A Finnamore | No | No |
| Mrs J Childerhouse | No | No |
| Ms S L Cordwell (from 19th May 2025) | No | No |
| The Rev A Beaumont | Yes | Yes |
| The Rev K E Smith | Yes | Yes |
| The Rev T A Wigley | Yes | Yes |
| The RT Rev N M Warwick | No | Yes |
| The Ven C P Bryan | Yes | Yes |
| The Ven R A Waring | Yes | Yes |
| The Very Rev A K Ford | No | No |

The DBF is responsible for funding via the Church Commissioners the stipends of licenced stipendiary clergy in the Diocese, other than the bishops and cathedral staff. The DBF is also responsible for the provision of housing for stipendiary clergy in the Diocese, including the suffragan bishop, but excluding the diocesan bishop and cathedral staff.

From time to time some of the directors may be related to clergy or lay staff working in the Diocese and in receipt of a stipend and housing or salary. Travelling and other out of pocket expenses totalling £16,188.54 (2024 - £8,741) were paid to 4 (2024 - 4) of the Directors during the year, in respect of General Synod duties, duties as Archdeacon or Area Dean, and other diocesan duties.

Professional indemnity insurance has been taken out to protect the Trustees. This is included in an insurance policy covering the Diocesan Office and staff, Diocesan Synod and the DBF's boards and committees, at an overall cost of £15,995.31 (2024 - £15,941).

## Note 12 cont.

| | 2025 | 2024 |
|---|---|---|
| **Clergy Costs** | | |
| The DBF paid an average of 115 FTE; headcount 118 (2024: 117 FTE; headcount 118) stipendiary clergy as office-holders holding parochial or diocesan appointments in the diocese, and the costs were as follows: | | |
| Stipends | 3,970 | 3,826 |
| National Insurance contributions | 444 | 344 |
| Apprenticeship Levy | 12 | 17 |
| Pension costs – current year | 760 | 796 |
| | 5,186 | 4,983 |

The stipends of the Diocesan Bishop and Suffragan Bishops are funded by the Church Commissioners and are in the region of £45,000. The annual rate of stipend, funded by the DBF, payable to Archdeacons in 2025 was in the range of £43,046 (2024 c£41,792) and other DBF funded clergy who were Trustees were paid stipends in the range of £30,279 - £32,811 (2024 range £28,718 - £31,119). The estimated value to the occupant, of church provided housing in 2025 was £12,951 (2024 - £12,573).

It should be noted that the FTE increase in project staff was fully funded by the National Church. The FTE increase in operational staff was required for statutory compliance purposes and was partially funded by external grants.

# Note 13

## Tangible Fixed Assets - Land and Buildings

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| **Cost** | | | |
| As at 1st January | 35,172 | 34,107 | 1,065 |
| Additions | 2,472 | 1,146 | 1,326 |
| Less impairment | (3,106) | - | (3,106) |
| Less disposals | (381) | (82) | (299) |
| As at 31st December | 34,157 | 35,171 | (1,014) |
| **Total** | **34,157** | **35,171** | **(1,014)** |

All of the properties in the balance sheet are freehold. Some properties have been purchased with the help of a value linked loan from the Church Commissioners; when disposed of, the appropriate share of the net sale proceeds will be remitted to the Commissioners, and the related loan liability thereby extinguished. The value of such properties included above amounts to £460,575 (2024 - £460,575). Of the total land and buildings at 31st December 2025, £17,820,995 is valued at cost (2024 - £17,820,995) and the remainder at valuation. Properties are subject to a five-year cycle of survey and consequent repairs are charged to the income and expenditure account. The Directors consider that depreciation of the buildings element of these properties is therefore not appropriate.

**Glebe investment properties**

Following an initial desktop valuation review by Savills, it transpired that would be a material movement in the valuation, so a full Red Book valuation as at 31 December 2025 was prepared and has been approved. The major movement is due to a minor move in potential development planning status on one of the Glebe properties.

**Fixed asset properties**

Included in Fixed Asset properties is Pattern Church, Swindon, which was included at an original acquisition cost and refurbishment expenditure from 2018-2019, partly paid for by grants sourced from outside the BDBF. A fixed asset impairment review has been carried out on this property consisting of an independent Red Book valuation (excluding specific repair liabilities) and a surveyor assessment of the liability for future refurbishment work and repairs required to maintain the building over the longer term (although the buildings will be wind and watertight over the next few years). The combination of these computations using a reasonable assessment of the repair liabilities is that this fixed asset value should fall by £3.1m to £0.4m. to reflect the operational value of the building for its religious uses. The computed impairment of £3.1m has been recognised in the year under the Gain/(loss) on property line under unrestricted funds in the statement of financial activities on page 27 and has been taken as an impairment against cost in the Land and Buildings table above. This change in value does not represent a cash flow movement or the religious value of the Bishop's Mission Order that uses Pattern Church as its base.

# Note 14

## Tangible Fixed Assets - Office/IT Equipment

| | 2025 £'000s | 2024 £'000s |
|---|---|---|
| **Office Equipment** | | |
| Cost as at 1st January | 242 | 242 |
| Additions | - | - |
| Less disposals | - | - |
| Cost as at 31st December | 242 | 242 |
| | | |
| Provision for depreciation as at 1st January | 242 | 232 |
| Depreciation charges during the year | - | 10 |
| Less disposals | - | - |
| Provision for depreciation as at 31st December | 242 | 242 |
| | | |
| **Net book value as at 31st December 2025** | (0) | (0) |
| | | |
| **IT Equipment** | | |
| Cost as at 1st January | - | - |
| Additions | 58 | - |
| Less disposals | - | - |
| Cost as at 31st December | 58 | - |
| | | |
| Provision for depreciation as at 1st January | - | - |
| Depreciation charges during the year | 19 | - |
| Less disposals | - | - |
| Provision for depreciation as at 31st December | 19 | - |
| | | |
| **Net book value as at 31st December 2025** | 39 | - |

# Note 15

## Fixed Asset Investments

| | 2025 £'000s | 2024 £'000s |
|---|---|---|
| **Valuation** | | |
| **Listed Investments** | | |
| Value as at 1st January | 33,821 | 38,068 |
| Additions | - | 588 |
| Less disposals | (6,727) | (6,064) |
| Unrealised investment gains / (losses) | (835) | 1,229 |
| **Value as at 31st December 2025** | 26,259 | 33,821 |
| **Investment Properties** | | |
| Value as at 1st January | 2,818 | 2,778 |
| Additions | - | 40 |
| Less disposals | - | - |
| Unrealised investment property gains / (losses) | 696 | - |
| **Value as at 31st December 2025** | 3,514 | 2,818 |
| **Total Fixed Asset Investments** | 29,773 | 36,639 |
| **Investment Properties Comprise:** | | |
| Glebe | | |
| Agricultural Land | 3,477 | 2,781 |
| Non-agricultural land | 37 | 37 |
| Property | - | - |
| Other Property | - | - |
| | 3,514 | 2,818 |

The historical cost of the majority of investment properties is not known, but records are held of total additions of £7,000 of which £40,000 were added in 2024.

# Note 16

## Debtors

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| **Due within one year:** | | | |
| Trade debtors | 546 | 1,263 | (717) |
| Prepayments | 241 | 198 | 43 |
| Other debtors | 2,207 | 511 | 1,696 |
| Parish loans | 14 | 9 | 4 |
| | 3,008 | 1,982 | 1,027 |
| **Due after one year** | | | |
| Parish loans | 174 | 124 | 50 |
| | 174 | 124 | 50 |
| **Total Debtors** | **3,182** | **2,105** | **1,077** |

# Note 17

## Cash at Bank and on Deposit

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| Cash on hand and at bank | 1,176 | 351 | 825 |
| Central Board of Finance Deposit Funds | 538 | 407 | 132 |
| Funds held by investment managers | 81 | 80 | 0 |
| Diocesan Pastoral Account held by the Church Commissioners | 5 | 5 | - |
| Deposit Funds held for Parish | 1,819 | 1,819 | - |
| Educational Foundations deposit and cash | 1,460 | 1,316 | 144 |
| Bristol Diocesan Clergy Charities deposit and cash | 140 | 163 | (23) |
| Fresh Expressions deposit and cash | 20 | 20 | - |
| | 5,239 | 4,161 | 1,077 |

# Note 18

## Creditors: Amounts Falling due within one year

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| Trade creditors | 906 | 794 | 112 |
| Taxation and social security | 74 | 57 | 17 |
| Bank loans | (2) | (2) | - |
| Realised capital owed to Parish | 2,270 | 1,819 | 451 |
| Other creditors | 428 | 473 | (45) |
| Education Foundation | 1,227 | 43 | 1,184 |
| Loan repayments due within one year | | | |
| Diocesan Loan Scheme loans | (2) | (2) | - |
| Pension scheme liabilities | | | |
| Clergy pension scheme | 48 | 23 | 25 |
| | 4,949 | 3,205 | 1,744 |

# Note 19

## Creditors: Amounts Falling due after one year

| | 2025 £'000s | 2024 £'000s | Movement £'000s |
|---|---|---|---|
| Other creditors | 45 | 46 | (0) |
| Education Foundation | 3,236 | 2,998 | 238 |
| Loan repayments due after one year | | | |
| Clergy pension scheme | 266 | 266 | - |
| | 3,547 | 3,310 | 237 |

# Note 20

## Analysis of Changes in Funds

| | As at 1st Jan 2025 £'000s | Cash flows £'000s | Other non-cash changes £'000s | As at 31st Dec 2025 £'000s |
|---|---|---|---|---|
| **Cash and cash equivalents** | | | | |
| Cash at bank and in hand | 480 | 806 | - | 1,286 |
| Cash on deposit | 3,681 | 272 | - | 3,953 |
| | 4,161 | 1,078 | - | 5,239 |
| **Borrowings** | | | | |
| Debt due within one year | 2 | - | - | 2 |
| Debt due after one year | (266) | - | - | (266) |
| | (264) | - | - | (264) |
| **Total** | 3,897 | 1,078 | - | 4,975 |

# Note 21

## Analysis of Transfers between Funds

| | Unrestricted Funds £'000s | Restricted Funds £'000s | Endowment Funds £'000s |
|---|---|---|---|
| General Reserve | 331 | - | - |
| DS - Innovation Fund | 5 | - | - |
| DS - DBF Transforming Church | 99 | - | - |
| Growth Fund | (4) | - | - |
| Mission Fund | (1) | - | - |
| Government Heat Pump Fund | - | - | - |
| DCF - Carbon Net Zero | - | 70 | - |
| Benefact Trust 2024 Fund | - | (17) | - |
| Benefact Trust 2023 Fund | - | (52) | - |
| Diocesan Investment Programme | - | (301) | - |
| Transforming Church | - | (130) | - |
| **Total** | 430 | (430) | - |

# Note 22

## Summary of Fund Movements

| | As at 1st Jan 2025 £'000s | Income £'000s | Expenditure £'000s | Gains and Losses £'000s | Transfers £'000s | As at 31st Dec 2025 £'000s |
|---|---|---|---|---|---|---|
| **Endowment Funds** | | | | | | |
| Diocesan Stipends Fund Capital | 16,412 | - | (949) | 682 | - | 16,144 |
| Parsonage Building Fund | 23,152 | - | - | 291 | - | 23,442 |
| Clergy Pensions Trust | 27 | - | - | (1) | - | 26 |
| Diocesan Mission Trust | 311 | - | - | (12) | - | 298 |
| Diocesan Education Committee Trust | 21 | - | - | (1) | - | 20 |
| Diocesan Offices Endowment | 352 | - | - | (14) | - | 338 |
| Pasonages Fund | 315 | - | - | (13) | - | 303 |
| Younghusband Legacy | 272 | - | - | (11) | - | 261 |
| H Gummer Legacy | 159 | - | - | (6) | - | 153 |
| Sir Francis Cowlin Trust | 2,093 | - | - | (84) | - | 2,009 |
| Clergy Society Holiday Trust | 444 | - | - | (8) | - | 435 |
| Schools Maintenance Fund Capital | 463 | - | - | (19) | - | 444 |
| **2025 Total** | **44,020** | **-** | **(949)** | **803** | **-** | **43,875** |
| **2024 Total** | **44,274** | **-** | **(737)** | **483** | **-** | **44,020** |

# Note 22 cont.

**Summary of Fund Movements**

| | As at 1st Jan 2025 £'000s | Income £'000s | Expenditure £'000s | Gains and Losses £'000s | Transfers £'000s | As at 31st Dec 2025 £'000s |
|---|---|---|---|---|---|---|
| **Restricted Funds** | | | | | | |
| Diocesan Stipends Fund Income | (40) | 34 | - | - | - | (6) |
| 3-4 Meridian Hall Reserve | 66 | - | - | - | - | 66 |
| Urban Fund Reserve | (0) | - | - | - | - | (0) |
| Uganda | 10 | - | - | - | - | 10 |
| Uganda - Deanery | 8 | - | - | - | - | 8 |
| St. Michael on the Mount Without Fund | 37 | 2 | - | - | - | 39 |
| Fresh Expressions | 20 | - | - | - | - | 20 |
| Parsonage Major Works | (80) | 68 | 0 | - | - | (12) |
| Release Fund | 2 | - | - | - | - | 2 |
| Bishop Monk's Horfield Trust Fund | 2,640 | - | 0 | 247 | - | 2,887 |
| Daventry Road Fund | 189 | - | - | - | - | 189 |
| Creative Arts | 41 | 2 | 2 | (1) | - | 44 |
| Global Partnership / Uganda Trips | 1 | - | - | - | - | 1 |
| Transforming Church | 0 | 1,645 | (1,515) | - | (130) | 0 |
| Strategic Development Funding | 29 | (20) | (12) | - | - | (3) |
| Racial Justice Fund | - | 122 | (122) | - | - | 0 |
| New Housing Areas Fund - Church Comms Grant | - | 31 | (31) | - | - | - |
| Minor Repairs & Improvements Fund | - | 49 | (49) | - | - | - |
| Church Buildings Support Officer Fund | - | 22 | (26) | - | - | (4) |
| Benefact Trust 2022 Fund | - | - | (0) | - | - | (0) |
| Benefact Trust 2023 Fund | 108 | - | (61) | - | (52) | (6) |
| Strategic Ministry Funding | (144) | 301 | (50) | - | (301) | (195) |
| New Town Innovation Project | (7) | 74 | (74) | - | - | (7) |
| Resourcing Ministerial Formation | - | 10 | (5) | - | - | 5 |
| 5-7 Meridian Place Reserve | 62 | - | - | - | - | 62 |
| National Society - Flourish Fund | (0) | 35 | (35) | - | - | (0) |
| Bristol Archdeaconry Charity | (45) | 77 | (96) | - | - | (64) |
| Benefact Trust 2024 Fund | - | 85 | (68) | - | (17) | 0 |
| Educational Foundations Capital | 1,851 | - | - | (49) | - | 1,802 |
| Educational Foundations Income | 3,613 | 141 | 50 | (170) | - | 3,634 |
| Schools Maintenance Income Funds | 847 | 37 | - | (2) | - | 883 |
| Quick Wins (Archbishops Council) | - | 25 | (14) | - | - | 11 |
| St Matthias Trust | (0) | 56 | (56) | - | - | (0) |
| RMF Ordination Fund | (0) | 21 | (21) | - | - | (0) |
| EETG (SMMIB) | - | 9 | (8) | - | - | 0 |
| DCF - Carbon Net Zero | - | 13 | (90) | - | 70 | (7) |
| Clergy Society Capital Funds | 994 | - | - | (50) | - | 944 |
| Clergy Society Accumulated Income | 209 | 36 | (103) | (16) | - | 126 |
| Clergy Society Holiday Trust Income | 145 | 14 | - | - | - | 159 |
| A S Charitable Trust Fund | - | 10 | (10) | - | - | - |
| Housing Project Small Grants Scheme | - | 3 | (3) | - | - | 0 |
| **2025 Total** | **10,553** | **2,901** | **(2,396)** | **(41)** | **(430)** | **10,587** |
| **2024 Total** | **10,254** | **1,733** | **(1,440)** | **307** | **(301)** | **10,553** |

## Note 22 cont.

**Summary of Fund Movements**

| | As at 1st Jan 2025 £'000s | Income £'000s | Expenditure £'000s | Gains and Losses £'000s | Transfers £'000s | | As at 31st Dec 2025 £'000s |
|---|---|---|---|---|---|---|---|
| **Unrestricted Funds** | | | | | | | |
| Dame Violet Wills Legacy | 1,084 | - | - | (43) | - | # | 1,041 |
| Pastoral Reserve | 5,943 | 34 | (26) | (3,089) | - | # | 2,862 |
| Diocesan Office Rental Fund - Capital | 5,685 | - | - | (317) | - | # | 5,367 |
| Diocesan Office Rental Fund - Income | 123 | 140 | (119) | - | - | # | 144 |
| Mission Fund | 65 | 0 | (36) | - | (1) | # | 29 |
| Growth Fund | 4 | - | - | - | (4) | # | - |
| Tudor Cottage (spec Reserve) | (31) | - | - | - | - | # | (31) |
| DBE Hookmills Educational Foundation (spec Reserve | 0 | - | - | - | - | # | 0 |
| DS - DBF Transforming Church | (1,604) | - | (1,138) | - | 99 | # | (2,644) |
| DS - Innovation Fund | (17) | - | (8) | - | 5 | # | (20) |
| H Gummer - Gifts | 117 | - | - | (5) | - | # | 112 |
| H H Wills Bequest | 541 | - | - | (18) | - | # | 522 |
| St. Nicholas Hall Trust | 578 | - | - | (22) | - | # | 555 |
| General Reserve | 4,501 | 7,086 | (10,424) | - | 331 | # | 1,493 |
| Pension Reserve | - | - | - | - | - | # | - |
| **2025 Total** | **16,988** | **7,260** | **(11,750)** | **(3,495)** | **430** | | **9,432** |
| **2024 Total** | **19,910** | **7,736** | **(11,348)** | **389** | **301** | | **16,988** |
| **Combined Total 2025** | **71,562** | **10,160** | **(15,096)** | **(2,732)** | **(0)** | | **63,894** |
| **Combined Total 2024** | **74,438** | **9,469** | **(13,525)** | **1,179** | **-** | | **71,561** |

# Note 23

**Summary of Assets by Fund**

| | Fixed Assets £'000s | Investments £'000s | Net Current Assets/(Liabilities) £'000s | Long-term Creditors £'000s | Net Assets £'000s |
|---|---|---|---|---|---|
| Endowment Funds | 30,479 | 13,256 | 140 | - | 43,875 |
| Restricted Funds | 128 | 9,576 | 4,118 | (3,236) | 10,586 |
| Total Restricted Funds | 30,607 | 22,832 | 4,258 | (3,236) | 54,461 |
| Designated Funds | 3,172 | 6,502 | (2,925) | - | 6,748 |
| Undesignated Funds | 417 | 439 | 2,139 | (311) | 2,683 |
| Total Unrestricted Funds | 3,589 | 6,941 | (786) | (311) | 9,431 |
| 2025 Total Funds | 34,196 | 29,773 | 3,472 | (3,547) | 63,894 |
| 2024 Total Funds | 35,171 | 36,639 | 3,061 | (3,310) | 71,561 |

# Note 24

## Operating Leases

The following amounts due under operating leases are as follows

| | 2025 | | 2024 | |
|---|---|---|---|---|
| | Land & Buildings £'000s | Other £'000s | Land & Buildings £'000s | Other £'000s |
| Operating leases | | | | |
| Within one year | 119 | - | 119 | - |
| Within two to five years | 50 | - | 148 | - |
| After five years | - | - | - | - |
| Total | 169 | - | 267 | - |

The lease payments expensed during the year were £119k (2024 - £119k). The contract ends in June 2027

# Note 25

**Pensions**

Defined Benefit Scheme

Bristol Diocesan Board of Finance (the 'Employer') operates a defined benefit pension arrangement called the Bristol Diocesan Board of Finance Limited Staff Retirement Benefit Scheme (the 'Scheme'). The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The following disclosures exclude any allowance for defined contribution schemes operated by the Employer.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Employer must agree with the Trustees of the Scheme the contributions to be paid to meet the Statutory Funding Objective.

The most recent comprehensive actuarial valuation of the Scheme as at 31st March 2023 As part of this valuation, a new Schedule of Contributions will be agreed with the Employer which could require higher or lower contributions to be paid than under the existing Schedule of Contributions. The next valuation of the Scheme is due as at 31st March 2026.

Under the existing Schedule of Contributions, the Employer expects to pay contributions of £30,000 in the year to 31st December 2026.

There were no plan amendments, curtailments or settlements during the period.

Profile of defined benefit obligation

The weighted average duration of the defined benefit obligation is around 12 years.

Disclosures

Figures for disclosure in accounts for period ending 31st December 2025 under FRS102. Results are shown in pounds, rounded to the nearest £1,000.

Principal actuarial assumptions

The principal assumptions used to calculate the Scheme's liabilities include:

## Note 25 cont.

| Principal actuarial assumptions | At 31 Dec 2025 | At 31 Dec 2024 |
|---|---|---|
| Discount rate | 5.50% p.a. | 5.40% p.a. |
| Inflation (RPI) | 3.20% p.a. | 3.50% p.a. |
| Inflation (CPI) | 2.20% p.a. | 2.50% p.a. |
| Pension increase (RPI max 5%) | 3.10% p.a. | 3.30% p.a. |
| Revaluation in deferment (CPI) | 2.20% p.a. | 2.50% p.a. |
| Post-retirement mortality | 95% of the S3PA tables with CMI 2024 projections using a long-term improvement rate of 1.5% p.a. and a half life parameter of 1 year. | 95% of the S3PA tables with CMI 2023 projections using a long-term improvement rate of 1.5% p.a. The 2020 and 2021 weight parameters are nil and the 2022 and 2023 weight parameters are 15%. |
| Commutation | No allowance has been made for members to take tax free cash | No allowance has been made for members to take tax free cash |

**Assets**

| | 2025 £'000s | 2024 £'000s |
|---|---|---|
| **Balance Sheet at 31st December 2025** | | |
| Fair value of assets | 472 | 512 |
| Present value of funded obligations | (379) | (512) |
| **Net defined benefit liability at 31st December 2025** | **93** | **-** |
| **Amounts recognised in the Statement of Financial Activity during the year** | | |
| Current service costs | - | - |
| Administration costs | 29 | 27 |
| Interest on liabilities | 20 | 19 |
| Interest on assets | (27) | (23) |
| Past service cost | - | - |
| Settlement cost | - | - |
| Interest on effect of asset ceiling | 6 | 3 |
| **Total** | **28** | **26** |

## Note 25 cont.

**Assets**

| | 2025 £'000s | 2024 £'000s |
|---|---|---|
| **Remeasurements over the year** | | |
| Loss / (gain) on scheme assets in excess of interest | 34 | 27 |
| Experience losses / (gains) on liabilities | 2 | 1 |
| Losses / (gains) from changes to demographic assumptions | 2 | (1) |
| Losses / (gains) from changes to financial assumptions | (3) | (42) |
| Losses/(gains) from change in effect of asset ceiling | (33) | 50 |
| **Total Remeasurements** | **2** | **35** |
| **The change in assets over the period was** | | |
| Fair value of assets at the beginning of the period | 512 | 514 |
| Interest on assets | 27 | 23 |
| Employer contributions | 30 | 61 |
| Contributions by Scheme participants | - | - |
| Benefits paid | (34) | (33) |
| Administration Costs | (29) | (27) |
| Change due to settlements | - | - |
| Return on plan assets less interest | (34) | (27) |
| **Fair value of assets at the end of the period** | **472** | **511** |
| Actual return on assets | (7) | (4) |
| The change in the Defined Benefit Obligations over the period was: | | |
| Defined Benefit Obligations at the beginning of the period | 392 | 448 |
| | | - |
| Current service cost | - | - |
| Contributions by Scheme participants | - | - |
| Past service cost | - | 19 |
| Interest cost | 20 | (33) |
| Benefits paid | (34) | - |
| Change due to settlements | - | 1 |
| Experience (gain) / loss on defined benefit obligations | 2 | (1) |
| Changes to demographic assumptions | 2 | (42) |
| Changes to financial assumptions | (3) | |
| **Defined Benefit Obligations at the end of the period** | **379** | **392** |

The BDBF operates a group personal pension plan (GPPP) for all new and existing employees of the Bristol Diocesan Board of Finance Ltd. As part of this scheme, the BDBF contracts to pay specific contributions to an individual employee's pension fund, based on a percentage of their salary. The amount the employee will receive in the future as a pension will depend on the investment performance of the funds' assets. The BDBF has no other ongoing liability and the costs of providing the GPPP are charged to staff costs in the financial statements as the contributions payable. The total cost for the period was £35,232 (2024 - £77,563) and outstanding contributions as of 31st December 2025 amounted to £23,792 (2024 - £23,792).

# Note 26

## Prior Year Comparative SOFA

| | Note | Unrestricted Funds £'000s | Restricted Funds £'000s | Endowment Funds £'000s | 2024 Total Funds £'000s |
|---|---|---|---|---|---|
| **Income and endowments from** | | | | | |
| Donations | | | | | |
| Parish Share contributions | 3 | 4,978 | - | - | **4,978** |
| National Church Institutions (NCIs) | 3 | 909 | 1,164 | - | **2,073** |
| Other grants and donations | 3 | 279 | 145 | - | **424** |
| Chartiable activities | 4 | 319 | - | - | **319** |
| Other activities | 5 | 433 | 38 | - | **471** |
| Investments | 6 | 818 | 386 | - | **1,204** |
| Gains / (loss) on sale of assets | | - | - | - | **-** |
| **Total Income** | | **7,737** | **1,733** | **-** | **9,469** |
| **Expenditure on** | | | | | |
| Raising funds | 7 | 146 | - | - | **146** |
| Charitable activities | 8 | 11,202 | 1,440 | 737 | **13,379** |
| **Total Expenditure** | | **11,348** | **1,440** | **737** | **13,525** |
| **Net income / (expenditure) before other gains** | | **(3,611)** | **293** | **(737)** | **(4,056)** |
| Allocation of net proceeds to parish | | - | - | - | **-** |
| Gains / (loss) on investments | | 424 | 307 | 483 | **1,214** |
| **Net income / (expenditure)** | | **(3,187)** | **600** | **(254)** | **(2,842)** |
| Transfers between funds | | 301 | (301) | - | **-** |
| Actuarial gains / (losses) on pension schemes | | (35) | - | - | **(35)** |
| **Net movement in funds** | | **(2,921)** | **299** | **(254)** | **(2,877)** |
| **Funds brought forward** | | **19,910** | **10,254** | **44,274** | **74,438** |
| **Funds carried forward** | | **16,988** | **10,553** | **44,020** | **71,561** |

## Note 27

**Related party transactions:**

**Foundation St Matthias** (registered charity number 311696) is administered by the COO and clerk/Administrator (who became employees of the Trust from October and November 2022, respectively). Formerly, all affairs were administered by St Matthias Administrator (an employee of BDBF). BDBF no longer provides admin services for St Matthias. The Bristol Diocesan Board of Education (part of the BDBF) in 2025 received grants totalling £53,800 (2024 - £76,500), funding the diocesan resource centres, providing in-service training and training resources for teachers

**Dean and Chapter of Bristol Cathedral** paid the BDBF £1,637 in 2025 towards DBS checks and occupational health assessments (2024 - £1,314).

- BDBF paid **Bristol Cathedral** £38,302 contribution in 2025 towards Racial Justice and All Gods Children work (2024 - £6,737).
- **Bristol Cathedral Choir School** paid BDBF £440 for conferences in 2025 (2024 - £465).
- **Cathedral Schools Trust** paid BDBF £730 in 2025 (2024: £0) for training and conferences. Former Bishop Faull (retired as Bishop on 1st September 2025), Mandy Ford and Richard Bacon are also trustees for the Cathedral Schools Trust.

**National Church of England** (CoE) has significant influence over BDBF. During 2025 BDBF received significant grants from CoE against their customer account totalling £1.967m. BDBF paid:

- SIAMS contribution £8,250 (2024: £5,500)
- AADE conference attendance £755 (2024: £0)

**Swindon CCRC Trust** (also known as Pattern Church) has a shared trustee in Katherine Smith. In 2025 Swindon CCRC Trust paid BDBF £455 for DBS checks (2024: £368). BDBF paid £1,503 for venue hire in 2025 (2024 - £823)

**University of West of England** (UWE) employs a chaplain who is paid by BDBF, Julia Childerhouse who is an employee at UWE and the Chair of BDBF (Richard Bacon) is also the Chair of Governors for UWE. In 2025, UWE paid BDBF a contribution of £13,268 toward the chaplain's stipend.

**Dorcan Church,** Swindon has a shared trustee in Trudie Wigley. In 2025 BDBF paid £0 (2024 Dorcan Church £7,000 for Growth Grant and £70 for Safeguarding training)

## Note 27 cont.

**St Paul's PCC Chippenham** has a shared trustee in Julia Childerhouse. In 2024 St Paul's were invoiced £21.50 for DBS checks and paid £779 for the BDBF loan (2024: £245 for DBS checks and £829 for the BDBF Loan).

- BDBF paid St Paul's £480 in 2025 (2024: £0) for room hire.

**Church Commissioners** had a shared trustee in the Bishop Faull (up to her retirement on 1st September 2025). In 2025 BDBF paid the Church Commissioners £0 on interest for value linked loans (2024: £31,585), £1003 for online facility system (2024: £972) £2,250 PEV Housing (flying bishops diocesan contribution), £31,244 New Housing Development Fund Instalment.

**PCC Malmesbury with Westport and Brokenbrough** has a shared Trustee with the BDBF in John Sunderland. The PCC paid the BDBF £99 for DBS Checks in 2025 (2024 - £0). The BDBF paid the PCC for the following in 2025:

- Lay appointment grant £6,600 (2024: £6,600)
- NWMA Youth 50% cost reimbursement £37,356 (2024: £29,412)
- Athelstan Pilgrim Way Grant £0 (2024: £2,000)

**The Church of England Pension Board (**CEPB) has a shared trustee in Trudie Wigley. In 2025 BDBF paid the CEPB £741,034 in payment for pensions (2024: £1,200,000)

**Network Counselling and Training** has a shared trustee in Simon Taylor. In 2025 the BDBF paid £0 (2024: £50) for room hire

## Note 28

**Funds held as custodian trustees**

By virtue of the Parochial Church Councils (Powers) Measure 1956 and the Incumbents and Churchwardens (Trusts) Measure 1964, and certain Charity Commissioners' schemes, the BDBF is the Diocesan authority over certain assets held on permanent trusts, where the managing Trustees are parochial church councils or others. In doing so the BDBF furthers its charitable objects to promote and assist the work and purposes of the Church of England in the Diocese of Bristol.

In February 1998, the Charity Commissioners issued a scheme making the BDBF the sole Trustee of the charity known as the Bristol Diocesan Clergy Charities. The accounts of this charity have been aggregated into these financial statements as they are administered by the BDBF and held for specific purposes which are within the general purposes of the BDBF.

## Note 28 cont.

These assets have not been consolidated in these financial statements, since the BDBF does not control them. The number of trusts whose assets are held as custodian trustee are too numerous for individual disclosure.

The financial assets held in this way can be summarised as follows:

| | 2025 £'000s | 2024 £'000s |
|---|---|---|
| Investment | 11,834 | 12,493 |
| Global Equity Income | 54 | 337 |
| Property | 251 | 386 |
| Fixed Interest | 77 | 75 |
| Deposit Account | 3,231 | 1,365 |
| Other CCLA | - | 29 |
| Other | 1,147 | 1,079 |
| **CCLA Total** | **16,594** | **15,764** |

## Note 29

### Description of funds

### ENDOWMENT FUNDS

**a) Diocesan Stipends Fund Capital**

This fund represents the value of glebe property and investments at the balance sheet date. The account is governed by the Diocesan Stipends Funds Measure 1953 as amended by the Endowments and Glebe Measure 1976, the National Institutions Measure 1998, and the Miscellaneous Provisions Measure 1992. It represents the accumulated sale proceeds of glebe property, sale proceeds of parsonage houses and surplus benefice endowments following pastoral reorganisation. The main function of the fund is to produce income for stipends, but it may also be used for other purposes including acquiring glebe property, developing and protecting glebe amenities, discharging loans and levies on glebe, improving parsonage houses and discharging any loans made by the Church Commissioners under the Endowments and Glebe Measure 1976. The funds may be invested in any investments fund or deposit fund constituted under the Church Funds Investment Measure 1958 or in any investments in which the trustees may invest under the general power of investment in section 3 of the Trustee Act 2000.

## Note 29 cont.

**(b) Parsonage Building Fund**

Parsonage building funds represent resources restricted to provision of benefice houses in the Diocese. They are represented by the benefice houses or by sale proceeds of former benefice houses held on suspense by the Church Commissioners. Although benefice houses are vested in incumbents for the time being of the benefices concerned, the BDBF is obliged to maintain them, to ensure that there are sufficient houses for the pastoral structure of the Diocese and receives the sale proceeds of benefice houses surplus to requirements into its pastoral reserve.

**(c) Other permanent endowments**

| Fund | Income purpose |
|---|---|
| Clergy Pensions Trust | To defray the cost of clergy pensions |
| Diocesan Mission Trust | Towards social responsibility work in the Diocese |
| Diocesan Education Committee Trust | Towards the work of the Board of Education |
| Diocesan Offices endowment | Towards the maintenance of Diocesan Offices |
| Parsonages Fund | Towards the maintenance of parsonage houses in the Diocese |
| Younghusband legacy | Towards the augmentation of stipends |
| H Gummer legacy | Towards the augmentation of stipends |
| Sir Francis Cowlin Trust | For the general purposes of the Bristol Diocesan Board of Finance |
| Bristol Diocese Clergy Holiday Trust Schools Maintenance Fund capital | To assist with the holiday expenses of clergy Maintenance of CE voluntary aided schools in the Diocese |

## RESTRICTED FUNDS

**a) Meridian Hall Reserve**

This reserve represents the properties known collectively as Meridian Hall which are held on trust for use as a hostel for overseas students.

**(b) Urban Fund Reserve**

This reserve was originally created by the receipt of donations for funding projects in urban areas of the Diocese, such as the projects originally supported by the Bishop of Bristol's Urban Fund and was augmented in 1995 by a donation of the residual funds of the Bishop of Bristol's Urban Fund. The reserve is held as cash on deposit.

## Note 29 cont.

**(c) Educational Foundations Capital Funds**

These funds result from the sale of redundant Church of England voluntary aided school property as directed by a Scheme under section 86(1) of the Education Act 1944, and subsequent orders made under section 2 of the Education Act 1973. They may be used for the provision, improvement or enlargement of Church of England voluntary aided schools in the Diocese of Bristol, and in the payment of any expenses incurred in the administration of the various foundations. In 2013, the constitution of these funds was amended to widen its scope to include academies and other Church of England schools in the Diocese

**(d) Educational Foundations Income Funds**

These funds result from accumulations of income arising from Educational Foundations capital funds. They may be used for the same purposes as the capital funds above.

**(e) Schools Maintenance Income Funds**

These funds result from accumulations of income arising from the permanent endowment designated for maintenance of Church of England voluntary aided schools in the Diocese.

**(f) Clergy Society Capital Funds**

These funds form the capital of the Bristol (Diocesan) Clergy Society and the Bristol Diocesan Sustentation Trust, both of which funds are part of the Bristol Diocesan Clergy Charities. They may be used for relieving diocesan clergy and their dependants who are in conditions of need, hardship or distress; and in advancing the education of children of diocesan clergy. The funds were substantially augmented in 2009, by the sale of a house, purchased in 1976 to provide accommodation for a retired clergyman, and no longer needed.

**(g) Clergy Society Accumulated Income Funds**

These funds result from accumulations of income arising from the Clergy Society capital funds. They may be used for the same purposes as the capital funds above.

**(h) Clergy Society Holiday Trust Accumulated Income Funds**

This trust originates in a gift of the late Horace Gummer in 1923, and its object is to assist with the holiday expenses of clergy, with preference being given to diocesan clergy; and, if the income cannot be applied as above, to relieve diocesan clergy and their dependants who are in conditions of need, hardship or distress.

## Note 29 cont.

**(i) Uganda Funds**

These funds are from a legacy, received in 2015, to be used to provide scholarship funds for theological or ordination training in Uganda for those who are engaged in or preparing for service in the ministry ordained or lay of the Church of Uganda with special consideration being given to candidates from the Dioceses of Bukei, Mbale or North Mbale.

**(j) Uganda (Deanery) Funds**

These funds are held on behalf of a number of deaneries in the Diocese to support their links with the Anglican church in Uganda.

**(k) St Michael on the Mount Without**

These funds remain from those distributed to the BDBF in 2007, when the Diocese took responsibility for the church.

**(l) Fresh Expressions**

The Crossnet Network Church was established in 2004. It meets in a non-church setting and draws its members from a wide area. The finances of these entities are separately maintained; however, at present they have no formal status and are therefore aggregated into these accounts.

**(m) Parsonage Major Works**

Bishop Monk's Horfield Trust (BMHT) transferred 75% of its assets to BDBF in 2021. BDBF continued the fund treatment that had been imposed by BMHT upon transfer, which determined that two thirds of the fund would be allocated to parsonage repair (major) works.

**(n) Release Fund**

Release is a leadership development programme that realises the potential of leaders – it releases their energy. The programme has been made possible by the receipt of funding from an anonymous donor.

**(o) Bishop Monk's Horfield Trust Fund**

This fund was established in 2020, following the winding-up of the Bishop Monk's Horfield Trust.

**(p) Daventry Road Fund**

This fund was established in 2020, following the determination of the proceeds of a property held in trust.

## Note 29 cont.

**(q) Creative Arts Fund**

This fund was established by a generous donation in 2018, with the aim of creating a fund to support and invest in engagement with the creative arts by Anglican Churches in the Diocese of Bristol.

**(r) Global Partnership / Uganda Trips Fund**

This fund represents amounts collected and disbursed in relation to trips by parishes in the Diocese to linked churches in Uganda, and other related activities.

**(s) Transforming Church**

This fund is used to account for the restricted grant income toward TCT from SMMIB. It is restricted to use on TCT approved activity, as per the TCT SMMIB grant application and subsequent change requests.

**(t) Strategic Development Funding**

This fund represents grants awarded by the Archbishops' Council, and associated expenditure, in relation the Diocese's strategic initiatives of establishing three Mission Areas in Avonside, Yate & Fromeside and North Wiltshire and two Resourcing churches at St Nicholas, Bristol and the Pattern Church in Swindon. This fund also includes strategic capacity funding awarded to the BDBF to support these strategic initiatives.

**(u) Racial Justice Fund**

This funding is provided by the National Church Institution, Racial Justice Unit in the form of a grant. The fund is used to enable us to deliver the commitments made by the Bishop of Bristol in response to the death of George Floyd, the rise in interest in Black Lives Matter, the toppling of the Colston statue in Bristol and to respond to the proposed suite of actions highlighted in the From Lament to Action

**(v) New Housing Areas Fund – Church Commissions Grant**

In 2010, the Diocese was awarded a grant of £500,000 from the Church Commissioners to provide ministry in new housing areas throughout the Diocese. During the early part of 2020, these funds were used to pay for a home/a school link worker in Patchway, North Bristol.

## Note 29 cont.

**(w) Church Building Support Officer**

This fund has been generated by grant income from the National Church, Buildings for Mission unit and is used to fund a Church Buildings Support Officer role who will fill an existing gap in the existing measures to promote the maintenance of church buildings and help to establish a proactive, not reactive, approach to maintenance. This will not only complement what is existing but improve the offer through a one-to-one approach and with simple and achievable plans created by the PCCs with the support of the Church Buildings Repair and Maintenance Support Officer.

**(x) Benefact Trust (2022, 2023, 2024 and 2025)**

The Benefact Trust funds are established through a recurrent grant provided by the Benefact Trust. Each years' funding is identified in a separate fund, as the purpose of each grant may be different depending on our application. The 2022 fund was utilised to support clergy wellbeing and improved digital engagement. The 2023 fund was utilised to continue the work covered by the 2022 grant, in addition to an establishment of a fundraising database. The 2024 and 2025 fund is a continuation of the above, in addition to a Dementia and Mental Health Advisor.

**(y) New Town Innovation**

Funding for the Swindon New Town Innovation project is to achieve good growth in a traditional Catholic context using a methodology drawn from evangelical tradition. The target communities for Church engagement are:

- Families and young people
- Young single people and couples living in the town centre
- The Goan community

**(z) Strategic Ministry Fund (SMF)**

The SMF represents grants from National Church which contribute partially to positions of first responsibility (PFR) and additional curate posts, usually over a period of several years.

## Note 29 cont.

**(aa) National Society – Flourish Fund**

The Flourish fund is provided by The National Society for the Promotion of Religious Education and will be used to is create new worshipping communities, furthering its vision of becoming younger and more diverse. The Flourish network will establish partnerships between schools or colleges and their local churches, aiming to engage a large number of children, young people, and their families .

**(ab) Bristol Archdeaconry Charity**

BDBF applies for a grant with Bristol Archdeaconry Charity annually. The 2024 successful grant funding is used to fund the roles of Mental Health Advisor and Parish Development Advisor.

**(ac) St Matthias Trust**

The St Matthias Trust fund support the Further Education work carried out by BDBF, specifically one employee and related expenditure.

**(ad) Resource Ministerial Formation (RMF) Ordination**

The RMF Ordination fund is grant funded by National Church and the purpose of this fund is to support ordinands' training, including full-time residential and part-time training pathways.

**(ae) Other Restricted Funds**

| | |
|---|---|
| Minor Repairs & Improvement Fund | For urgent and necessary repairs or improvements to church buildings |
| Quick Wins | To support small scale CNZ work |
| DCF CNZ | Funding the CNZ team |
| AS Charitable Trust | Toward training of Licensed Lay Ministers |
| Housing Project Small Grants Scheme | To assist with the funding of projects to explore opportunities to develop housing |

## Note 29 cont.

### UNRESTRICTED FUNDS

**(a) Dame Violet Wills Legacy Fund**

This fund results from a general legacy to the BDBF by the late Dame Violet Wills. The BDBF has designated the fund's future use for children's and youth work, and the income arising from the capital sum is used for this purpose. The funds are invested principally in the CBF Investment Fund.

**(b) Pastoral Reserve**

The pastoral reserve results from past accumulations of general fund income, transfers and sales of property for the BDBF's general use which the BDBF has designated as a general building fund. It incorporates the Diocesan Pastoral Account which is governed by the Mission and Pastoral Measure 2011.

**(c) Diocesan Office Rental Fund – Capital**

This fund is used to produce income to pay the rental of the Diocesan Office in Stoke Gifford.

**(d) Diocesan Office Rental Fund – Income**

This is accumulated income from the capital investment. The rent-free period at the start of the lease has been spread for accounting purposes over the first 10 years of the lease.

**(e) Mission Fund**

This reserve represents allocations received from the Church Commissioners since 2002 under the Parish Ministry and Mission scheme. This money is allocated by the BDBF to mission initiatives.

**(f) Growth Fund**

This reserve was also set aside from the General Fund surplus for 2005 and is being used to give grants to parishes, who wish to undertake new mission initiatives, but do not have sufficient funds to do so. Grants are being given over a limited period towards the employment costs of new positions, which can be shown to contribute to new mission initiatives within the parish.

**(g) Tudor Cottage**

A small fund in respect of the building known as Tudor Cottage.

## Note 29 cont.

**(h) DBF Transforming Church**

As part of the TCT SMMIB application, BDBF committed to designating reserves toward the TCT project. Between 2023-2033, BDBF has committed to £4.5m of funding.

**(i) Innovation Fund**

BDBF designated funds to support the Innovation project which is partially funded by an NCI grant. The designated funds contribute toward the cost of the project officer and council tax / water rates.

**(j) General Reserve**

The general reserve represents accumulations from past general fund surpluses. The reserves policy for this fund is described in the Directors' Report.