



the DIOCESE of  
EAST ANGLIA



# ANNUAL REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER  
**2024**

Registered Charity No: 278742 (England and Wales)

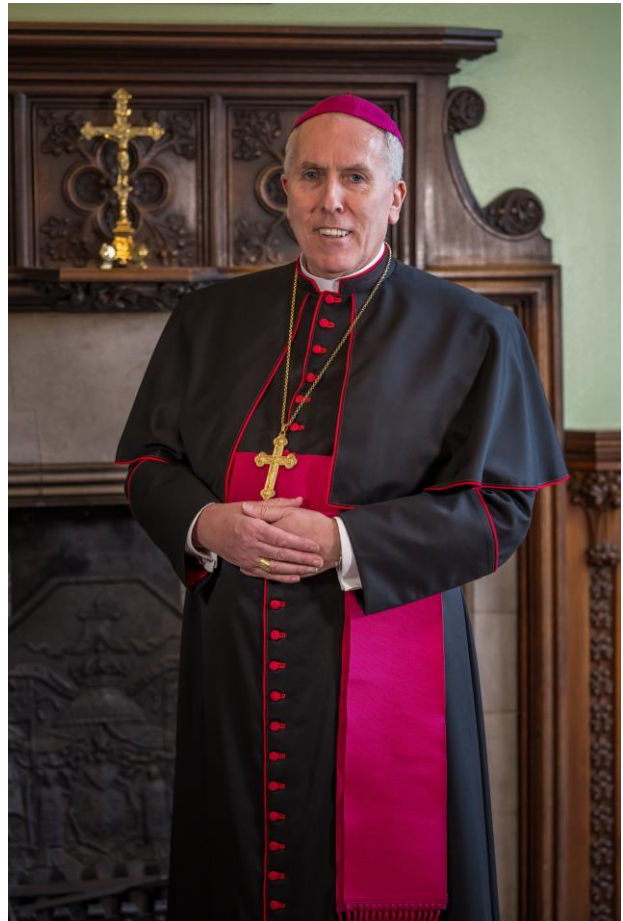
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# BISHOP'S INTRODUCTION

It is with joy and gratitude that I offer this introduction to the Diocese of East Anglia's Annual Report for 2024. The text presents more than facts and figures, it reveals the broad tapestry of diocesan life and ministry. The past year has seen our diocesan family continue to grow, with a consistent increase in the numbers regularly attending to celebrate Sunday Mass. Communal resilience is evident across the network of our parishes and schools. Our communities are more diverse than ever, a feature that is nurturing spiritual renewal. Our faith, hope and charity are made manifest in an amazing array of activities and projects.



The continuing fidelity and generosity of Clergy and Religious should be acknowledged and celebrated by one and all. Members of the Lay Faithful, through the multiplicity of ministries, have contributed immensely to the vibrancy and fruitfulness of the Church's mission in service to the Kingdom of God. As always, the celebration of the sacraments has created countless moments of grace. We have rejoiced in welcoming many new members into the Church through engagement with the pathways provided by the Rites of Christian Initiation. I offer thanksgiving for the profound impact of the witness to faith provided by so many families across the diocese. We have often been reminded how the faithful integrity of an individual can change the lives of many.

The past year has not been without its challenges. We must mention the overhang of the pandemic and how it has continued to leave its mark. The diocese has continued to respond to the social and economic pressures of the moment. The cost-of-living crisis has impacted the whole of society and the diocese has played its part in striving to address the needs of the most vulnerable. There have been many examples where the light of Christ has been revealed through the concrete manifestation of compassion and accompaniment.

Looking ahead, we are already embarked upon a pathway that is leading us to reflect deeply upon the objectives and structures of our fundamental mission. Pope Francis called the Universal Church to embrace a more 'synodal' mentality, whereby we listen intently to the promptings of the Holy Spirit. The Diocese of East Anglia remains committed to the nurturing of vibrant parish communities and to the formation of committed disciples. Let us entrust ourselves confidently to God's graceful providence, praying that He will bring to fulfilment the good work He has begun in us.

A handwritten signature in black ink, consisting of a large, stylized 'P' followed by the name 'Peter' in a cursive script.

**The Rt Rev Peter G Collins, Bishop of East Anglia**



# REPORT OF THE TRUSTEES

For the year ended 31 December 2024

The Diocese of East Anglia is a registered charity (charity number: 278742), established to advance the Roman Catholic faith in the region comprising the counties of Cambridgeshire, Norfolk, Suffolk and Peterborough. The Diocese operates under the governance of the Bishop and the Diocesan Trustees, in accordance with Canon Law and the requirements of the **Charities Act 2011**.

Our charitable objectives include the celebration of public worship, the provision of pastoral care, the advancement of religious education, and the relief of poverty and need. These objectives are pursued through a network of parishes, schools, chaplaincies, and outreach initiatives, in collaboration with clergy, religious, lay staff and volunteers.

During 2024, we remained steadfast in our mission to proclaim the Gospel, nurture discipleship, and serve the wider community. All our activities are carefully reviewed to ensure they provide tangible public benefit and are consistent with both our canonical obligations and civil responsibilities as a charity.



# 2024 SPOTLIGHTS

## Growth

This year has seen encouraging signs of growth across the Diocese. Several parishes reported an increase in regular Mass attendance, especially among young families and new parishioners. A notable highlight was the celebration of over 800 baptisms (up 5 per cent), 539 confirmations (up 40 per cent), and 182 marriages (down 9 per cent) across the Diocese, reflecting the vitality of our sacramental life.

We had 4 seminarians in formation during 2024 and 4 men in formation for the permanent diaconate, and celebrated the ordination of two new priests. Vocational discernment and formation continue to be areas of priority investment.

Parish development initiatives have gained momentum, with outreach programmes such as parish mission weeks leading to greater engagement among lapsed and non-Catholic communities. Lay ministries have flourished, with an increase in catechists, readers, and extraordinary ministers of Holy Communion. Parish pastoral councils have taken an increasingly active role in shaping the spiritual and administrative life of their communities.

### Formation Milestones for Permanent Deacons New Ministries Conferred at Annual Gathering

A significant step in the formation of four permanent deacons for the Diocese of East Anglia took place on 12 October at St John's Cathedral, Norwich. At a Mass celebrated by Bishop Peter Collins, two men were instituted as Readers and two received the ministry of Acolyte.





- Paul Gilbert (Thetford) and Richard Rahim (St Luke's, Peterborough) were instituted as Readers.
- Jonathan Callejo (Cathedral parish) and Jonathan Wright (Our Lady and the English Martyrs, Cambridge) were instituted as Acolytes.

All four are undertaking their studies at St Mary's University, Twickenham, as part of their path towards ordination as permanent deacons.

The occasion formed part of the annual diocesan gathering of permanent deacons and their wives, under the guidance of formation team members Deacons John Bell and Martin L'Estrange.

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### Growing Devotion and Pilgrimage at St Helen's Record Numbers for Feast of Our Lady of Peñafrancia

St Helen's Church, Hoveton, hosted its largest-ever pilgrimage in September, welcoming around 500 people for the annual Feast of Our Lady of Peñafrancia. This marked a record attendance in the 14 years since the celebration was first established in the Diocese of East Anglia.



Pilgrims travelled from across the region and beyond, including London, Hexham, and South Wales, uniting in devotion to Mary, affectionately called *Ina*. This year's event

carried particular significance as it coincided with the centenary of the Canonical Coronation of Our Lady of Peñafrancia in Bicol, Philippines.

Highlights included:

- A nine-week novena conducted across multiple communities.
- A fluvial procession on Wroxham Broad, accompanied by the rosary.
- A land procession and Mass celebrated by Fr Jaylord Magpuyo (Sacred Heart, Dereham) and Fr Peter Raj (St Helen's), with assistance from Deacon Bong Nidea (Hexham).

A lasting legacy was created with the unveiling and enshrinement of a new image of Our Lady of Peñafrancia and the dedication of St Michael's Chapel within St Helen's Church. This satellite shrine provides a focal point for future pilgrims and a deepened spiritual bond with the Bicol tradition.

The celebration was marked by its theme *Se Siempre La Reina* ("Always Be a Queen") and the call to nurture, preserve, and share the devotion as a spiritual inheritance for future generations.

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## Rite of Election at the Cathedral

### Welcoming New Members to the Church

On 18 February, more than 80 catechumens and candidates gathered at St John's Cathedral, Norwich, to take part in the Rite of Election, marking their final stage of preparation before entering into full communion with the Catholic Church at Easter. Bishop Peter Collins, in his homily, reminded those present of their place within the covenantal journey of faith, quoting St Augustine: *"Our heart is unquiet until it rests in you."*

The liturgy included:

- The formal enrolment of catechumens into the Book of the Elect, following affirmation by their sponsors.
- The recognition of candidates already baptised in other Christian traditions, now seeking reception into the Catholic Church.

Representatives attended from across the diocese, including parishes in Peterborough, Cambridge, Ipswich, Norwich, Huntingdon, Great Yarmouth, and beyond.



The Rite of Election, celebrated globally on the First Sunday of Lent, stands as a key milestone in the Rite of Christian Initiation of Adults (RCIA). Those enrolled will complete their journey through Baptism, Confirmation, and the Eucharist at the Easter Vigil.



## Diversity

The Diocese of East Anglia is blessed by its rich tapestry of cultures and backgrounds. Our parishes serve a diverse range of communities, including significant populations from Poland, the Philippines, India, Africa, East Asia and Latin America.

In 2024, the Diocese continued to develop its ministry to migrant communities. Dedicated chaplaincies and multilingual liturgies ensured full inclusion and participation. International Masses drew thousands from across the Diocese and were a powerful testament to the unity and diversity of the Body of Christ.

Support for refugees remained a key priority, with outreach teams offering pastoral care, practical assistance and advocacy. Our inclusion ministry expanded, with a focus on accessibility for disabled parishioners and those with additional needs. Parishes have

been encouraged to consider physical accessibility and liturgical adaptations to support fuller participation.

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### Intercultural Family Fun Day - Ramsey

#### Building connections through culture, food and music

On 5 May, the Church of the Sacred Heart in Ramsey hosted an Intercultural Family Fun Day, bringing together over 150 parishioners and local residents.

The event was spearheaded by the Alicante family with support from the parish, Ramsey Rural Museum and Ramsey Neighbourhood Trust. Despite forecasts of stormy weather, the day unfolded in glorious sunshine, allowing celebrations to take place in the church gardens and car park.



Highlights included performances from the local ukulele band, Sri Lankan siblings who serve as altar servers and choir members, and a praise and worship session from the Fellowship group. Food stalls reflected the international character of the community, offering dishes from the Philippines, Nigeria, Sri Lanka, Cameroon and England.

A children's art table, led by parishioner Raphael, showcased creativity, with selected works later exhibited in the Parish room. The afternoon concluded with a memorable **intercultural costume parade and dance procession**, drawing enthusiastic applause. Proceeds from raffles and donations contributed towards essential church repairs.

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### Refugee Welcome Evening - Sheringham

#### Hospitality and fundraising for Refugee Week 2024

At Our Lady of Refuge and St Joseph, Sheringham, parishioners gathered to welcome



refugees John and Shirzad from South Sudan and Afghanistan. The event, coinciding with the second night of Eid Al-Adha, included food prepared by Abdullah, whose lamb and chicken dishes were warmly received.

The evening was organised by Angela Sandell and Michele Otway, working in partnership with Andy Goff of Solace Partnership. Attendees heard powerful testimonies of hardship, resilience and hope from John and Shirzad, while Andy provided insight into the challenges of the asylum system and the support available for young people.



Over £500 was raised through voluntary donations for the *School of Joy* in Jerusalem, a charity supporting both Christian and Muslim children. The event drew together diverse faith and community groups, demonstrating strong local commitment to welcoming refugees.

### **Simbang Gabi - Norwich**

#### **Filipino community renews Advent tradition**

On 20 December 2024, the Filipino community at St John's Cathedral, Norwich celebrated Simbang Gabi, a cherished nine-day devotional tradition preparing for Christmas.

The Mass, celebrated by Fr Jude Belnas and attended by over 350 worshippers, was coordinated by Jonathan and Jenuary Callejo. The cathedral was filled with festive light, song and prayer, as the community renewed both cultural and spiritual ties.



Norwich's Filipino Catholic community, numbering more than 1,000 and with many working in healthcare, continues to play a vital role in parish life and in wider diocesan witness.



Organisers expressed their hope that the success of this celebration will encourage even greater participation in 2025.

## Safeguarding

Safeguarding remains at the heart of our mission to create safe, welcoming environments for all. In 2024, we made significant strides in strengthening our safeguarding infrastructure and culture.

In 2024 the Diocese had 87 Parish Safety Representatives. Staff undertook updated safeguarding training, while all clergy, religious, and relevant lay workers maintained full DBS compliance. Our Diocesan Safeguarding team, in collaboration with the Safeguarding

Committee, continues to provide robust oversight, regular reviews, and responsive case management.

We remain fully committed to working with statutory agencies and survivors of abuse to ensure justice, transparency, and healing.

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### **Safeguarding: A Priority Focus**

#### **Bishop Peter Collins underlines commitment to the highest standards**

Appointed in autumn 2022 as the fifth Bishop of East Anglia, Bishop Peter Collins has made safeguarding a central focus of diocesan life.



In early 2023, the Diocese of East Anglia volunteered to take part in a pilot baseline audit conducted by the Catholic Safeguarding Standards Agency (CSSA). The final report, published in autumn 2023, awarded the diocese *comprehensive assurance*.

This outcome reflects the dedication of clergy, parish safeguarding representatives, and the professional safeguarding team, all working together to protect children and vulnerable adults. The diocese continues to collaborate with statutory authorities to ensure all cases are addressed in line with civil and canonical law.

Bishop Peter, who has been engaged in safeguarding work since 1994, stated:



“We have come a long way over the past thirty years, however, there is never any place for complacency in the arena of safeguarding. I declare both a personal and collective commitment to ensuring that the highest standards are maintained regarding adherence to national safeguarding policies and procedures.”

He emphasised that victims and survivors remain at the heart of diocesan prayer and assured parishioners that safeguarding concerns can be reported directly to the diocesan safeguarding coordinator.

The Bishop concluded by reaffirming that the protection of the vulnerable is not simply a legal responsibility but a Gospel imperative: “In obedience to Christ, we are duty bound to protect and defend the value and dignity of every human person. Applying this duty to those who are most vulnerable must be forever our greatest concern, our greatest work.”

## Exploring the Theology of Safeguarding

### Annual gathering encourages reflection on the Church's mission

On 19 October, parish safeguarding representatives from across the Diocese of East Anglia met in Newmarket for the annual safeguarding event.

The day provided an opportunity to step back from daily safeguarding practice and reflect on its theological and spiritual foundations. The keynote speaker, Rev Dr Barry O'Sullivan





- a priest of the Diocese of Salford and an international safeguarding consultant - emphasised that safeguarding is intrinsic to Christian identity and mission.

Drawing on the Gospels, papal teaching, and Catholic Social Teaching, Fr Barry spoke of Christ's vulnerability and identified safeguarding as "part of who we are as Christians." He noted:

"While we are committed to sound safeguarding practice, based on what has been learned from statutory and voluntary sectors, recent experience has shown that there is a desire and a need for a theological and spiritual foundation for safeguarding in the Church."

The gathering highlighted that victims and survivors of abuse must receive a response that is compassionate, practical, and rooted in the Church's own teaching.

The event concluded with Mass celebrated by Bishop Peter, during which prayers were offered for victims and survivors, and for all those engaged in safeguarding work across the diocese.

## Safeguarding in a Digital Age

### Online safety and diocesan audit highlighted at annual event

The annual safeguarding conference at Wymondham brought together parish safeguarding representatives and diocesan delegates to share learning, hear from safeguarding experts, and pray together.

The keynote presentation was delivered by "The Two Johns" of EST Safety Training, who addressed online safety risks for children and young people. Their talk explored the influence of social media, the challenges of online gaming, and practical steps for digital wellbeing.

Steve Ashley, CEO of the Catholic Safeguarding Standards Agency, also attended. He reviewed the Diocese of East Anglia's recent audit outcome, reaffirming its *comprehensive assurance* rating, and thanked all involved in achieving this standard.

The event included prayer and Mass led by Bishop Peter, remembering victims and survivors of abuse and affirming support for all engaged in safeguarding ministry.

Reflecting on the day, one parish safeguarding representative commented:

“A really stimulating, thought-provoking, supportive and informative day - I found the input in relation to safeguarding young people in an online context to be especially helpful. It highlighted the need for fresh thinking when it comes to how we can all best provide protection and support.”

The gathering also provided space for community and encouragement, reinforcing the shared commitment to safeguarding as a central responsibility of parish life.



## Heritage

The Diocese is home to numerous churches and properties of significant historical and architectural value. In 2024, we undertook vital maintenance and restoration work on several listed buildings.

We were grateful for the support of the Heritage Lottery Fund, as well as local fundraising efforts, which enabled urgent roof and masonry repairs at key sites. Partnerships with Historic England, diocesan archives, and local historical societies have enabled us to promote awareness of our religious and cultural legacy. The Diocese also invested in digital archiving, safeguarding important records and artefacts for future generations.

Pilgrimage sites, such as the Shrine of Our Lady of Walsingham, continued to flourish, welcoming thousands of pilgrims throughout the year and hosting diocesan and national events.

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## University Collaboration Supported Church Restoration

### Engineering expertise applied to safeguarding historic Cambridge landmark

The University of Cambridge partnered with the Church of Our Lady and the English Martyrs to address urgent conservation challenges facing the Grade I listed building. Concerns had centred on the safety of the high-level stonework, following the loss of one of the pinnacles from the bell tower in 2023. Emergency works were undertaken at that time, and a research initiative was launched to develop longer-term solutions.

MEng student Rajiv Nailadi led the project, applying laser-based measurement technology to monitor vibration and movement in the pinnacles. The findings were used to inform a planned programme of repair and conservation work.



Dr Sam Cocking, Department of Engineering, noted:

“Cracks in the pinnacles had exposed iron reinforcement to water, leading to corrosion and further damage. Monitoring was essential to understand the impact of wind loading and vibration from the bells.”

Matthew Champion, Diocesan Heritage Officer, added:

“This collaboration provided an invaluable opportunity to enhance our knowledge of the building and plan for its future as one of the city’s most cherished landmarks.”

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## Cathedral of St John the Baptist Placed on Heritage at Risk Register

### Significant investment required to address long-term conservation needs

Historic England added St John's Cathedral, Norwich, to its 2024 Heritage at Risk Register, citing urgent issues with rainwater management and roof integrity.

The Cathedral, designed by George Gilbert Scott Junior and completed in 1910, faced structural challenges arising from overloaded rainwater pipes, failing gutters, and water ingress. Although short-term remedial works had been carried out, investigations continued into the scale of longer-term interventions required.

The most recent Quinquennial Inspection identified over £8 million of necessary works, of which more than £1 million had already been delivered thanks to grants and donor support. This included urgent repairs to the Transept roof, gutters, electrical circuits, and drainage systems.



Cathedral General Manager, Charley Purves, reflected:

“While recognition of the risks was sobering, it allowed us to focus on solutions. The Cathedral was not only a place of worship but also a community hub and visitor destination. Securing its fabric meant preserving all that it represented to people of faith and none.”

Matthew Champion, Diocesan Heritage Officer, observed:

“St John’s was a masterpiece of Victorian Gothic architecture, but it was increasingly vulnerable. Inclusion on the Register provided an opportunity to bring together partners and secure its future for generations to come.”

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## **Appointment of New Architect to St John’s Cathedral**

### **Award-winning conservation specialist joined Diocese of East Anglia**

The Diocese of East Anglia appointed Nicholas Warns as the new Architect (Surveyor of the Works) to St John the Baptist Cathedral, Norwich.

Nicholas, a Norwich-based Conservation Architect with extensive national experience, took responsibility for the Quinquennial Inspections, advised the Bishop and Trustees on the care of the building, and reported annually on the progress of conservation works. He brought with him expertise gained as a Guardian of the Society for the Protection of Ancient Buildings, a Commissioned Architect for English Heritage, and a long-standing member of the National Churches Trust Grants Committee.

Bishop of East Anglia, the Rt Rev Peter Collins, said:

“We were delighted to welcome Nicholas to this key role. His knowledge of historic churches was invaluable as we worked to ensure the Cathedral’s preservation.”

Reflecting on his appointment, Nicholas remarked:

“To be entrusted with the care of St John’s Cathedral was an honour, both professionally and personally. Having grown up in Norwich, I felt a strong connection to the city and its architectural heritage.”



## Plans for the Future

Looking ahead, the Diocese is implementing an update to the organisation of the clergy. We will continue to focus on missionary discipleship, parish renewal and evangelisation.

Youth ministry remains a priority. We are investing in diocesan youth events, chaplaincies, and leadership development, ensuring that young Catholics are empowered to live and share their faith confidently. The Ignite team is a beacon of pride for the Diocese.

Catholic education continues to thrive in our schools and academies. Plans are underway to expand chaplaincy provision and deepen collaboration between parishes and schools.

We are also increasing support for clergy well-being and formation, recognising the demands faced by our priests and deacons in contemporary ministry.

Finally, inspired by Pope Francis' encyclical *Laudato Si'*, the Diocese is developing a sustainability action plan. This includes energy audits, green technology investments, and parish engagement in caring for our common home.

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### Investing in a Sustainable Future

#### Hunstanton Parish Committed £27,000 to Solar Energy





The parish of Our Lady of Perpetual Succour & St Edmund in Hunstanton took a significant step towards sustainability by installing solar panels at a cost of £27,000. This investment was made without grant assistance, reflecting the parish's confidence in the long-term environmental and financial benefits of renewable energy.

The system included 27 panels and battery storage, allowing flexibility in usage and supporting the parish's future transition from gas to electric heating. While the gas system was retained as a backup, the parish anticipated substantial reductions in energy costs. Calculations suggested that the investment would be recovered within 10-12 years, with panels expected to last 25 years or longer.

Funding came directly from parishioners' contributions, given over many years with characteristic generosity. The project was delivered by Solar Energy Solutions Norfolk.

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### **Strengthening Diocesan Life**

#### **Beccles and Bungay Parishes Transferred to the Diocese of East Anglia**

On 1 January 2024, the parishes of St Benet, Beccles, and St Edmund, Bungay, including St Thomas More, Harleston, formally transferred from the Benedictines of Downside Abbey to the Diocese of East Anglia.



This transition brought to a close a lengthy process and allowed the communities to enter a new chapter within the diocesan family. Bishop Peter Collins expressed gratitude for the stewardship of the Benedictine monks and acknowledged the deep heritage and ties parishioners continued to hold.

Looking forward, the Diocese anticipated supporting the parish communities and their schools as they became more closely integrated into diocesan life and mission.

## Celebrating Faith Together

### 700 Pupils Gathered for Annual Schools Mass

Almost 700 pupils from across the Diocese joined the Annual Schools Mass at the Cathedral of St John the Baptist, celebrated by Bishop Peter Collins. The event was organised by schools within the Our Lady of Walsingham Catholic Multi-Academy Trust. Over 100 pupils, drawn from four schools participating in the Schools Singing Programme, formed the choir and led the liturgical music. The programme, overseen by the Diocesan Director of Music, provided weekly professional tuition and was planned to expand to additional schools.



The Mass coincided with the feast of St Vincent de Paul. Each school received a prayer card and a wooden icon of the saint, linking the celebration to the charitable mission of the St Vincent de Paul Society.

In his homily, the Bishop encouraged pupils to live as “servants of the poor”, echoing the example of St Vincent. The pupils responded with a clear commitment to this call.

The event reflected the vitality of Catholic education in the Diocese and the contribution of the Our Lady of Walsingham Trust, whose leadership played a key role in delivering the celebration.



# CLOSING REMARKS

The Trustees wish to express their sincere appreciation to all who contribute to the life and mission of the Diocese – clergy, religious, lay faithful, parish staff, volunteers, donors, and partners. Your faith, generosity and service make possible the continued growth and vitality of the Church in East Anglia.

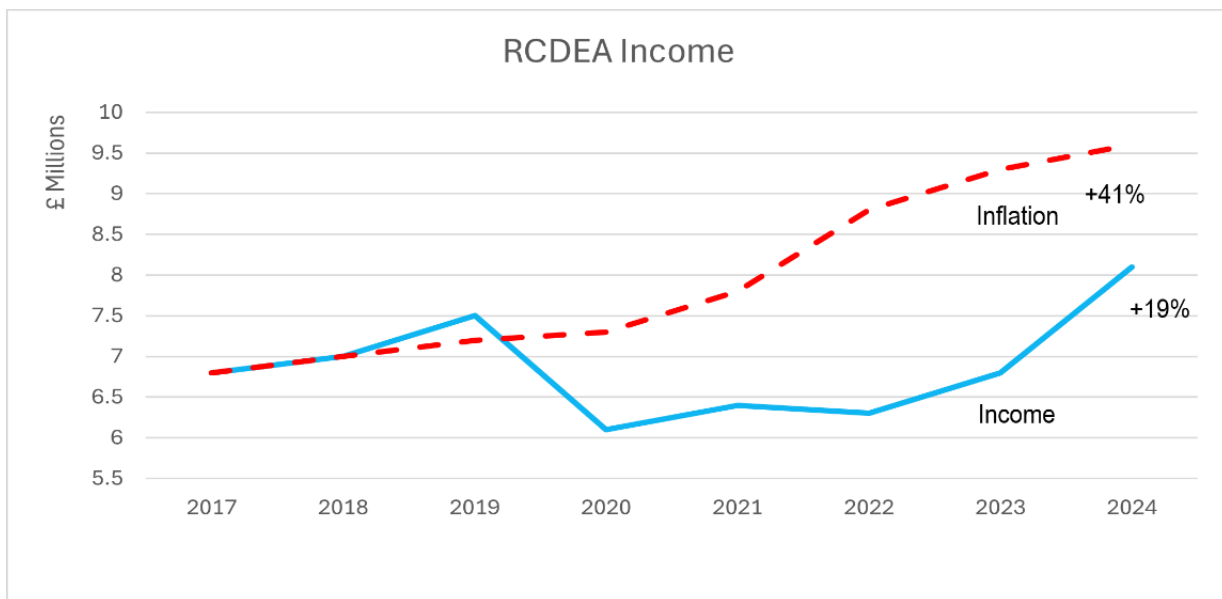
We ask for your prayers and support as we continue this journey together – faithful to Christ, attentive to the needs of our time, and hopeful for all that lies ahead.

**May God bless you and keep you.**

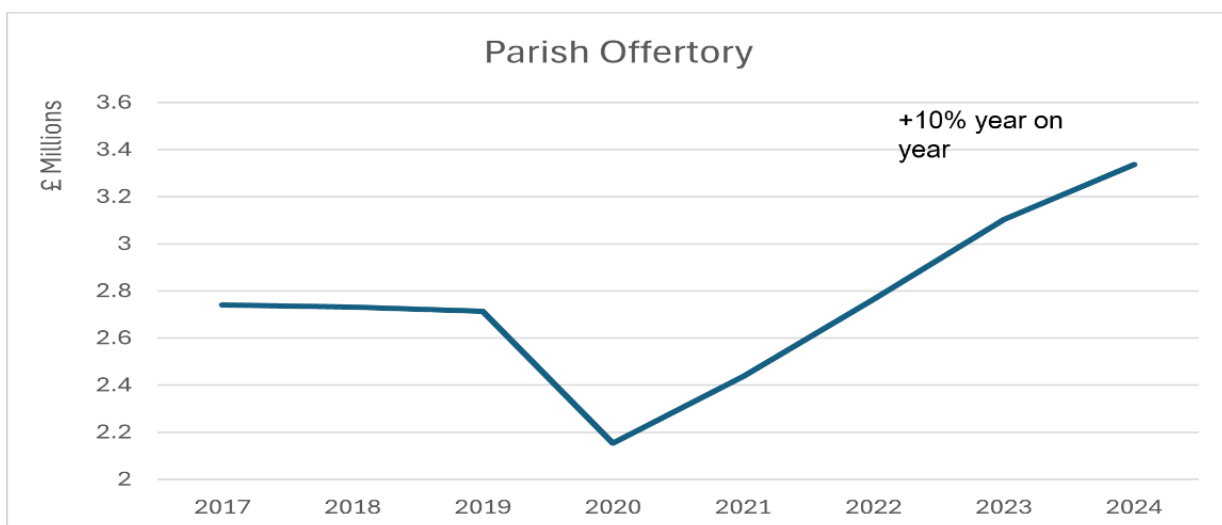


# FINANCIAL REVIEW

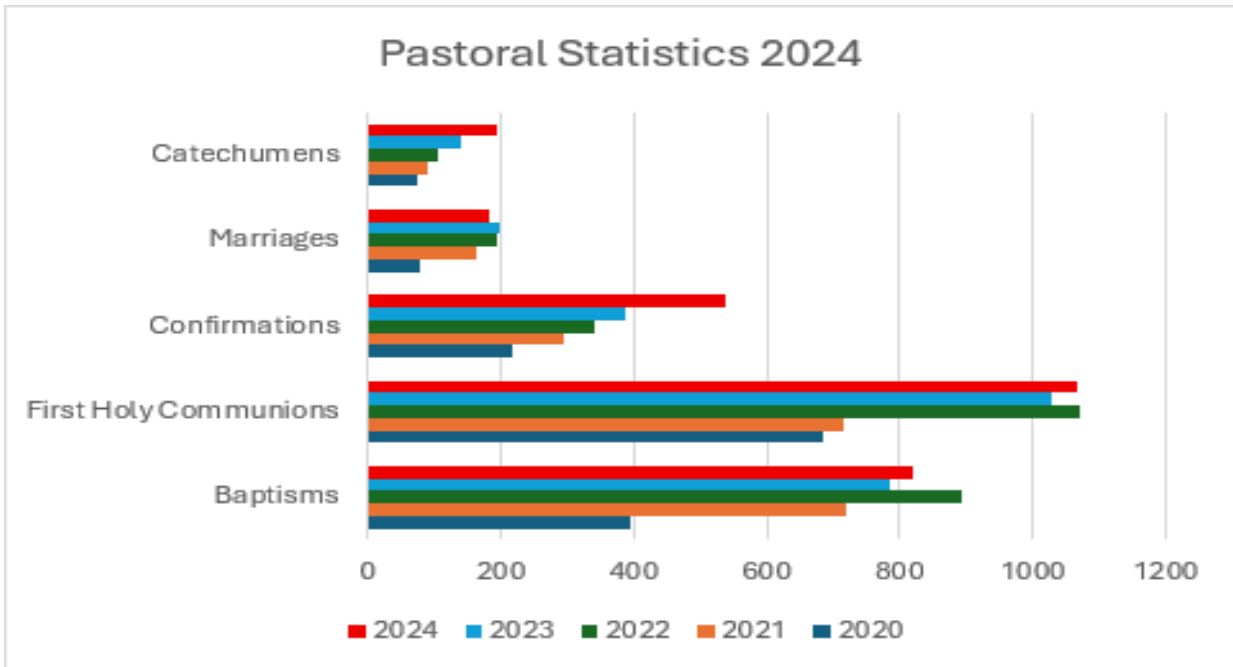
The charity is principally funded by the freewill offerings of the faithful to the Church, about half of which comes through the offertory at Mass. Increasingly cash donations are giving way to standing orders and electronic payments. Over the financial year 2024, the charity's total income rose 20 per cent to £8.1 million. This is the highest cash income since the pre-pandemic peak in 2019 but is some £1.5 million lower than in 2017 in inflation-adjusted terms.



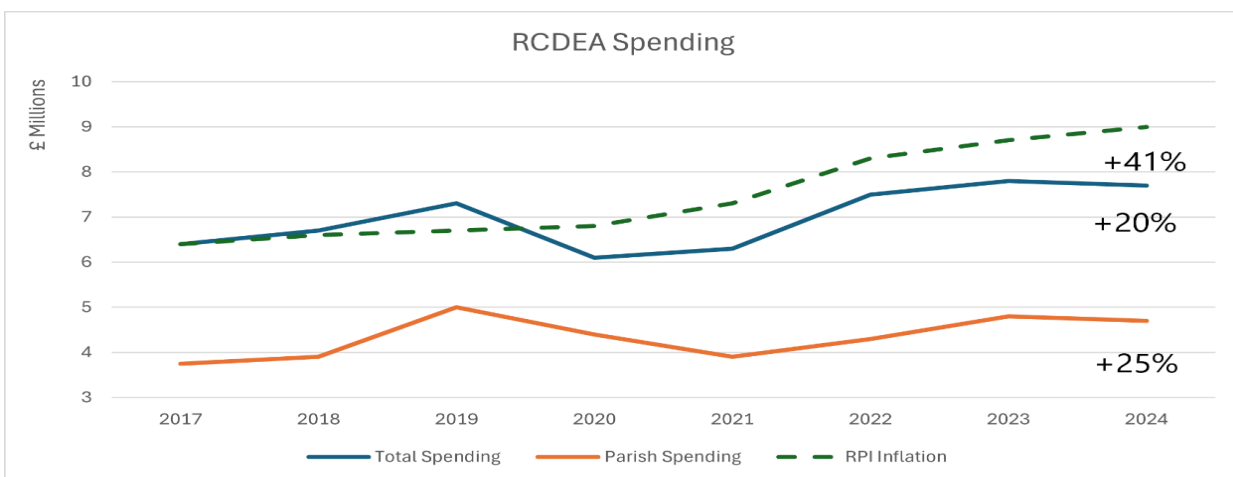
Parish income accounted for 72 per cent of the total; the parishes' offertory income rose 10 per cent over the year.



While this outperformed inflation significantly, the number of Mass attendances is also rising as the Church grows. Per-head donations fell in real terms, likely reflecting the increasing preponderance among Church members of families with children, and the less well-off.



Expenditure fell by 1 per cent, with parishes accounting for 61 per cent of the total. In inflation-adjusted terms, this means spending has been cut by £1.3 million compared to 2017. Staff costs rose 10.2 per cent, within which wages and salaries rose 9.9 per cent.

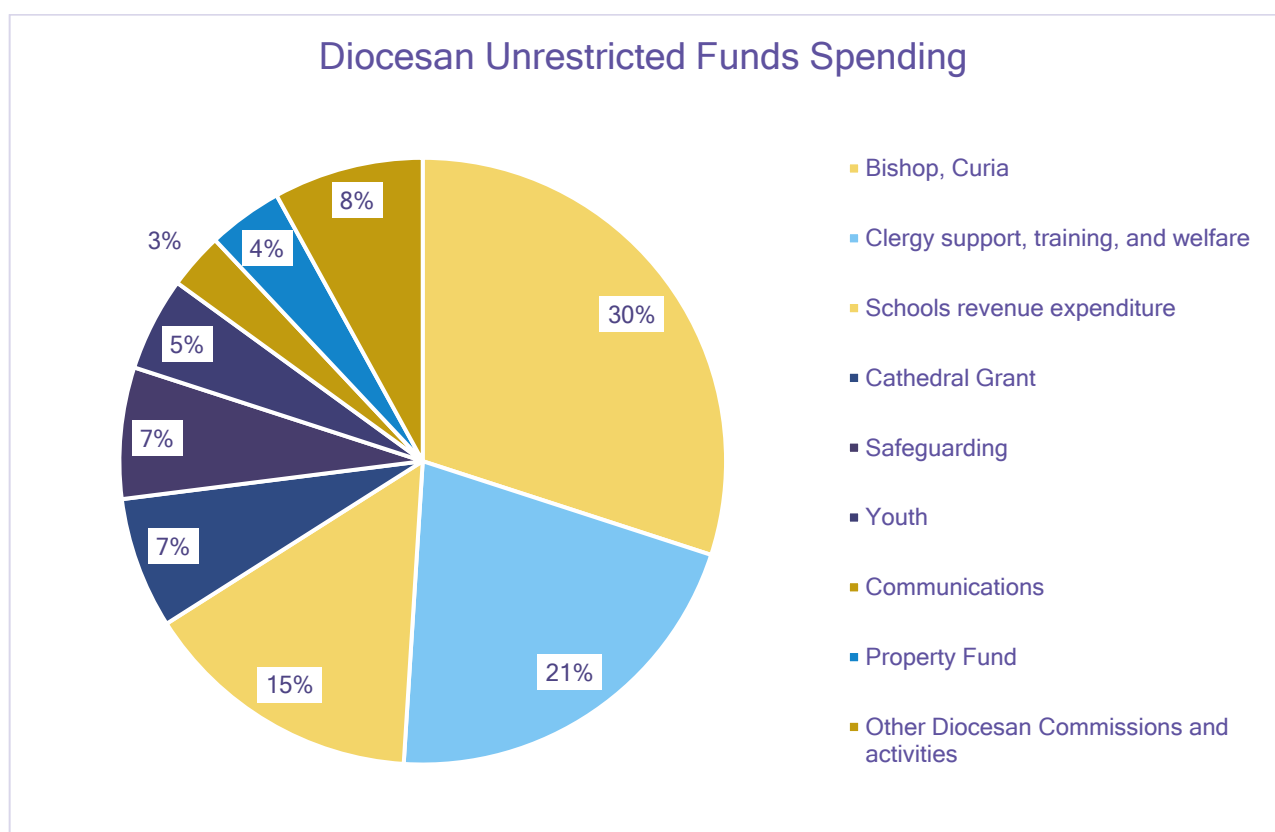


Central Diocesan (Curia) spending is financed principally by a levy on parishes. The Curia supports the Bishop in his governance role and provides collective shared services to parishes and schools, including



- Appointing and training school governors, carrying out school inspections and managing voluntary aided school capital funding;
- Training new clergy and supporting retired clergy;
- Professional support to parish priests and volunteers in maintaining a high standard of safeguarding children and vulnerable adults;
- Helping parishes comply with their statutory responsibilities under health and safety, employment, and charity law;
- Supporting parishes with professional advice on property management and maintenance, listed building obligations, and planning issues;
- A Youth Service that provides activities and catechesis for young people in support of parishes and schools.

The chart below shows the proportion of Curia spending on each function budgeted for 2025.



Before investment gains, the charity achieved a surplus of £0.4 million; this compares to a 2023 deficit of £1.0 million. After taking account of investment gains, which includes £0.6 million one-off gains from revaluing investment properties, the overall surplus was £1.4 million; this compares to a 2023 deficit of £0.4 million. Total funds at the year-end rose by 4.0 per cent to £36.4 million.

Diocesan unrestricted funds remained at £1.1 million. Parish unrestricted funds rose by £0.1 million to £27.3 million.

The Trustees' investment policy has historically been that the charity's investment portfolio should perform in line with the relevant market indices. During 2024, the value of quoted investments rose 5.7 per cent, which is in line with the performance of the FTSE-100 index over the same period. In October 2024 the quoted investments, managed on behalf of the charity by Rathbones Investment Management, were transferred to the CCLA Catholic Investment Fund.

The charity employed 52 staff on average during the year, an increase of 1, of whom 33 were employed by parishes.

The charity's cash consumption was £0.9 million, a reduction from the previous year of £0.5 million. Net cash provided by operating activities was £0.5 million; this compares to a cash consumption in 2023 of £1.7 million. £1.0 million of cash was used to purchase fixed assets, in particular £0.8 million on building works in the parishes and £0.2million on accommodation for retired clergy. Cash and cash equivalents at the end of the reporting period stood at £4.1 million. This is compliant with the Trustees' policy to maintain liquid reserves at least equal to 24 months' budgeted expenditure.

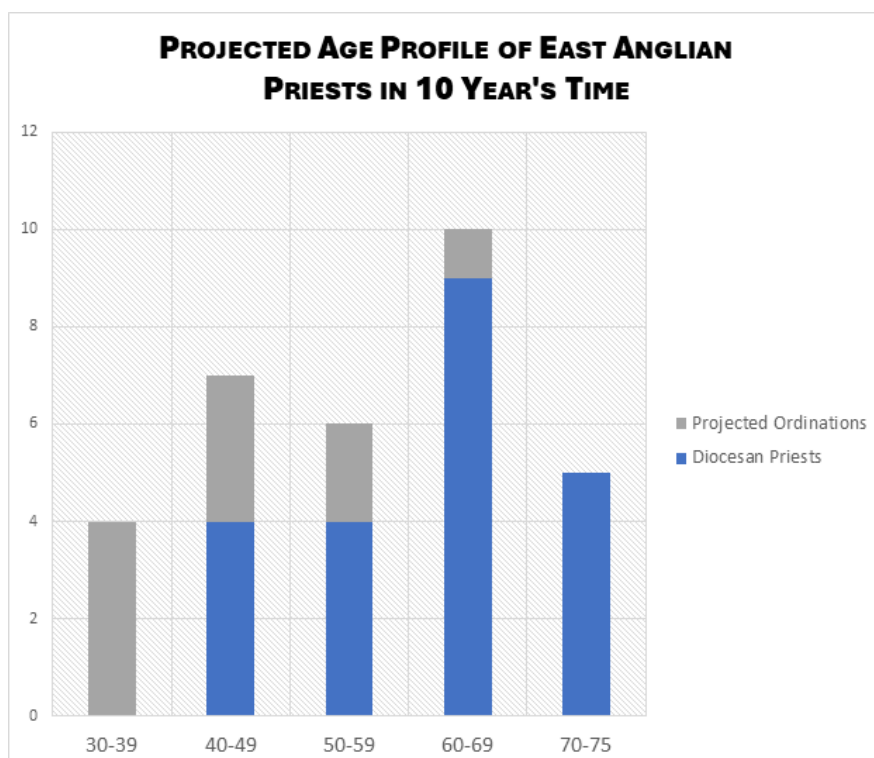
Trustees have reviewed the financial statements and forecasts for the coming 12 months and consider that the charity is a going concern.

Overall, the charity met the Trustees' objective of keeping the rate of growth of expenditure below the rate of increase of income, and so maintaining a path of reducing the operating deficit. Further action will be necessary, however, to accelerate progress in deficit reduction and stem the drain on the charity's cash reserves. As they set future budgets, the Trustees maintain and review a deficit reduction plan.

# LOOKING AHEAD

The Diocese aims to continue supporting the population of East Anglia with worship, education, and social action over the years to come. In order to do that effectively, there will be three key areas of focus for the charity in the near future:

- The Bishop has begun a process of consultation about the pastoral provision which the Diocese will be able to offer, given the known demographic constraint on the number of priests available to provide the sacraments; this is likely to increase over the next ten years; the process of consultation continued during 2024 and will continue into 2025;
- The Diocese will continue to work with schools and Multi-Academy Trusts, in line with the Trustees' settled policy, to rapidly complete the academisation of all state-funded Catholic schools;
- The day to day operations of the Cathedral of St John the Baptist Trust will transfer to the Diocese and parish;
- The Diocese will continue to take the steps necessary to implement the Trustees' deficit reduction path and put the charity's finances on a long-term sustainable footing.





# RISKS

The Trustees regularly review the risks to the achievement of the charity's aims. The principal risks they have identified, together with the mitigations they have put in place, are:

- Persistence of a structural financial deficit in the Curia, and an ongoing cash deficit; this is being addressed through a multi-year deficit reduction plan;
- Lack of capacity, in a small organisation, to deliver essential functions; this is being addressed through budget prioritisation, rationalisation of structures and contracts, and a continuing focus on fostering vocations to the priesthood and religious life;
- Policies being overtaken by legislative and other changes; this is being addressed by a programme of policy review;
- The possibility of harm arising through lack of capacity to fully monitor and address health and safety priorities; this is being addressed through training, a focus on building maintenance, and a re-letting of the external contract for health and safety support.

# HOW WE ARE ORGANISED

## The Diocesan Board of Trustees

The governing document of the Diocese during 2024 was a Deed of Revocation and Appointment dated 2 October 1979. The Diocese is governed by the Board of its Corporate Trustee. These members meet at least quarterly, under the chairmanship of the Bishop. The Board of Trustees is responsible for formulating the strategies and policies for the Diocese as a whole, including the approval of significant parish expenditure and building works, parish loans, the appointment of Diocesan staff and advisors and the exercise of financial management of its own income and expenditure.

During 2024, the Trustees agreed to revert to the original governance of the charity as set out in the Deed of Revocation and Appointment. This involved the resignation of the individual Trustees and the East Anglia Roman Catholic Diocese Trustee (company number 01412758) Corporate Trustee becoming once again the sole Trustee of the unincorporated charity.

The Board was assisted in its decision-making during the year by five other bodies:

- The Finance Sub-Committee chaired by the lead Trustee for Finance, meeting at least quarterly, to assess and monitor all major financial policies and activities, oversee the work of the auditors and our investment advisors and advise the Board on appropriate action as required.
- The Investment Sub-Committee advises the Trustees on the implementation of its Investment Strategy. It is chaired by a Trustee.
- The Buildings Sub-Committee, which is chaired by the lead Trustee for Finance and includes members of the Board of Trustees and advisors, deals mainly with curial and parochial property matters. The Sub-Committee meets quarterly and reports to the Board. Its main function is to agree, monitor and review the details of parish building and repair projects through its agreed expenditure approval procedures and to oversee the process of Quinquennial Inspections of all church buildings, along with matters such as health and safety and to advise on the rental, purchase or sale of property. Delegations allow this Committee to agree minor works.
- The Trustees' Safeguarding Sub-Committee deals with the strategic elements of safeguarding and is chaired by a Trustee. The Diocese keeps its safeguarding structures and arrangements under review in the light of best practice. The Diocese

adheres to the independent national Catholic Safeguarding Standards Agency (CSSA), which conducted an audit of the Safeguarding Service during 2023. The audit judgement was one of “Comprehensive Assurance”.

- The Diocesan Schools Service Commission oversees education and schools matters on behalf of the Bishop. This Commission was chaired during 2024 by the Bishop and it is advised by the Diocesan Director of Schools and reports to the Board.

In addition, proposals for church reordering require consultation with the Arts and Architecture Committee of the Liturgy Commission, whilst projects affecting the fabric of churches which are listed requires a Faculty from the Diocese’s Historic Churches Committee, which acts as a planning body under the Ecclesiastical Exemption Order.

The majority of our Catholic Schools in the Diocese belong to one of two multi-academy trusts (MATs), designed to ensure the best future for Catholic schools and learners within the ever-changing educational policy landscape. In Norfolk and north Suffolk, the St John the Baptist Catholic Multi-Academy Trust became operational in 2016. In Suffolk and Cambridgeshire, Our Lady of Walsingham Multi-Academy Trust was formed in 2017. At present there continues to be a number of Voluntary Aided Schools in the Diocese and it is the Bishop’s policy that they should be able to join one of the MATs. This process is expected to complete in the Autumn term of 2026.

## Diocesan Commissions and Groups

The following Commissions assisted the Trustees during the year in the furtherance of the charity’s objectives:

- **The Safeguarding Commission** This is a professional body that advises on national procedures regarding the safeguarding of children, young people and adults at risk within the Diocese. It has an independent chair. A Diocesan Trustee has been appointed as a member to provide a link to the Board of Trustees and its Safeguarding Sub Committee.
- **The Liturgy Commission** This body advises the Diocese and individual parishes on matters relating to the celebration of Sacred Rites in churches, including musical, artistic and architectural matters pertaining to the Sacred Liturgy. It organises liturgical courses throughout the Diocese. Its members are advised by the Diocesan Director of Music.



- **The Commission for Catechesis and Formation** This body has particular responsibility for Sacramental Preparation, covering parish sacramental programmes including Rite of Christian Initiation of Adults, Baptism, First Reconciliation and First Communion, Confirmation & Marriage, training and ongoing formation of catechists and co-ordination of key catechists. It supports adult religious education, the formation of teachers in Catholic schools and organises the annual Newman Lectures on aspects of Catholicism.
- **The Commission for Dialogue and Unity** This Commission is appointed by the Bishop to advise him on all ecumenical matters relating to the Diocese. Members of the Commission are appointed on a Deanery basis with one lay and one clerical member from each of the seven Deaneries. Members of the Commission represent the Diocese on a number of interchurch bodies at local, county and national level. The Commission has an important educational role and organises days of reflection and of study on a diocesan and deanery basis.
- **Justice and Peace Commission** This Commission was established to advise the Bishop and the Diocese on matters of justice and peace. It organises study days and vigils of prayer to encourage all to seek justice and peace and to exchange relevant information.
- **The Diocesan Youth Service Commission** The Director of the Diocesan Youth Service works with the Bishop to coordinate and organise a variety of diocesan youth events including the World Youth Day pilgrimage every two years and diocesan youth days, festivals, celebrations and camps. This work is supported by a Diocesan Youth Services Commission. The work of the Director of the Diocesan Youth Service has been augmented by a Youth Mission entitled “Ignite” with the aim of enhancing the development of youth activity throughout the Diocese. This latter group is intended to be developed with the mission of taking the Catholic message out to the youth of the Diocese using events within the Diocese as a whole, within individual parishes and in the diocesan schools.
- **New Evangelisation Commission** This Commission aims to support the strengthening and development of the Catholic Faith within the Diocese. In addition to encouraging and facilitating the return of Catholics who have lost contact with the Church to regular communion, the Commission is also engaged in promoting the Church amongst non-Catholics.
- **Caritas East Anglia** This group has been formed to promote Catholic Social Teaching by administering the Social Outreach aspects of the money raised for this purpose by the Alive in Faith campaign. It is a member of the Caritas Social Action

Network (CSAN) which is an agency of the Catholic Bishops' Conference of England and Wales.

The Bishop is reviewing the structure and membership of these bodies.

### Management

Day to day control of the charity is exercised by the Bishop. He is supported in this by the by the Director of Operations and Finance. The Trustees' Scheme of Delegation sets out the specific delegated responsibilities of individual Committees and budget-holders. At parish level, the Parish Priest, assisted by his Finance Committee, is responsible for all aspects of administration subject to the provisions of Canon Law and the Diocese's financial procedures as set out by the Bishop through the Parish Handbook, which was revised and reissued during 2024 and has been further revised in 2025.

### Fundraising

The Diocese did not use third parties to raise funds during the year. Funds are raised by parishes principally through the weekly offertory and also through occasional parish fundraising events, mainly of a social nature. A number of parishes participated in the "Time, Talents, Treasures" stewardship campaign under the guidance of the Diocese's Stewardship Coordinator; that invited parishioners to volunteer to support the charity's activities and to review the level of their regular giving and whether they have made gift aid declarations. The campaign was successful in increasing the level of standing orders and gift aid declarations in the parishes where it was rolled out. The Diocese is also a member of Your Catholic Legacy, an organisation that promotes Catholic charities as potential beneficiaries in donors' wills.

### Appointment and Training of Trustees

The power to appoint trustees and directors of the corporate trustee is vested in the Bishop of the Diocese. All directors are provided with opportunities for further training and development and are given appropriate induction on appointment. The Trustees receive particular training in their safeguarding responsibilities.

### Remuneration of Key Management Personnel

The key management personnel consist of the Director of Operations and Finance and the Director of Schools. The charity's key management personnel have been recruited by public advertisement at a salary fixed by local market forces at the time of recruitment. Three members of staff earned more than £60,000 during the year. Annual wage increases for Curia Staff have been granted on a discretionary basis, informed by budgetary planning, data from the Office for National Statistics on inflation and average earnings across the economy.



## CONNECTED CHARITIES

The Diocese is connected to two charities whose objectives are complementary to the diocesan objectives. These are the Cathedral of St John the Baptist Trust (Reg No 1152820), which is independent and the East Anglia Diocese Dependent Priests' Fund (Reg No 1102707), which is a subsidiary of the Diocesan Trustee. Both of these charities received grants from the Diocesan Trust in 2024.

A number of Diocesan Trustees are also Trustees of the Walsingham Trust (Reg no 1180690), which the Bishop chairs ex-officio. The Diocesan Trustee owns a number of properties occupied by the Trust and supports the Trust financially and in kind.

# AUDITORS

On 18 November 2024 the company's auditor changed its name from haysmacintyre LLP to HaysMac LLP.

# REFERENCE AND ADMINISTRATIVE DETAILS

**Charity number** 278742 (England and Wales)

**Trustees**

The Rt Rev Peter Gwilym Collins  
 Canon David Bagstaff  
 Mgr Anthony Rogers (retired March 2024)  
 Mrs Moira Goldstaub  
 Mrs Marie Collins  
 Rev Mr James Hurst  
 Mrs Christine Quinn  
 Mrs Lauretta Pilch  
 Rev Sean Connolly (appointed June 2024)

The Trustees are Directors of the East Anglia Diocesan Trustee (company number 01412758).

In September 2024, the Trustees retired as members of the unincorporated charity while retaining their roles as Directors of the Diocesan Trustee company.

**Secretary** The Rev Mr Paul Raynes

**Advisors**

**Property**

Savills  
 Lawrence House  
 5 St Andrews Hill  
 Norwich  
 NR2 1AD

**Legal**

Mills and Reeve  
 1 St James Court  
 Whitefriars  
 Norwich  
 NR3 1RU



**Auditors**

HaysMac LLP  
10 Queen Street Place  
London  
EC4R 1AG

**Investment Management**

Rathbones  
1 Curzon Street  
London  
W1J 5FB  
(to October 2024)

CCLA  
One Angel Lane  
London  
EC4R 3AB  
(from October 2024)

# STATEMENT OF TRUSTEE'S RESPONSIBILITIES

For the year ended 31 December 2024

The Trustees are responsible for preparing the Trustees' Annual Report and the financial states in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounts Practice)

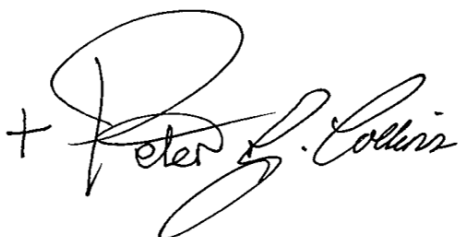
The law applicable to charities in England & Wales requires the trustees to prepare the financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and the application of resources of the charity for that period. In preparing these financial statements, the

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the charities SORP 2019 (FRS 102);
- Make the judgements and estimates that are reasonable and prudent;
- State whether applicable accounts standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for the keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the charities Act 2011, the charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for the safeguarding the assets of the charity and hence for the taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board of Trustees on 17 July 2025

**The Rt Rev Peter G Collins, Bishop of East Anglia**  
Trustee

A handwritten signature in black ink, reading "Peter G. Collins". The signature is written in a cursive style with a large, looping initial 'P'.

# INDEPENDENT AUDITORS' REPORT

## Opinion

We have audited the financial statements of the Roman Catholic Diocese of East Anglia for the year ended 31 December 2024 which comprise Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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 group's and of the parent charity's affairs as at 31 December 2024 and of the group's net movement in funds 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 Charities Act 2011.

## Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. 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 group 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 group'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 Report of the Trustees. 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.

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

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- sufficient accounting records have not been kept; or

- the parent charity financial statements are not in agreement with the accounting records and returns; 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 3, the trustees 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 group's and the parent charity'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 group or the parent charity 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. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Canon Law, employment law, safeguarding regulations and Charity Law, 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 Charities Act 2011 and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls). Audit procedures performed by the engagement team included:

- Review of minutes of trustees' meetings;
- 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; 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](http://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 charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees 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



charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

HaysMac LLP  
Statutory Auditors

*HaysMac LLP*

10 Queen Street Place  
London

EC4R 1AG

Date: 27 October 2025

HaysMac LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

# STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2024

	Notes	Unrestricted Funds General £	Unrestricted Funds Designated £	Restricted Funds £	Parochial Funds £	2024 Total £	2023 Total £
<i>Income:</i>							
Voluntary income	2	658,823	-	1,158,867	5,013,539	6,831,229	5,581,629
Charitable activities	3	-	-	29,368	212,177	241,545	146,148
Income from other trading activities	4	-	-	125,955	145,519	271,474	244,990
Investments	5	243,588	24,984	20,909	500,760	790,241	737,393
Other income	6	2,141	-	-	566	2,707	48,651
<b>Total income</b>		<u>904,552</u>	<u>24,984</u>	<u>1,335,099</u>	<u>5,872,561</u>	<u>8,137,196</u>	<u>6,758,811</u>
<i>Expenditure:</i>							
Raising Funds		203,106	37,140	67,454	24,414	332,114	236,586
Charitable Activities:							
Provision of worship		428,750	91,164	154,596	1,262,679	1,937,189	2,280,693
Clergy and parish support		376,171	225,239	372,962	3,315,841	4,290,213	4,119,558
Pastoral care and community Support		373,756	-	5,116	62,538	441,410	426,180
Schools programme		355,363	351,419	-	-	706,782	730,170
<b>Total expenditure</b>	7	<u>1,737,146</u>	<u>704,962</u>	<u>600,128</u>	<u>4,665,472</u>	<u>7,707,708</u>	<u>7,793,187</u>
Net (expenditure)/income before investment gains/(losses)		(832,594)	(679,978)	734,971	1,207,089	429,488	(1,034,376)
Net gains/(losses) on investments		<u>308,555</u>	<u>668,416</u>	<u>(15,254)</u>	<u>(2,171)</u>	<u>959,546</u>	<u>609,936</u>
Net (expenditure)/income for the year		(524,039)	(11,562)	719,717	1,204,918	1,389,034	(424,440)
Transfers between funds	18	<u>450,576</u>	<u>392,117</u>	<u>246,542</u>	<u>(1,089,235)</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		<u>(73,463)</u>	<u>380,555</u>	<u>966,259</u>	<u>115,683</u>	<u>1,389,034</u>	<u>(424,440)</u>
Funds brought forward as previously stated		<u>1,129,241</u>	<u>4,427,690</u>	<u>2,314,662</u>	<u>27,180,778</u>	<u>35,052,371</u>	<u>35,476,811</u>
<b>Funds carried forward</b>		<u>£1,055,778</u>	<u>£4,808,245</u>	<u>£3,280,921</u>	<u>£27,296,461</u>	<u>£36,441,405</u>	<u>£35,052,371</u>

The analysis between Permanent Endowment Funds and Restricted Funds is given in the Balance Sheet. During the year, there were no movements, other than gains/(losses) on investments, on Permanent Endowment Funds and the amounts involved are considered to be insufficiently material to warrant separate disclosure in the Statement of Financial Activities.

All income and expenditure derives from continuing activities in each year.

The notes form part of these accounts.

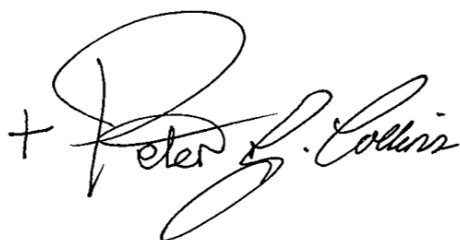
# BALANCE SHEET

## As at 31 December 2024

		2024		2023	
	Notes	£	£	£	£
<b>Fixed assets</b>					
Tangible fixed assets	11		15,880,966		16,114,660
Investments	12		16,247,360		14,758,891
			<u>32,128,326</u>		<u>30,873,551</u>
<b>Current assets</b>					
Debtors	13	1,464,764		585,637	
Cash at bank and in hand		4,052,574		4,802,141	
		<u>5,517,338</u>		<u>5,387,778</u>	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	14	(1,204,259)		(1,208,958)	
<b>Net current assets</b>			4,313,079		4,178,820
<b>Total net assets</b>			<u>£36,441,405</u>		<u>£35,052,371</u>
<b>Funds</b>					
Unrestricted					
General			1,055,778		1,129,241
Designated	15		4,808,245		4,427,690
			<u>5,864,023</u>		<u>5,556,931</u>
Restricted					
Diocese Permanent Endowment	16	128,894		125,498	
Diocese Restricted	16	3,152,027		2,189,164	
			<u>3,280,921</u>		<u>2,314,662</u>
Unrestricted Parochial Funds			27,296,461		27,180,778
<b>Total funds</b>			<u>£36,441,405</u>		<u>£35,052,371</u>

Approved by the Trustees on 17 July 2025 and signed on their behalf by:

The Rt Rev Peter G Collins, Bishop of East Anglia  
Trustee



The notes form part of these accounts.

# CASH FLOW STATEMENT

For the year ended 31 December 2024

	2024		2023
	£	£	£
<b>Net Cash Flow from Operating Activities</b>			
Net incoming/(outgoing) resources	1,389,034		(424,440)
Adjustments for:			
Depreciation charges	556,944		525,242
(Increase)/decrease in debtors	(738,695)		79,092
(Decrease)/increase in creditors	(4,699)		(295,853)
Dividends, interest and rent from investments	(790,241)		(737,393)
(Surplus)/loss on sale of fixed assets	(2,707)		(48,652)
(Gains)/losses on investments	(959,546)		(609,936)
Donations of tangible fixed assets	-		(165,000)
	<u>(549,910)</u>		<u>(1,676,940)</u>
<b>Cash flows from investing activities</b>			
Dividends, interest and rent from investments	790,241	737,393	
Proceeds from sale of investments	9,495,267	1,416,604	
Proceeds for sale of tangible fixed assets	7,832	193,641	
Purchase of investment	(9,457,605)	(1,411,141)	
Purchase of tangible fixed assets	<u>(1,035,032)</u>	<u>(645,442)</u>	
Net cash (used in)/provided by investing activities		(199,297)	291,055
<b>Cash flows from financing activities</b>			
Interest free loans to clergy	(7,100)	1,475	
New loans made	(150,000)	-	
Repayments of borrowing	<u>16,668</u>	<u>-</u>	
Net cash (used in)/provided by financing activities		(140,432)	1,475
Change in cash and cash equivalents in the year		(889,639)	(1,384,410)
Cash and cash equivalents at the beginning of the year		4,942,213	6,326,623
Cash and cash equivalents at the end of the year		<u>£4,052,574</u>	<u>£4,942,213</u>

<b>Analysis of cash and cash equivalents</b>	2024	2023
	£	£
Cash in hand	4,052,574	4,802,141
Cash held in investment portfolio	-	140,072
Total cash and cash equivalents	<u>£4,052,574</u>	<u>£4,942,213</u>

	At 1 January 2024 £	Cash flows £	Other Movements £	At 31 December 2024 £
<b>Analysis of changes in net funds/(debt)</b>				
Cash at bank and in hand	4,942,213	(889,639)	-	4,052,574
Interest free car loans to clergy	18,291	7,100	-	25,391
Walsingham Trust loan	-	133,332	-	133,332
	<u>£4,960,504</u>	<u>£(749,207)</u>	<u>£-</u>	<u>£4,211,297</u>



# NOTES TO THE ACCOUNTS

For the year ended 31 December 2024

## 1. ACCOUNTING POLICIES

### a) Basis of preparation and assessment of going concern

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Charity constitutes a public benefit entity as defined by FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are prepared in pounds sterling and rounded to the nearest pound.

### b) Going concern

The Trustee considers that there are no material uncertainties about the Charity's ability to continue as a going concern. The Trustee has carefully considered future cash flows and the projected reserves position in detail for 2025 and 2026, with further projections up to 2027. In the light of these considerations, the Trustee continues to adopt the going concern basis in preparing these financial statements.

### c) Fund structure

### *Restricted Funds and Permanently Endowed Funds*

The Charity has a number of restricted income funds to account for situations where a donor requires that a donation must be spent on a particular purpose or where funds have been raised for a specific purpose. Details of funds subject to legal restriction are set out in note 16.

### *Unrestricted and Parochial Funds*

Each parish is considered by canon law to be a juridical person with corresponding rights and obligations, including the holding and use of funds. The use of these parochial funds is the responsibility of the Parish Priest, Diocesan Finance Board, College of Consultors and the Bishop in varying ways depending on the amount and significance of the funds. Whilst they have certain characteristics of restricted funds, they are considered to be unrestricted, but designated.

Unrestricted income funds comprise funds which the Trustees are free to use for any purpose in the furtherance of the charitable objectives.

### *Designated funds*

Details of the funds designated by the Trustees are set out in note 15.

## **d) Taxation and irrecoverable VAT**

The Diocese is a registered charity and is exempt from corporate taxes, to the extent of operating within its charitable objectives. Irrecoverable VAT is charged against the expenditure type for which it was incurred.

## **e) Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

### *Legacies, donations and grants*

For legacies, entitlement is taken on a case by case basis as the earlier of the date on which:

- the Charity is aware that probate has been granted;

- the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made, or when a distribution is received from the estate.

Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified of the executor's intention to make a distribution. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the Charity. Where legacies have been notified to the Charity or the Charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed as an estimate of its value, if material.

Grants are recognised when receivable.

### ***Investment income***

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity, this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by the investment advisor of the dividend yield of the investment fund.

Rental income under operating leases is charged to the profit and loss accounts on a straight-line basis over the terms of the lease.

## **f) Expenditure**

Expenditure is recognised once there is a legal or constructive obligation committing the Charity to expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds includes fees and charges for the management of the investment portfolio and fundraising costs.
- Expenditure on charitable activities includes direct, governance and support costs attributable to the four main activities of the Charity being provision of

worship, clergy and parish support, pastoral care and community support, and the schools programme.

### ***School building programme***

The Diocese assists schools undertaking major projects by meeting the costs and claiming grants on behalf of the schools. As the Diocese is acting as an intermediary in the relationship between the schools and the grant funders, these grants are netted off against the cost and only the net costs to the Diocese are included in the financial statements.

### **g) Allocation of support costs**

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs are apportioned between charitable activities on the basis of the Trustees' estimate of time spent on the relevant functions.

### **h) Gains and losses**

Unrealised gains/losses on investments are calculated as the difference between opening market value and closing market value after adjusting for additions and disposals during the year.

### **i) Tangible fixed assets**

Depreciation is calculated by the straight line method to write off the cost/value less anticipated residual value, over the expected useful lives of assets as follows:-

Freehold buildings	50 years
Furniture, equipment and motor vehicles	5 years

The need for any impairment of a fixed asset write-down is considered if there is concern over the carrying value of an asset and is assessed by comparing that carrying value against the value in use or realisable value of the asset when appropriate.

The Diocese has 19 academy schools which are grouped under two Multi Academy Trusts, 5 voluntary aided schools, 2 inter-denominational church schools, which are constituted as separate academies, and two independent schools. In line with Diocesan policy, dates have



been proposed for the remaining voluntary aided schools to join the MATs and the process of academisation is expected to be complete by the Autumn term of 2026. The state schools' properties (land and buildings) are vested in the name of the Diocesan Trustees. The Diocesan Trustees cannot take a unilateral decision to dispose of these properties. Disposal can only occur if the school governors and the Secretary of State for Education decide that all or part of a school site is no longer required for education. In most circumstances, where a disposal occurs, the Secretary of State or the local authority may be entitled to recoup grant. Although no rights of ownership vest in the school governing body, most other rights and obligations, such as for the maintenance and repair of the school and its facilities, are passed to the governors. The Trustees therefore consider that, for the purposes of these financial statements, the nature of their ownership is that of a custodianship, however these properties have been purchased and written off in the Diocesan accounts for the amounts that the Diocese contributed in the past and the costs involved have not been separately identified and are not considered material in the overall context of the accounts.

#### **j) Investment properties**

Investment properties are valued by the Trustees at fair value and are not depreciated. The Statement of Financial Activities includes the net gains and losses arising on the revaluation and disposals throughout the year.

#### **k) Investments**

Investments are held in the CCLA Catholic Investment Fund and are measured at their fair value as at the balance sheet date using the quoted price of units in that Fund. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

#### **l) Debtors**

Sundry debtors are recognised at the settlement amount due. Prepayments are valued at the amount repaid net of any trade discounts due.

#### **m) Cash at bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

#### **n) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

#### **o) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Fixed assets are recorded at depreciated historical cost or revaluation, investments are recorded at their fair value which is the market value as disclosed in note 11 and all other assets and liabilities are recorded at cost which is their fair value.

#### **p) Pensions**

Pension contributions to a defined contribution pension scheme are charged to the Statement of Financial Activities as they occur. These contributions are invested separately from the Charity's assets.

Certain staff are members of a Pensions Trust personal pension scheme growth plan to which they make contributions. The Diocese contributes an additional amount to the employee's contribution. The scheme has been treated as a defined contribution scheme as disclosed in note 22.

#### **q) Critical judgements & estimates**

Critical judgements and estimates In preparing these financial statements the trustees have had to make estimates and judgements that affect the amounts recognised in these financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Key areas subject to judgement and estimation relate to depreciation, investment property valuations and accrued legacies.

## 2a. INCOME FROM DONATIONS AND LEGACIES - CURRENT YEAR

	Unrestricted funds		Restricted	Parochial	2024
	General	Designated	funds	funds	Total
	£	£	£	£	£
Legacies	480,000	-	37,913	147,057	664,970
Donations including plate collections	178,823	-	1,035,004	4,859,802	6,073,629
Grants	-	-	85,950	6,680	92,630
	-----	-----	-----	-----	-----
<b>Total</b>	<b>£658,823</b>	<b>£-</b>	<b>£1,158,867</b>	<b>£5,013,539</b>	<b>£6,831,229</b>
	=====	=====	=====	=====	=====

Included within restricted grant income is £81,950 (2023 : £nil) from Benefact Trust. There were no unfulfilled conditions at the year end (2023 : £nil).

## 2b. INCOME FROM DONATIONS AND LEGACIES - PRIOR YEAR

	Unrestricted funds		Restricted	Parochial	2023
	General	Designated	funds	funds	Total
	£	£	£	£	£
<i>Legacies</i>	-	-	2,000	202,149	204,149
<i>Donations including plate collections</i>	208,638	-	550,983	4,598,955	5,358,576
<i>Grants</i>	-	-	-	18,904	18,904
	-----	-----	-----	-----	-----
<b>Total</b>	<b>£208,638</b>	<b>£-</b>	<b>£552,983</b>	<b>£4,820,008</b>	<b>£5,581,629</b>
	=====	=====	=====	=====	=====

## 3a. INCOME FROM CHARITABLE ACTIVITIES - CURRENT YEAR

	Unrestricted funds		Restricted	Parochial	2024
	General	Designated	funds	funds	Total
	£	£	£	£	£
Altar society and repository sales	-	-	-	40,492	40,492
Chaplaincies	-	-	-	87,998	87,998
Other	-	-	29,368	83,687	113,055
	-----	-----	-----	-----	-----
<b>Total</b>	<b>£-</b>	<b>£-</b>	<b>£29,368</b>	<b>£212,177</b>	<b>£241,545</b>
	=====	=====	=====	=====	=====



### 3b. INCOME FROM CHARITABLE ACTIVITIES - PRIOR YEAR

	<i>Unrestricted funds</i>		<i>Restricted funds</i>	<i>Parochial funds</i>	<i>2023 Total</i>
	<i>General</i>	<i>Designated</i>			
	£	£	£	£	£
<i>Altar society and repository sales</i>	-	-	-	34,203	34,203
<i>Chaplaincies</i>	-	-	-	44,885	44,885
<i>Other</i>	-	-	12,858	54,202	67,060
	-----	-----	-----	-----	-----
<b>Total</b>	£-	£-	£12,858	£133,290	£146,148
	=====	=====	=====	=====	=====

### 4a. INCOME FROM OTHER TRADING ACTIVITIES - CURRENT YEAR

	<i>Unrestricted funds</i>		<i>Restricted funds</i>	<i>Parochial funds</i>	<i>2024 Total</i>
	<i>General</i>	<i>Designated</i>			
	£	£	£	£	£
Parish hall and other rents received	-	-	14,440	15,511	29,951
Fundraising events	-	-	111,515	130,008	241,523
	-----	-----	-----	-----	-----
<b>Total</b>	£-	£-	£125,955	£145,519	£271,474
	=====	=====	=====	=====	=====

### 4b. INCOME FROM OTHER TRADING ACTIVITIES - PRIOR YEAR

	<i>Unrestricted funds</i>		<i>Restricted funds</i>	<i>Parochial funds</i>	<i>2023 Total</i>
	<i>General</i>	<i>Designated</i>			
	£	£	£	£	£
<i>Parish hall and other rents received</i>	-	-	27,218	15,501	42,719
<i>Fundraising events</i>	-	-	100,267	102,004	202,271
	-----	-----	-----	-----	-----
<b>Total</b>	£-	£-	£127,485	£117,505	£244,990
	=====	=====	=====	=====	=====

## 5a. INVESTMENT INCOME - CURRENT YEAR

	Unrestricted funds		Restricted	Parochial	2024
	General	Designated	funds	funds	Total
	£	£	£	£	£
Arising on quoted investments	143,550	24,984	14,862	-	183,396
Income from investment properties	19,925	-	-	473,717	493,642
Bank interest	80,113	-	6,047	27,043	113,203
	-----	-----	-----	-----	-----
<b>Total</b>	<b>£243,588</b>	<b>£24,984</b>	<b>£20,909</b>	<b>£500,760</b>	<b>£790,241</b>
	=====	=====	=====	=====	=====

## 5b. INVESTMENT INCOME - PRIOR YEAR

	Unrestricted funds		Restricted	Parochial	2023
	General	Designated	funds	funds	Total
	£	£	£	£	£
<i>Arising on quoted investments</i>	<i>139,959</i>	<i>26,241</i>	<i>19,672</i>	<i>-</i>	<i>185,872</i>
<i>Income from investment properties</i>	<i>9,794</i>	<i>-</i>	<i>-</i>	<i>418,100</i>	<i>427,894</i>
<i>Bank interest</i>	<i>98,717</i>	<i>-</i>	<i>9,803</i>	<i>15,107</i>	<i>123,627</i>
	-----	-----	-----	-----	-----
<b>Total</b>	<b>£248,470</b>	<b>£26,241</b>	<b>£29,475</b>	<b>£433,207</b>	<b>£737,393</b>
	=====	=====	=====	=====	=====

## 6a. OTHER INCOME - CURRENT YEAR

	Unrestricted funds		Restricted	Parochial	2024
	General	Designated	funds	funds	Total
	£	£	£	£	£
Surplus/(loss) arising on sale of fixed assets	2,141	-	-	566	2,707
	-----	-----	-----	-----	-----
<b>Total</b>	<b>£2,141</b>	<b>£-</b>	<b>£-</b>	<b>£566</b>	<b>£2,707</b>
	=====	=====	=====	=====	=====

6b. *OTHER INCOME - PRIOR YEAR*

	<i>Unrestricted funds</i>		<i>Restricted</i>	<i>Parochial</i>	<i>2023</i>
	<i>General</i>	<i>Designated</i>	<i>funds</i>	<i>funds</i>	<i>Total</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
<i>(Loss)/surplus arising on sale of</i>					
<i>fixed assets</i>	40,454	-	-	8,197	48,651
	-----	-----	-----	-----	-----
<b><i>Total</i></b>	<b><i>£40,454</i></b>	<b><i>£-</i></b>	<b><i>£-</i></b>	<b><i>£8,197</i></b>	<b><i>£48,651</i></b>
	=====	=====	=====	=====	=====

## 7a. EXPENDITURE - CURRENT YEAR

	General Funds £	Designated Funds £	Restricted Funds £	Parochial Funds £	2024 Total £
<b>Cost of generating funds</b>					
Fundraising and social	-	-	67,454	24,414	91,868
Investment management fees	50,535	3,675	-	-	54,210
Investment property repairs	152,571	-	-	-	152,571
Other direct costs	-	33,465	-	-	33,465
	<u>203,106</u>	<u>37,140</u>	<u>67,454</u>	<u>24,414</u>	<u>332,114</u>
<b>Provision of worship</b>					
Upkeep of buildings	255,017	-	154,596	796,899	1,206,512
Depreciation	-	91,164	-	465,780	556,944
Support costs (note 8a)	173,733	-	-	-	173,733
	<u>428,750</u>	<u>91,164</u>	<u>154,596</u>	<u>1,262,679</u>	<u>1,937,189</u>
<b>Clergy and parish support</b>					
Clergy and church costs	192,991	203,868	173,457	1,400,746	1,971,062
Education and training	9,447	21,371	111,530	-	142,348
Parish administration	-	-	87,975	1,915,095	2,003,070
Support costs (note 8a)	173,733	-	-	-	173,733
	<u>376,171</u>	<u>225,239</u>	<u>372,962</u>	<u>3,315,841</u>	<u>4,290,213</u>
<b>Pastoral Care and Community Support</b>					
Child protection	146,462	-	-	-	146,462
Youth service	102,764	-	-	-	102,764
Other commissions	37,663	-	-	-	37,663
Pilgrimages	-	-	-	29,723	29,723
Donations to charity	-	-	5,116	32,815	37,931
Support costs (note 8a)	86,867	-	-	-	86,867
	<u>373,756</u>	<u>-</u>	<u>5,116</u>	<u>62,538</u>	<u>441,410</u>
<b>Schools programme</b>					
Building programme	-	45,568	-	-	45,568
Other direct costs	-	305,851	-	-	305,851
Support costs (note 8a)	355,363	-	-	-	355,363
	<u>355,363</u>	<u>351,419</u>	<u>-</u>	<u>-</u>	<u>706,782</u>
<b>Total expenditure</b>	<u>£1,737,146</u>	<u>£704,962</u>	<u>£600,128</u>	<u>£4,665,472</u>	<u>£7,707,708</u>



## 7b. EXPENDITURE - PRIOR YEAR

	<i>General Funds £</i>	<i>Designated Funds £</i>	<i>Restricted Funds £</i>	<i>Parochial Funds £</i>	<i>2023 Total £</i>
<b>Cost of generating funds</b>					
Fundraising and social	-	-	105,322	17,835	123,157
Investment management fees	102,146	2,305	1,826	-	106,277
Investment property repairs	7,152	-	-	-	7,152
	<u>109,298</u>	<u>2,305</u>	<u>107,148</u>	<u>17,835</u>	<u>236,586</u>
<b>Provision of worship</b>					
Upkeep of buildings	288,829	-	109,475	1,165,332	1,563,636
Depreciation	-	88,831	-	436,447	525,278
Support costs (note 8b)	191,779	-	-	-	191,779
	<u>480,608</u>	<u>88,831</u>	<u>109,475</u>	<u>1,601,779</u>	<u>2,280,693</u>
<b>Clergy and parish support</b>					
Clergy and church costs	164,321	181,712	215,245	1,228,410	1,789,688
Education and training	21,693	27,901	82,573	-	132,167
Parish administration	-	-	79,063	1,926,861	2,005,924
Support costs (note 8b)	191,779	-	-	-	191,779
	<u>377,793</u>	<u>209,613</u>	<u>376,881</u>	<u>3,155,271</u>	<u>4,119,558</u>
<b>Pastoral Care and Community Support</b>					
Child protection	114,223	-	-	-	114,223
Youth service	89,593	-	-	-	89,593
Other commissions	36,392	-	-	-	36,392
Pilgrimages	-	-	-	23,337	23,337
Donations to charity	-	-	32,499	34,246	66,745
Support costs (note 8b)	95,890	-	-	-	95,890
	<u>336,098</u>	<u>-</u>	<u>32,499</u>	<u>57,583</u>	<u>426,180</u>
<b>Schools programme</b>					
Building programme	-	90,235	-	-	90,235
Direct support costs	-	247,659	-	-	247,659
Support costs (note 8b)	392,276	-	-	-	392,276
	<u>392,276</u>	<u>337,894</u>	<u>-</u>	<u>-</u>	<u>730,170</u>
<b>Total Expenditure</b>	<u>£1,696,073</u>	<u>£638,643</u>	<u>£626,003</u>	<u>£4,832,468</u>	<u>£7,793,187</u>

## 8a. SUPPORT COSTS - CURRENT YEAR

	Provision	Support	Pastoral care & community	Schools	2024
	of worship	of clergy	support	programme	Total
	£	£	£	£	£
Office administration	133,950	133,950	66,975	273,988	608,863
Rates, insurance and utilities	6,848	6,848	3,423	14,007	31,126
Maintenance and repairs	5,968	5,968	2,984	12,207	27,127
Gift Aid expenses	271	271	136	555	1,233
Professional fees	7,037	7,037	3,519	14,394	31,987
Governance costs	6,855	6,855	3,428	14,022	31,160
Other	12,804	12,804	6,402	26,190	58,200
	-----	-----	-----	-----	-----
	£173,733	£173,733	£86,867	£355,363	£789,696
	=====	=====	=====	=====	=====

## 8b. SUPPORT COSTS - PRIOR YEAR

	Provision	Support	Pastoral care & community	Schools	2023
	of worship	of clergy	support	programme	Total
	£	£	£	£	£
Office administration	133,034	133,034	66,517	272,114	604,699
Rates, insurance and utilities	8,339	8,339	4,170	17,058	37,906
Maintenance and repairs	16,547	16,547	8,274	33,847	75,215
Gift Aid expenses	500	500	250	1,023	2,273
Professional fees	10,251	10,251	5,124	20,967	46,593
Governance costs	7,191	7,191	3,596	14,710	32,688
Other	15,917	15,917	7,959	32,557	72,350
	-----	-----	-----	-----	-----
	£191,779	£191,779	£95,890	£392,276	£871,724
	=====	=====	=====	=====	=====

## 9. GOVERNANCE COSTS

	2024 Total £	2023 Total £
Auditor's remuneration - audit services (incl. VAT)	49,260	46,500
Auditor's remuneration - other/accountancy (incl. VAT)	8,940	7,500
Auditor's remuneration - additional fees for 2022	-	18,350
	-----	-----
	£58,200	£72,350
	=====	=====

## 10. STAFF

The average number of employees of the Diocese during the year and their aggregate emoluments are shown below:

	2024 £	2023 £
<b>Staff costs:</b>		
Wages and salaries	953,032	866,878
Social security	77,454	69,228
Pension costs	65,381	58,542
	-----	-----
	£1,095,867	£994,648
	=====	=====

The average number of employees during the year was:

	2024 No.	2023 No.
Administration	19	19
Parish employees	33	32
	-----	-----
	52	51
	=====	=====

The number of employees who had emoluments exceeding £60,000 were:

	2023 No.	2022 No.
£60,001 - £70,000	1	1
£70,001 - £80,000	1	1
£80,001 - £90,000	1	1
	=====	=====

The employer's pension cost for these employees was £16,211 (2023: £15,328).

The Charity considers its key management personnel to comprise the Director of Operations and the Director of Schools. No Trustee received any remuneration or benefits during the

year, except as disclosed in note 20. The total employee benefits of key management personnel during the year were £195,983 (2023: £184,968).

## 11. TANGIBLE FIXED ASSETS

The Diocese also owns a number of schools of which the Trustees consider that their ownership is that of a custodianship however these properties have been purchased and written off in the Diocesan accounts for the amounts that the Diocese contributed in the past. The costs involved have not been separately identified and are not considered material in the overall context of the accounts. For insurance purposes, the Diocese's insurers allow a notional reinstatement value of £520,000 for each school, irrespective of size. This sum purports to represent 10% of the Governors' responsibilities for the external fabric of school buildings, based upon a notional value of £3m plus for each school's buildings.

Apart from a small proportion used for management and administration, all fixed assets are used in direct furtherance of the charity's objects:

	Freehold Buildings £	Leasehold Buildings £	Furniture and Equipment £	Motor Vehicles £	Total £
<b>Valuation and cost</b>					
At 1 January 2024	22,501,253	399,058	1,306,101	18,674	24,225,086
Additions	754,846	193,242	79,595	7,349	1,035,032
Disposals	(10,460)	-	-	(9,600)	(20,060)
Transfers to investment property	(802,350)	-	-	-	(802,350)
	-----	-----	-----	-----	-----
At 31 December 2024	22,443,289	592,300	1,385,696	16,423	24,437,708
	-----	-----	-----	-----	-----
<b>Depreciation</b>					
At 1 January 2024	6,866,025	8,009	1,217,718	18,674	8,110,426
Charge for the year	464,743	11,846	78,885	1,470	556,944
Disposals	(5,335)	-	-	(9,600)	(14,935)
Transfers to investment property	(95,693)				(95,693)
	-----	-----	-----	-----	-----
At 31 December 2024	7,229,740	19,855	1,296,603	10,544	8,556,742
	-----	-----	-----	-----	-----
<b>Net Book Value</b>					
At 31 December 2024	£15,213,549	£572,445	£89,093	£5,879	£15,880,966
	=====	=====	=====	=====	=====
At 31 December 2023	£15,635,228	£391,049	£88,383	£-	£16,114,660
	=====	=====	=====	=====	=====

## 12. INVESTMENTS

	2024 £	2024 £	2024 £	2023 £
	Investments	Investment Properties	Total	
Balance at 1 January	8,201,365	6,557,526	14,758,891	14,241,396
Additions	9,457,605	-	9,457,605	1,411,141
Disposals at market value	(9,318,267)	(177,000)	(9,495,267)	(1,416,604)
Gains/(losses) during year	320,945	-	320,945	463,910
Movement on cash balances	(140,072)	-	(140,072)	(86,978)
Property transfers from fixed assets	-	706,657	706,657	-
Property revaluation	-	638,601	638,601	146,026
	-----	-----	-----	-----
At 31 December	£8,521,576	£7,725,784	£16,247,360	£14,758,891
	=====	=====	=====	=====
Analysis of investments:				
Investment properties	-	7,725,784	7,725,784	6,557,526
Quoted investments	8,521,576	-	8,521,576	8,061,293
Cash	-	-	-	140,072
	-----	-----	-----	-----
	£8,521,576	£7,725,784	£16,247,360	£14,758,891
	=====	=====	=====	=====
Cost of quoted investments at 31 December	£8,707,558	-	£8,707,558	£6,446,840
	=====	=====	=====	=====

All investments are carried at their fair value. Investments in equities and fixed interest securities are made through the CCLA Catholic Investment Fund and value based on the price of units in that fund at the relevant date. Included within the investment properties are some properties which were valued between March and April 2023 by Vicki Hackett MSc LL.B (Hons) MRICS, Ciara Arundel BSc (Hons) FRICS and Katharine Scott MRICS who are all representatives from Savills (UK) Ltd. The value of professionally valued properties at 31 March 2023 is £4,520,000 and the Trustees consider the value provided not to be significantly different to investment property values as at 31 December 2024. Therefore the revaluation has been used in these accounts as the Trustees consider that this is a realistic



value for the properties. Also included within the investment properties are some properties which were valued in May 2025 by Stephen Scott-Fawcett FRICS Dip HI who is a representatives from Martin & Mortimer Ltd. The value of professionally valued properties at 31 May 2025 is £1,630,000 and the Trustees consider the value provided not to be significantly different to investment property values as at 31 December 2024. Therefore the revaluation has been used in these accounts as the Trustees consider that this is a realistic value for the properties. The original cost of the properties is unknown due to the length of time that these have been owned by the Diocese and therefore the original cost value is not disclosed in these accounts. All other investment properties have been valued by the Trustees using available market data and professional valuations will occur on a rolling cycle in future years.

### 13. DEBTORS

	2024 £	2023 £
Grants due on school projects	69,495	11,960
Gift aid due on donations	450,000	400,000
Interest free car loans to clergy	25,391	18,291
Other debtors and accrued income	726,215	122,201
Due from the East Anglian Diocese Dependent Priests' Fund	25,504	-
Monies due from third parties	34,827	33,185
Walsingham Trust Loan	133,332	-
	-----	-----
	£1,464,764	£585,637
	=====	=====

The interest free car loans to clergy are repayable over a term of 3 years.

The increase in Other debtors and accrued income includes a £400k legacy, which has passed probate but not yet received, and a £133k gift aid claim relating to 2023/24 received in January 2025.

#### 14. CREDITORS - Due within one year

	2024 £	2023 £
Collections to be paid out	117,435	57,054
School project monies received in advance and Devolved		
Formula Funding held on behalf of schools	308,447	595,867
Due to the East Anglian Diocese Dependent Priests' Fund	-	26,794
Other creditors and accruals	778,377	529,243
	-----	-----
	£1,204,259	£1,208,958
	=====	=====

#### 15a. DESIGNATED FUNDS - CURRENT YEAR

	Balance at 1 January 2024 £	Net Income/ (Expenditure) £	Transfers £	Gains on Investments £	Balance at 31 December 2024 £
Schools Consortium Funds	817,722	(340,664)	359,500	20,187	856,745
Ministerial Training Fund	407,468	(10,817)	28,478	25,958	451,087
Clergy Pension Fund	877,280	(203,868)	514,817	-	1,188,229
Other funds	32,963	(33,465)	(8,224)	622,271	613,545
Fixed Assets	2,292,257	(91,164)	(502,454)	-	1,698,639
	-----	-----	-----	-----	-----
	£4,427,690	£(679,978)	£392,117	£668,416	£4,808,245
	=====	=====	=====	=====	=====

## 15b. DESIGNATED FUNDS - PRIOR YEAR

	<i>Balance at 1 January 2023 £</i>	<i>Net Income/ (Expenditure) £</i>	<i>Transfers Transfers £</i>	<i>Gains on Investments £</i>	<i>Balance at 31 December 2023 £</i>
<i>Schools Consortium Funds</i>	<i>568,828</i>	<i>(329,833)</i>	<i>553,222</i>	<i>25,505</i>	<i>817,722</i>
<i>Ministerial Training Fund</i>	<i>363,680</i>	<i>(12,026)</i>	<i>27,661</i>	<i>28,153</i>	<i>407,468</i>
<i>Clergy Pension Fund</i>	<i>1,004,433</i>	<i>(181,712)</i>	<i>54,559</i>	<i>-</i>	<i>877,280</i>
<i>Other funds</i>	<i>32,963</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>32,963</i>
<i>Fixed Assets</i>	<i>1,580,634</i>	<i>(88,831)</i>	<i>800,454</i>	<i>-</i>	<i>2,292,257</i>
	<i>£3,550,538</i>	<i>£(612,402)</i>	<i>£1,435,896</i>	<i>£53,658</i>	<i>£4,427,690</i>

### Schools' Consortium Funds

This represents the running costs of the Diocese's Schools Building Programme and other schools costs. Transfers represent contributions from parochial funds to fund these costs.

### Ministerial Training Funds

Income is used to help pay diaconate expenses and training costs of lay ministers.

### Clergy Pension Fund

Contributions from parochial funds to fund pensions for clergy.

### Other Funds

Other funds are the Property Fund. The purpose of this fund is to ensure that capital receipts and gains from property are not diverted into day to day operational spending without a clear and specific decision to do so by the Trustee.

### Fixed Assets

This is the net book value of Diocesan fixed assets on the Balance Sheet, as also shown in notes 17a and 17b.

Transfers are explained in notes 18a and 18b.

#### 16a. RESTRICTED FUNDS AND PERMANENTLY ENDOWED FUNDS - CURRENT YEAR

	Balance at 1 January 2024 £	Net Income/ (Expenditure) £	Transfers £	Gains/ (losses) on Investments £	Balance at 31 December 2024 £
<b>Restricted Funds</b>					
Vocations Fund	212,847	(42,404)	-	-	170,443
Trust Funds	72,197	-	(39,018)	3,364	36,543
Parochial restricted funds	890,664	711,321	257,455	-	1,859,440
Alive in Faith	497,607	(53,084)	(47,438)	(30,902)	366,183
Other Funds	515,849	119,138	74,036	10,395	719,418
	-----	-----	-----	-----	-----
	2,189,164	734,971	245,035	(17,143)	3,152,027
<b>Permanently Endowed</b>					
Trust Funds	125,498	-	1,507	1,889	128,894
	-----	-----	-----	-----	-----
	£2,314,662	£734,971	£246,542	£(15,254)	£3,280,921
	=====	=====	=====	=====	=====

# 16b. RESTRICTED FUNDS AND PERMANENTLY ENDOWED FUNDS - PRIOR YEAR

	Balance at 1 January 2023 £	Net Income/ (Expenditure) £	Transfers £	Gains/ (losses) on / Investment £	Balance at 31 December 2023 £
<b>Restricted Funds</b>					
Vocations Fund	231,732	(18,885)	-	-	212,847
Trust Funds	65,134	849	-	6,214	72,197
Parochial restricted funds	471,928	167,917	250,819	-	890,664
Alive in Faith	783,027	(55,190)	(250,819)	20,589	497,607
Other Funds	504,144	2,107	-	9,598	515,849
	-----	-----	-----	-----	-----
	2,055,965	96,798	-	36,401	2,189,164
<b>Permanently Endowed</b>					
Trust Funds	123,329	-	-	2,169	125,498
	-----	-----	-----	-----	-----
	£2,179,294	£96,798	-	£38,570	£2,314,662
	=====	=====	=====	=====	=====

## Vocation Fund

Income is used to help pay seminarians' college fees and training expenses, and diaconate expenses.

## Trust Funds

These funds consist of donations and other income which have been invested, the income generated being spent on the relevant specific purposes.

## Parochial Restricted Funds

This fund consists of donations received by parishes towards specific projects. Transfers represent amounts spent on fixed assets.

## Alive in Faith and Other Funds



These funds consist of donations and other contributions for specific purposes other than those listed above.

### Permanently Endowed Trust Funds

Certain parish and other funds are permanently endowed. The income arising on these funds is credited to General or Restricted Funds in accordance with the terms of the original endowment.

#### 17a. ALLOCATION OF THE CHARITY NET ASSETS - CURRENT YEAR

	Fixed Assets £	Investments £	Net current Assets £	Total £
Unrestricted funds	-	6,494,809	(5,439,031)	1,055,778
Designated funds	1,698,639	3,287,792	(178,186)	4,808,245
Parish funds	14,182,327	5,632,874	7,481,260	27,296,461
Permanently endowed funds	-	-	128,894	128,894
Restricted funds	-	831,885	2,320,142	3,152,027
	-----	-----	-----	-----
Total net assets	£15,880,966	£16,247,360	£4,313,079	£36,441,405
	=====	=====	=====	=====

## 17b. ALLOCATION OF THE CHARITY NET ASSETS - PRIOR YEAR

	<i>Fixed</i>		<i>Net current</i>	
	<i>Assets</i>	<i>Investments</i>	<i>Assets</i>	<i>Total</i>
	£	£	£	£
<i>Unrestricted funds</i>	-	6,207,053	(5,077,812)	1,129,241
<i>Designated funds</i>	2,292,257	1,140,816	994,617	4,427,690
<i>Parish funds</i>	13,822,403	6,561,244	6,797,131	27,180,778
<i>Permanently endowed funds</i>	-	-	125,498	125,498
<i>Restricted funds</i>	-	849,778	1,339,386	2,189,164
	-----	-----	-----	-----
<i>Total net assets</i>	£16,114,660	£14,758,891	£4,178,820	£35,052,371
	=====	=====	=====	=====

## 18a. TRANSFERS - CURRENT YEAR

	<i>General</i>	<i>Designated</i>	<i>Restricted</i>	<i>Parochial</i>
	<i>Fund</i>	<i>Funds</i>	<i>Funds</i>	<i>Funds</i>
	£	£	£	£
Interest allocation between parishes and funds	(319,075)	50,693	-	268,382
Clergy Pension Levy	(216,084)	464,124	-	(248,040)
Levy on offertory income of parishes	509,038	390,522	-	(899,560)
Fixed assets	502,454	(502,454)	-	-
Other transfers	(25,757)	(10,768)	246,542	(210,017)
	-----	-----	-----	-----
	£450,576	£392,117	£246,542	£(1,089,235)
	=====	=====	=====	=====

### Other transfers

During the preparation of the 2024 financial statements it came to light that some 2023 costs had not been correctly allocated to the appropriate fund. These transfers reflect the necessary correction of the prior year misallocation.

## 18b. TRANSFERS - PRIOR YEAR

	<i>General</i>	<i>Designated</i>	<i>Restricted</i>	<i>Parochial</i>
	<i>Fund</i>	<i>Funds</i>	<i>Funds</i>	<i>Funds</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
<i>Interest allocation between parishes and funds</i>	<i>(300,628)</i>	<i>54,559</i>	<i>-</i>	<i>246,069</i>
<i>Clergy Pension Levy</i>	<i>216,084</i>	<i>-</i>	<i>-</i>	<i>(216,084)</i>
<i>Levy on offertory income of parishes</i>	<i>221,288</i>	<i>580,883</i>	<i>-</i>	<i>(802,171)</i>
<i>Fixed assets</i>	<i>(800,454)</i>	<i>800,454</i>	<i>-</i>	<i>-</i>
	<i>£(663,710)</i>	<i>£1,435,896</i>	<i>£-</i>	<i>£(772,186)</i>
	<i>=====</i>	<i>=====</i>	<i>=====</i>	<i>=====</i>

## 19. TRANSACTIONS WITH TRUSTEES

Two Trustees of the Diocese are also parish priests in the Diocese. As priests they receive income from their parishes together with living accommodation, living expenses and reimbursement of costs incurred on behalf of their parish and the Diocese on the same basis as other priests within the Diocese. They do not receive any remuneration or benefits from their trusteeship.

During the year expenses were paid to third parties on behalf of Bishop Peter Collins in relation to travel and subsistence amounting to a total of £18,586 (2023: £33,415).

The Walsingham Trust (a registered charity in England and Wales with charity number 1180690) has a number of Trustees who are also Trustees of The Roman Catholic Diocese of East Anglia. In 2024 a loan was made to the Walsingham Trust for £150,000. A further loan of £65,000 was made to the Walsingham Trust in early 2025. IT is expected that the £150,000 loan will be repaid in instalments by 2027, and that the £65,000 will be repaid by the end of 2025. The loan amount outstanding at the year end and recorded within debtors is £133,332 (2023: Nil).

## 20. CAPITAL COMMITMENTS

	2024	2023
	£	£
Contracted for building works in parishes	3,022,664	14,069
Authorised but not contracted for (Schools Buildings Programme)	13,870	9,180
	-----	-----
	£3,036,534	£23,249
	=====	=====

## 21. CONNECTED CHARITIES

The Cathedral of Saint John the Baptist Trust (Registered Company No. 8491913, Registered Charity No. 1152820) was incorporated on 27 February 2013 and took over the running of the Narthex at the Cathedral from July 2013. The day to day operations of the Trust are intended to transfer to the Diocese during 2025.

The East Anglia Diocese Dependent Priests' Fund is a registered company (1102707) and charity (no 5055534) and its main activity is to provide financial support to sick and dependent priests in the diocese of East Anglia. Administrative support is provided to The East Anglia Diocese Dependent Priests' Fund free of charge, and funds of The East Anglia Diocese Dependent Priests' Fund are held by the Diocese on their behalf. Interest is receivable on these funds held. The balance due from The East Anglia Diocese Dependent Priests' Fund at the year end is £25,504 and is included in debtors (2023: £(26,794)).

## 22. PENSIONS

The Diocese participates in the Pensions Trust's Growth Plan. The scheme is a multi-employer pension plan which is a money purchase scheme with guaranteed benefits. The Diocese would have a liability if it ceased to participate in the scheme, which at 30 September 2024 was calculated as approximately £16,695 (2023: £16,383). The Diocese currently has no plans to leave the scheme, so this contingent liability has not been provided for in the accounts. The Diocese is committed to making contributions into the scheme up to 31 January 2025 calculated at 31 December 2024 to total £107 (2023: £1,395). This is a commitment and not a creditor and therefore is not provided for in the accounts but has been recognised as a defined contribution scheme when the payments are made.

## 23. STATEMENT OF FINANCIAL ACTIVITIES - PRIOR YEAR

	Unrestricted Funds		Restricted	Parochial	2023
	General	Designated	Funds	Funds	Total
	£	£	£	£	£
<b>Income:</b>					
Voluntary income	208,638	-	552,983	4,820,008	5,581,629
Charitable activities	-	-	12,858	133,290	146,148
Income from other trading activities	-	-	127,485	117,505	244,990
Investments	248,470	26,241	29,475	433,207	737,393
Other income	40,454	-	-	8,197	48,651
<b>Total income</b>	497,562	26,241	722,801	5,512,207	6,758,811
<b>Expenditure:</b>					
Raising Funds	109,298	2,305	107,148	17,835	236,586
Charitable Activities:					
Provision of worship	480,608	88,831	109,475	1,601,779	2,280,693
Clergy and parish support	377,793	209,613	376,881	3,155,271	4,119,558
Pastoral care and community Support	336,098	-	32,499	57,538	426,180
Schools programme	392,276	337,894	-	-	730,170
<b>Total expenditure</b>	1,696,073	638,643	626,003	4,832,468	7,793,187
<b>Net (expenditure)/income before investment gains/(losses)</b>	(1,198,511)	(612,402)	96,798	679,739	(1,034,376)
Net gains/(losses) on investments	341,646	53,658	38,570	176,062	609,936
<b>Net (expenditure)/income for the year</b>	(856,865)	(558,744)	135,368	855,801	(424,440)
Transfers between funds	(663,710)	1,435,896	-	(772,186)	-
<b>Net movement in funds</b>	(1,520,575)	877,152	135,368	83,615	(424,440)
Funds brought forward as restated	2,649,816	3,550,538	2,179,294	27,097,163	35,476,811
<b>Funds carried forward</b>	£1,129,241	£4,427,690	£2,314,662	£27,180,778	£35,052,371



# the DIOCESE of EAST ANGLIA

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