



# Diocese of East Anglia

Report of the Trustees for the Year  
Ended 31 December 2022



## Bishop's Introduction

I write this introduction on October 11th 2023, the first anniversary of the announcement of my appointment as Bishop of East Anglia. The year has passed at pace and I am so conscious that time is a limited resource that must be employed to the full. Having only assumed full responsibility for the diocese from the day of my episcopal ordination on December 14th 2022, this Report references only two weeks of the year for which I was directly accountable. The Report highlights the wonderful foundations of diocesan life that were enhanced through the ministry of my much-loved predecessor, Bishop Alan Hopes. I am

very pleased to take this opportunity once again to express my deep appreciation for the legacy that was entrusted to me by Bishop Alan. I thank him for all he contributed as Pastor of this diocese and particularly for his wise and fruitful leadership of the Diocesan Board of Trustees.

This Report covers the first full year of recovery from the Covid pandemic, a process which is far from complete. We can well recollect how the restrictions which were implemented to curtail the spread of infection meant the closure of churches to any public celebration, severely restricted access to the sacraments and prevented many of the basic human interactions that are fundamental to the life and ministry of the Church. Although there is still much restorative work to be done, we can rejoice in recognising how the Diocesan family is progressing once again under God's abiding grace. I take this opportunity to thank the clergy and lay faithful for their enduring commitment and devoted service in the midst of the most challenging circumstances.

We should take particular note of how the figures for Mass attendance have improved along with broader sacramental engagement, a trend that has gained even greater momentum more recently. Our school communities continue to develop and there is an increasing demand for places. The provision for Youth ministry is flourishing and our network of social outreach is thriving, not least in the provision and support of food banks. The Diocese is entrusted with the immense responsibility of maintaining and protecting our extensive network of building stock. During 2022 we received confirmation that a number of our churches were to receive an enhanced listing in their heritage status which gives rise to potential improvements in grant funding. We can once more declare that the culture of safeguarding is firmly embedded in the conduct of our work and service.

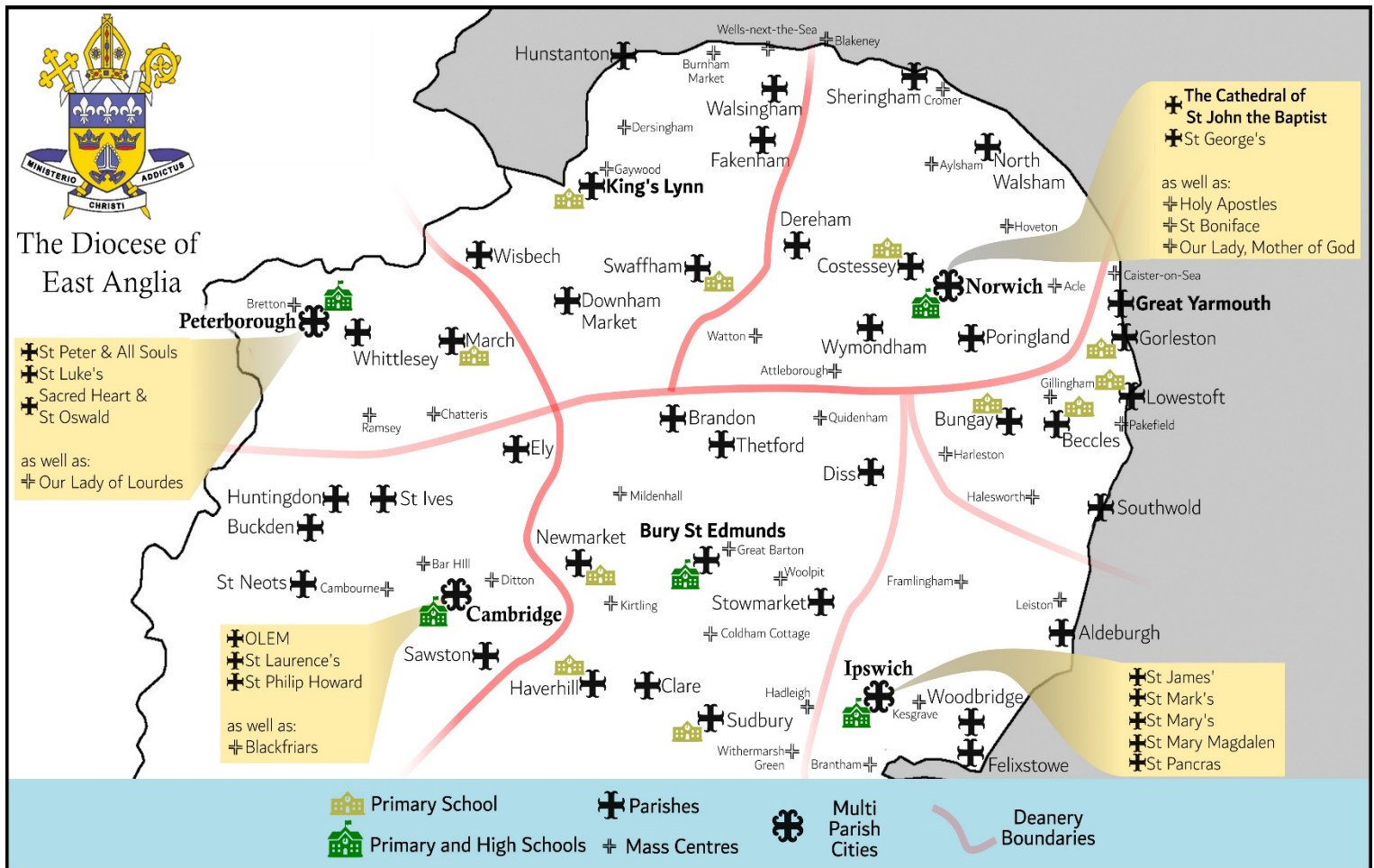
Many challenges remain as we face the future, not least in the financial arena. Although weekly offerings and other donations have reached previously established nominal levels, the impact of inflation has significantly reduced actual worth. The funding gap between income and expenditure, which widened during the pandemic, remains a cause for concern. The Trustees have adopted a deficit reduction plan which will undoubtedly require some difficult decisions to be taken as we budget for the coming years.

I continue to engage with my own personal learning curve and have begun a programme of parish visitations. This programme, along with many other engagements, will assist me greatly in the formulation of future strategy. It will be my responsibility to engage the talents of clergy and lay faithful across the Diocese to assist in addressing our shared and most fundamental duty, that being to facilitate the great mission of evangelisation. Finally, I wish to acknowledge with sincere gratitude the work undertaken by the Board of Trustees whose members have willingly and generously contributed their time and expertise in support of the Diocese as a Registered Charity.

In 2026 we will celebrate the fiftieth anniversary of the erection of the Diocese of East Anglia. We can look forward to the future with confidence as we continue to protect, enhance and employ our resources in service to the Gospel of Jesus Christ.

+ *Peter.*

The Rt Rev Peter G Collins, Bishop of East Anglia



## The Diocese in Figures

- ❖ 52 parishes
- ❖ 42 listed buildings
- ❖ 1,900 volunteers
- ❖ 10,064 students in 27 schools
- ❖ 194 weddings
- ❖ Church attendance UP 30%
- ❖ 150,000 pilgrims
- ❖ 9 food banks hosted or supported
- ❖ 10 parish Alive in Faith projects
- ❖ One new Bishop



# Constitution and Composition

On March 13th 1976, by the Decree Quod Ecumenicum, Pope Paul VI formed the Roman Catholic Diocese of East Anglia to serve people living in the Counties of Cambridge, Norfolk and Suffolk, and the City of Peterborough.

For the purposes of civil law, the Roman Catholic Diocese of East Anglia was established under a Deed of Revocation and Appointment dated 2 October 1979. It is a registered charity (Reg. No. 278742) and is made up of 52 parishes which are grouped into seven deaneries. The Diocese also oversees 25 Catholic schools, and, in partnership with the Anglican Dioceses of Norwich and Ely, two inter-denominational church schools. The newest primary school, St John Henry Newman, opened in September 2022.

The East Anglia Roman Catholic Diocese Trustee was incorporated on 1 February 1979 and was appointed as the Custodian Trustee of the Diocese on 2 October 1979 under the terms of a Deed of Revocation and Appointment. The Trustees are also Directors of the East Anglia Roman Catholic Diocese Trustee, a company limited by guarantee (company number 01412758).

## About the Diocese

The community served by the Diocese of East Anglia is diverse and dynamic. Our geography is huge and varied, ranging from two of England's fastest-growing high-tech urban areas in Peterborough and Cambridge, to the deep rurality of the Fens that surround them; and from the beautiful, remote, countryside of Suffolk and Norfolk to those counties' coastal communities and the challenges they face. It includes areas of rapidly-growing population and high housing growth, as well as sleepy villages and market towns. With limited public transport networks, it takes two hours to travel by car from the parish churches of Peterborough to the Cathedral in Norwich, and two-and-a-half to go from our most northerly parish in Hunstanton to our most southerly in Felixstowe.

Among the Catholic population, and among the students in Catholic schools, there is higher ethnic

diversity than in the general population, and a higher representation of both new and second- and third-generation migrants. In a Catholic church on a Sunday, you are likely to meet people from a wide range of social and ethnic backgrounds, from all generations. The Diocese of East Anglia is one of the most inclusive organisations in Britain. And that is, of course, its mission.

It was not always so. Over recent centuries, East Anglia's Catholics were a small minority in a part of England where alternatives to the Established Church tended to be Methodism and Protestant Nonconformity. East Anglia is Oliver Cromwell's homeland, and C. H. Spurgeon's. Among the Diocese's jewels are Clare Priory, seized from the Augustinians in the sixteenth century and only returned to them in the twentieth, and Lawshall chapel, whose cottage once housed an illegal underground Catholic mission. Wisbech Castle was for many years a prison for Catholic priests. But looking further back, many important chapters of England's Christian history were written here; the

Diocese's patron Saints Etheldreda, Felix and Edmund were respectively a princess and abbess at Ely, bishop at Dunwich and abbot at Soham (in the seventh century), and King of East Anglia (in the ninth). And from the late nineteenth century, wealthy patrons such as the Duke of Norfolk and Yolande Lyne-Stephens gave the area a new heritage of monumental churches.

East Anglia is also home to Walsingham, the National Shrine of Our Lady and a pilgrimage place that attracts 150,000 pilgrims a year. The Shrine has a special relationship with the Diocese, and the Bishop of East Anglia is its ex-officio guardian, but it is also a major site in English Catholicism with a global reach.

The East Anglia of today attracts major global investment in advanced industries such as biotech and AI, but also grows much of the nation's food and hosts five universities. It attracts new residents from around the world, as well as being home to families that have lived here for many generations. The Diocese exists to bring love and hope to this rich and changing society.



## 2022 in Review

In December, Bishop Peter Collins was ordained as the fifth Bishop East Anglia at St John's Cathedral, in a Mass attended by 1,100 people. He was consecrated by his predecessor, Bishop Alan Hopes, assisted by Archbishops Mark O'Toole of Cardiff and George Stack, emeritus of Cardiff, while Cardinal Vincent Nichols preached the homily.

In November, the Rector of the National Shrine at Walsingham, Mgr Philip Moger, was named as the new auxiliary Bishop of Southwark.

Sacred Heart Church, Southwold, was taken off Historic England's "Heritage at Risk" register after the successful completion of a £300,000 project to restore its 106-year old tower. The churches of Our Lady of the Annunciation at King's Lynn, and of St Felix at Felixstowe, were added to the list of historic buildings at Grade II, along with presbyteries at Sheringham and Gorleston.

In October, St Luke's, Peterborough, inaugurated its £120,000 extension, funded by Alive in Faith donations, to make space for its growing congregation.

At Stowmarket, the bells of Our Lady's church were restored thanks to grants from a number of sources and can now be rung again after over 20 years.

The relics of St Bernadette visited Cambridge and Norwich as part of a national tour, and were venerated by hundreds of visitors.

In September, delegates from across East Anglia met in Newmarket for the annual Safeguarding Conference and addressed the theme of "Replenished Life".

Tributes were paid to the outgoing Director of Schools, Julie O'Connor, on her retirement after almost 20 years serving Catholic education at the Diocese.

Bishop Alan blessed the new St John Henry Newman school in Peterborough on its opening. SJHM is the first new Catholic school in the country for a decade. When full, it will accommodate 630 pupils in 21 classrooms.

Civic and ecumenical guests were among a congregation of over 350 people who joined Bishop Alan for a Solemn Diocesan Requiem Mass for Her Majesty Queen Elizabeth. Among those present were the Anglica Bishop of Norwich, the Deputy Lord Lieutenant and the Mayor of Norwich.

Nearly 3,000 pilgrims representing the worldwide Catholic Church gathered in the National Catholic Shrine at Walsingham for the colourful Dowry of Mary Pilgrimage, the first time the pilgrimage had been able to take place since 2019.

In August, a large group of pilgrims from East Anglia returned to Lourdes, for the first time after a three-year gap because of Covid.

In June, the Diocese held its first-ever Historic Churches conference, attended by representatives from parishes with listed churches.

In May, the Ignite Youth festival returned to the Sacred Heart Primary School in Swaffham this year with an extravaganza of light, sound and teenage enthusiasm.

In April, the Diocese of East Anglia signed up as a full partner in the East of England Plastics Coalition, a group of civic and business organisations determined to remove plastic waste.

A first-ever Cantonese Mass took place in Sawston following the arrival of a number of Catholics in the area from Hong Kong.

The window in the Blessed Sacrament Chapel of St John's Cathedral was restored through private donations.

In March, over 130 people working with children and young people in the Diocese of East Anglia joined two Zoom events to learn about the Catholic Church's Safeguarding guidance for classes and activities for children and young people.

The Diocese joined the National Schools Singing Programme, thanks to the generous support of the Hamish Ogston Foundation, offering curricular time weekly music sessions in schools.



Bishop Alan offered his support and prayers for Ukrainians in Peterborough and their families in the conflict zones when he visited St Olga's Ukrainian Catholic Byzantine Church in the city.

Bishop Alan visited north Norfolk to bless Blessed Rosalie Rendu House, the second stage of a project for the homeless run by the St Vincent de Paul Society and supported by Alive in Faith funding. The house in Cromer, which had been filled within a

week of opening at Christmas and is now home to six individuals.

In January, the Diocese marked the Church's contribution to supporting refugees and asylum seekers through a range of projects in Cambridge, Peterborough, Sawston, and Norwich, delivered in partnership with organisations including Hope into Action, the Welcome Rucksack Project, and Cambridge City of Sanctuary.

## Catholic Schools in East Anglia

Catholic schools remain popular with parents and local communities. Although in one or two parts of the diocese numbers in maintained primary and secondary schools have dropped over the last five years, overall pupil numbers have risen by about four per cent since 2018, from 9658 pupils to 10064 pupils. This growth has been seen most in the deaneries of Peterborough and King's Lynn and, more modestly, in Bury St Edmund's, Norwich and Cambridge. The growth in pupil numbers helped the diocese to make the case for the creation of a new voluntary-aided school, St John Henry Newman, in Peterborough, the only new VA Catholic school in the country which opened to pupils in September 2022 and was blessed by Bishop Alan that month. With further housing projects planned in various parts of the diocese we would expect further growth in pupil numbers in some of our deaneries and we will continue to work hard to identify areas of population growth and associated educational need.

Our secondary schools continue to perform very highly in public examinations with several schools well above the national average for both attainment and progress. Pupils, supported by committed teachers performed exceptionally well in summer 2022, overcoming the challenges of the pandemic and disruption to their education and our sixth form numbers are buoyant as pupils choose to continue their post-16 education in a Catholic context.

All pupils in our secondary schools take a GCSE course in RE and, in 2022, our maintained schools achieved 79.4% grade 4 or better (equivalent to the old C grade). This was an outstanding set of results, almost 12% better than the national average of 67.9%. This performance indicates the excellence of the teaching of RE in our schools and the commitment of the pupils to learn well.

Important as securing good examination outcomes is, our Catholic schools are inspired by the example of Jesus Christ and seek to form young people with a commitment to the gospel and to living lives of service to others. Every week in our schools there are noteworthy events and activities which provide examples of the commitment to social justice and contribution to the common good of our schools and their pupils.

We were especially delighted to see the large numbers of pupils attending the ordination of Bishop Peter at the Cathedral in Norwich, in December, the numbers of pupils taking part in school pilgrimages to the shrine of Our Lady at Walsingham and the excellent work of the Ignite Youth Ministry Team who visit schools regularly. Bishop Peter celebrated Mass at St Felix Catholic Primary School, Haverhill in June 2023 to mark the 50th anniversary of the school, one of a programme of school visits in the summer term.

In addition to the completion of the new St John Henry Newman School in Peterborough it was also a pleasure to see the opening, in September 2022,

of the specialist provision, the Nest, at St Edmund's Primary School, Bury St Edmund's. This specialist unit provides places for up to 30 pupils aged 4-11 who have barriers to learning. Most of the pupils have an Education Health Care Plan in place and benefit from the small-scale intensive support available to them. The Nest is also the RIBA Suffolk Design Award Winner for 2023. The judges of the

award were impressed by the inclusivity of the design, the response to the setting and how well the project responded to the brief. "It was clear that the architect and the school had worked closely to achieve a fantastic project, which sits comfortably in its woodlands setting – creating an integrated outdoor learning environment; a real pleasure to see when in a town centre school" (RIBA Suffolk).

## Diocese of East Anglia Youth Ministry in 2002

In youth ministry, one of the highlights of the year was the return of the Ignite Festival. Amidst the fun of basketball, a barbecue and bands playing, at the heart of it was over 150 young people having an encounter with Jesus. The following morning many of them took part in the 4 mile pilgrimage walk to Walsingham to join the Diocesan Pilgrimage. One young person described it as 'one of the best weekends of my life'.

In November, the Feast of Christ the King (World Youth Sunday) was celebrated with a large event at the Cathedral, with young people coming from all over the diocese. 2022 also saw the launch of the

'Transform4' weekend. Held at Clare Priory during Advent, it gave young people an opportunity to explore their faith in the context of the liturgical time of year.

The Ignite Team enjoyed going into more schools and a parishes again as people became more comfortable with visitors. During the pandemic, the team had reduced to Hamish and Ciaran with support from Fr. Luke, but in September, they welcomed three new members. This enabled them to expand their ministry, particularly in the online world, reaching thousands of young people a month.



# Charitable Purpose

The objective of the Diocese is to build up the Kingdom of God among the people of East Anglia by proclaiming the Gospel and witnessing to the love of Jesus Christ. This is reflected in the charitable purpose of the Diocesan Trustee, which the Trust Deed states as:

*“The advancement of the Roman Catholic Religion in the Diocese and for the service and support whether in the Diocese or outside the Diocese of charitable works and objects promoted by the Roman Catholic Church.”*

This overall objective is accomplished through the network of parishes and schools throughout the Diocese, seeking to involve the community as a whole, and furthering ecumenical relationships.

## Key Objectives for 2022

The key aims for the year were:

- ❖ *Maintenance of parish life and communities, rebuilding their life of worship, service and fellowship against a background of recovery from the Covid-19 pandemic which had required the temporary closure of both schools and churches and had disrupted many of the Diocese’s key activities*
- ❖ *Supporting schools to deliver excellent education driven by a Catholic ethos*
- ❖ *To assist parishes and school governing bodies in the financing and control of major building projects and the maintenance of their property assets, especially those on the Heritage at Risk register*
- ❖ *To ordain and to prepare for ordination new priests and deacons*
- ❖ *To support retired clergy*
- ❖ *To apply funds raised by the Alive in Faith campaign in support its four aims of training clergy, supporting retired priests, enabling parish projects and supporting wider charitable activity in the community,*
- ❖ *To ensure that services are provided safely and that high standards of safeguarding for children and vulnerable adults are central to the Diocese’s culture*

The achievement of these aims furthers the charitable purpose of the Diocese by increasing the number of clergy able to support the Catholic population of East Anglia, increasing the number of children able to access Catholic education and reaching out to the wider community, particularly the marginalised and vulnerable.

Measures used to assess success include monitoring

- ❖ *the numbers of people accessing the sacraments,*
- ❖ *student numbers and educational performance of Catholic schools*
- ❖ *the numbers of clergy ordained and in training, and*
- ❖ *progress on parish projects for improving facilities and for social outreach*





# Achievements and Performance for 2022

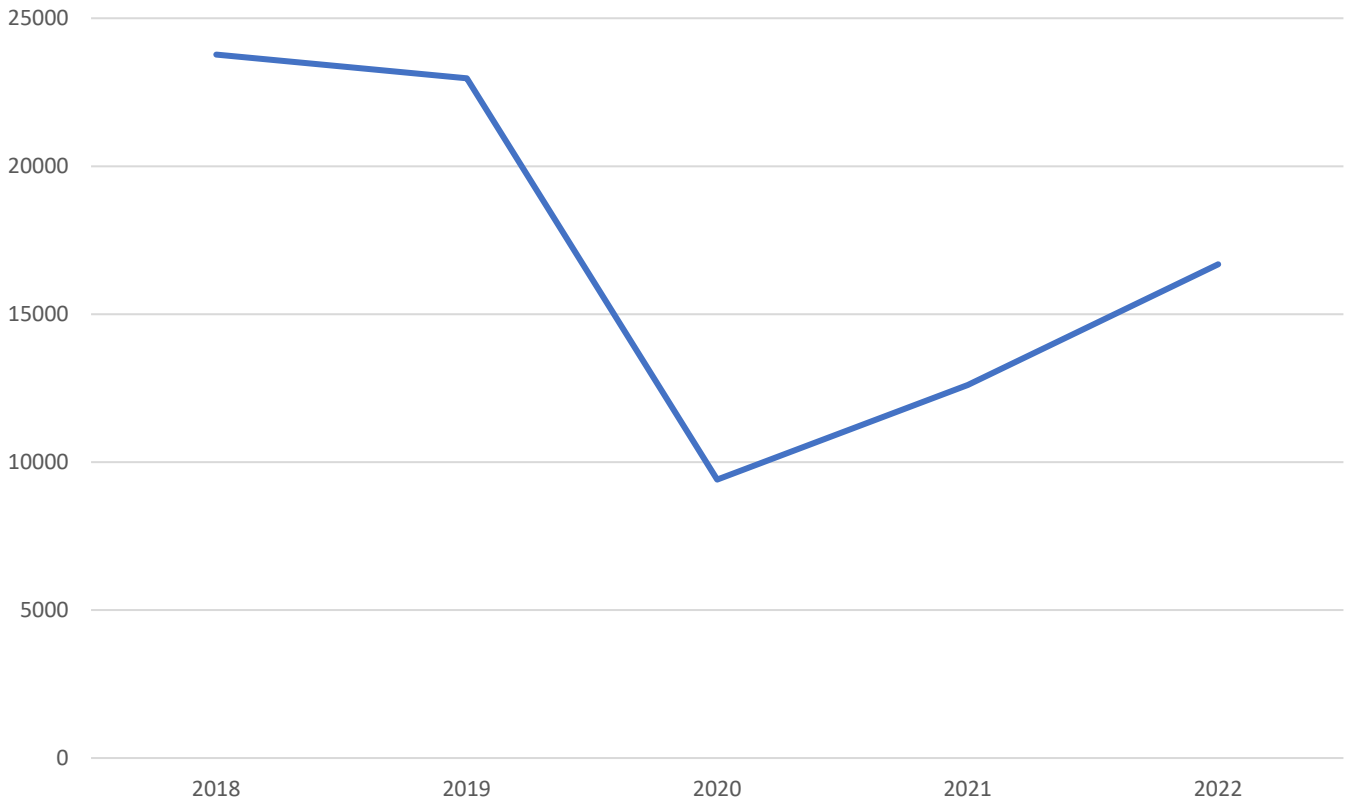
Significant charitable activities undertaken to achieve the Trustees' objectives include:

- ❖ *The provision of sacramental and social outreach to the people of the Diocese through Masses, other church services, catechesis and community activities during the year, including sustaining and improving digital access to services and parish groups.*
- ❖ *105 catechists provided religious formation for children and adults.*
- ❖ *Parishes and church groups delivered projects such as food banks and food hubs to support those impacted by ongoing effects of the pandemic and inflation, including the Cathedral's initiative in providing night shelter accommodation for the homeless;*
- ❖ *Other social outreach projects were supported, including funding the provision of move-on housing for single homeless men and debt crisis support.*
- ❖ *The continued maintenance and improvement of places of worship, including historic places of worship, community halls and other parish facilities.*
- ❖ *St John Henry Newman voluntary aided primary school was completed and opened, funded through a partnership between of DfE, Peterborough City Council and Diocesan funding, providing a new school to support the growing community of the Hamptons in Peterborough.*
- ❖ *Further improvement activity took place in support of schools including Sacred Heart school, Swaffham;*
- ❖ *-Repair work was taken forward at St John's Cathedral, St Mary's Church in Great Yarmouth, and St Peter the Apostle in Gorleston, Our Lady's, Stowmarket and Sacred Heart, Southwold with the aid of external grant funding, and a programme of ongoing maintenance was progressed based on needs identified in Quinquennial building reviews.*
- ❖ *The appointment of a new Director of Operations and Finance and a new Director of the Schools Service.*
- ❖ *The appointment of a new post Historic Churches Support Officer, in partnership with Historic England.*
- ❖ *Continued recruitment, education and training of priests and deacons, which resulted in the ordination of three new deacons during the year, while [8] seminarians and [4] candidates for the permanent diaconate were in training.*
- ❖ *Participation in community life through our Catholic schools including support of religious education, leadership and management in our schools.*

By the end of 2022, [ ]% of our parishes have begun to draw down funding for projects established as a result of the Alive in Faith appeal. These range in scope from refurbishment and repairs for church buildings, to installation of photovoltaic panels in schools, to supporting our young people and the elderly, to helping the homeless or to support family life. The total amount pledged to Alive in Faith stands at over £6.3 million.

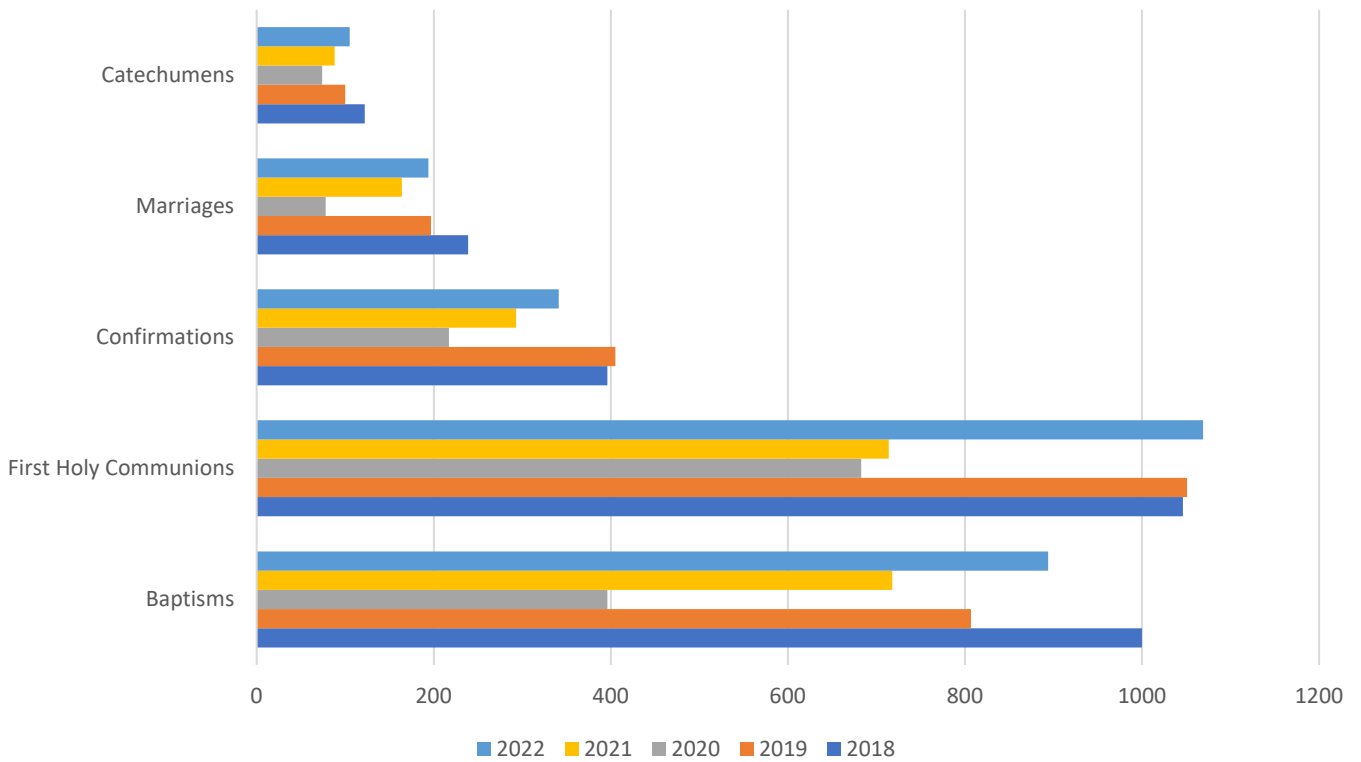
Active church attendance and participation in the Sacraments recovered strongly during 2022 for a second year running, with the number of baptisms up by a quarter, and First Holy Communions up 50% year-on-year, to a level which exceeds that seen before the pandemic. Total in-person weekly Mass attendance rose by a third to 16,683; figures for online participation are not available. Overall, the sacramental life of the Diocese is, in numerical terms, broadly back at levels seen before the pandemic, although in-person Mass attendance has still to recover fully.

### In-person Mass attendance



Source: RCDEA Diocesan Census 2022

### Pastoral Statistics 2022



Source: RCDEA Diocesan Census 2022

The total Catholic population in the area covered by the Diocese is estimated to be some 112,000 [source: RCDEA Diocesan Census 2022].

Through its parishes, funds are raised by way of voluntary collections and donations to assist the work of charitable organisations such as CAFOD (Catholic Fund for Overseas Development), the Apostleship of the Sea and the Catholic Association for Racial Justice. During 2022, total funds raised in this way exceeded £270,000.

Twinning arrangements are in place with churches in Cambodia and the Holy Land, providing funding to assist in the development of projects for the needy and underprivileged. These overseas relationships continue to develop as more individual parishes have established twinning relationships with particular overseas localities.

The Diocese could not meet its objectives without the significant contribution provided by its volunteers. "Volunteer Agreements" have been in place since 2006, particularly to highlight and clarify the roles undertaken by so many willing

parishioners. Such roles include catechists, stewards, parish treasurers, committee members, flower arrangers and lay ministers. The numbers of volunteers far outweigh paid employees and are essential to the continued health and mission of the Catholic Church. Parishes estimate that the number of active volunteers is some 1,900.

At the end of 2022, there were 47 active Diocesan priests, 28 priests of other Dioceses, 29 priests of religious orders, 17 active permanent deacons, 8 seminarians in training and 4 students for the permanent diaconate. Two priests and one permanent deacon were ordained in July 2023 and a new student for the diaconate has begun his formation.

Work is ongoing to provide appropriate retirement properties for priests due to retire in the coming years. Two retirement properties were purchased in 2022. The Clergy Welfare Coordinator supports the Clergy Welfare Group in ensuring that the material and spiritual welfare needs of our clergy, particularly those who are sick or retired, continue to be met.



# Structure, Governance and Management

## *Organisation and Control*

### **The Diocesan Board of Trustees**

The governing document of the Diocese during 2022 was a Deed of Revocation and Appointment dated 2 October 1979. The Diocese is governed by its Board of Trustees, which consists of 9 Trustee members who are the Bishop of East Anglia, 2 Priests, 1 Permanent Deacon and 5 Lay Trustees. 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.

The Board of Trustees is assisted in its decision-making process by five other bodies:

1. 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.
2. The **Investment Sub-Committee** was established in 2022 to advise the Trustees on the implementation of its Investment Strategy. It is chaired by a Trustee.
3. 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. New delegations were agreed during 2022 which allow this Committee to agree minor works.
4. The **Diocesan Schools Service Commission** oversees education and schools matters on behalf of the Bishop. This Commission is chaired by a member of the Clergy, includes the Bishop and the Diocesan Director of Schools and reports to the Board of Trustees.
5. The Trustees' **Safeguarding Sub-Committee** was set up in 2021. This committee deals with the strategic elements of safeguarding and is chaired by Trustee Ms Chris Quinn.

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 continue 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 in the near future.

In addition, expenditure on churches involving reordering requires consultation with the Arts and Architecture Committee of the Liturgy Commission, whilst expenditure on 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.





### **Diocesan Commissions and Groups**

The following Commissions assist the Trustees in the furtherance of the charity's objectives:

#### **The Safeguarding Commission**

This is a professional body that implements 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. The Commission oversees the work of the Diocesan Director of Safeguarding.

In October 2019, the Bishops of England and Wales commissioned an independent review of the Catholic Church's Safeguarding Structures and Arrangements in England and Wales. Published on 20 November 2020, the final report and recommendations of this review were accepted by the Bishops of England and Wales. The Diocese has reviewed its own safeguarding structures and arrangements in the light of this report. The Diocese adheres to the independent national Catholic Safeguarding Standards Agency (CSSA).

#### **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 and the Diocesan Architect.

#### **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 inter-church 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.

### **Clergy Welfare Group**

The Clergy Welfare Group is chaired by the Vicar General and includes the Vicar for Finance, the Vicar Judicial and two Diocesan Priests. It is advised by the Clergy Welfare Coordinator, the Director of Safeguarding and the Director of Operations and Finance. Its role is to coordinate action in support of retired Diocesan Priests.

### **Management**

Day to day control of the charity is exercised by the Bishop. During most of 2022, he was supported by an acting Director of Finance and Resources. A new Director of Operations and Finance took up post in mid-September. This is a paid member of staff with responsibility for implementing and managing the strategies and policies agreed by the Diocesan Board of Trustees. In addition, the Director of Schools is responsible for day-to-day control of the schools' programme. The Trustees adopted a new Scheme of Delegation late in 2022 which 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.

### **Appointment and Training of Trustees**

The power to appoint trustees is vested in the Bishop of the Diocese. Trustees are recruited following recommendations received from existing trustees and/or other members of the Diocese. Procedures are in place to ensure that new trustees have appropriate skills to fulfil their legal duties as trustees and are adequately informed of their responsibilities prior to appointment. All trustees are provided with opportunities for further training and development.



# Plans for the Future

## *Future Developments*

### **Priests**

Efforts across the Diocese have resulted in an increase in the number of vocations to the priesthood, the permanent diaconate and the religious life and the number of priests available comfortably exceeds the number of parishes. Meeting the needs of the increasing numbers of priests reaching retirement age or retiring on the grounds of ill health is, however, a significant challenge for the Diocese.

In addition to diocesan resources, the East Anglia Diocese Dependent Priests' Fund is an independent charity designed to provide additional financial assistance where required which is beyond the scope of either State Benefits or the diocesan policy.

### **Buildings**

There is a continuing need to review the demographic location of the Catholic population in the Diocese and the availability of priests to ensure that churches are best situated to serve their needs. The diocesan estate is therefore kept under review to ensure that buildings are put to best use.

The Diocese enjoys the responsibility of stewarding a significant historic estate which is a resource for the entire community of East Anglia. St John's Cathedral, Norwich, the Slipper Chapel at Walsingham, and the church of Our Lady and the English Martyrs, Cambridge, are important architectural monuments and have been listed at Grade 1. 38 other churches and presbyteries are listed at Grade II\* or II. Particular attention is being given to some of these which are on Historic England's "Heritage At Risk" register. The Historic Churches Officer is focused on securing improvements to the condition of listed churches, especially those whose condition has led to their inclusion on the "at risk" register. We remain grateful to all those who are generous in giving to the church for projects including building works and to those who remember the church in their wills.

### **Mission**

The Trustees remain focused on their core purpose, as set out in the Trust Deed, to advance the Catholic faith in East Anglia and will continue to seek to do that through preserving the Catholic ethos of schools, through youth work, through ensuring the continued provision of liturgy and the sacraments, through social outreach and communication. Beyond 2021, the Trustees have supported parishes and schools in recovering from the restrictions imposed on church activity during the pandemic and have seen that bear fruit in a renewal of events and pilgrimages, increases in Mass attendance, and a fuller provision of activities in schools.

### **Safeguarding**

The Trustees continue to place safeguarding at the heart of their responsibilities. They receive regular updates to ensure that safeguarding provision and training in the diocese is appropriate and themselves receive safeguarding training.

## Connected Charities

The Diocese is connected to two independent charities whose objectives are complementary to the diocesan objectives. These are the Cathedral of St John the Baptist Trust (Reg No 1152820) and the East Anglia Diocese Dependent Priests' Fund (Reg No 1102707). Both of these charities receive donations from the Diocesan Trust.

A number of Diocesan Trustees are also Trustees of the Walsingham Trust (Reg no 1180690) and the Diocesan Trustees own a number of properties occupied by the Trust.



# Public Benefit

The Trustees confirm that they comply with the duty in Section 17 of the Charities Act 2011 to have regard to public benefit guidance published by the Charity Commission when exercising any powers or duties to which the guidance is relevant.

The Catholic Church in East Anglia not only provides for the religious needs of the Catholic population but plays a full role in participating with other churches, faiths and public organisations in promoting an ethos and attitude among the general population which are designed to encourage and develop mutual cooperation, social cohesion and dialogue for the benefit of the community as a whole and in particular the poor and most vulnerable. It is part of the Canon Law of the Catholic Church that the church is at the service of the entire community. Within the Christian community, the Diocese and parishes are active in inter-faith activities working to increase the common interest.

The Diocese makes a significant contribution to education in East Anglia by its financial contribution, fund-raising and voluntary contributions as governors and in other roles. This programme includes two inter-denominational schools. Our Catholic schools are successful and popular with parents. Many non-Catholic students – more than a third of the total - attend these schools and the teaching staff are by no means exclusively Catholic. Across England, Catholic schools are amongst the most ethnically diverse in the country; some 22% more pupils come from minority ethnic backgrounds than the national average. In the East Anglia Diocese's schools, 34% of pupils are from BAME backgrounds. Diversity of faith is found in our schools and they also reflect the cultural diversity of Catholicism which is present across the world and can be a place of refuge for children and families who have sacrificed and endured much to come to East Anglia.

The Diocese preserves and maintains a range of historic buildings for future generations, and puts them to good use for public worship and other uses that serve the community. It also provides parish halls and other buildings that are available for community use. Despite our small size, the Diocese is responsible for more listed churches than any other in the country.

The Diocese and the individual parishes directly support social action to help homeless and vulnerable members of the community regardless of their faith or background.

We believe that every single person in East Anglia is a beneficiary of our work. We believe in the power of prayer to make a difference in every life, even for those who would never think of asking for our help or assistance. Through the grace of God, we hope to play our part in bringing souls to heaven. There can be no greater public benefit.



# Remuneration of Key Management Personnel

The key management personnel consist of the Trustees, the Director of Operations and Finance and the Director of Schools. Senior Education Staff are paid on a scale with increments based on performance assessment, which is in line with national practice within the education sector. The charity's other key management personnel have been recruited by public advertisement at a salary fixed by local market forces at the time of recruitment. Annual 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.

## Principal Risks

A Risk Assessment is presented to the Trustees regularly for review and approval. The Risk Register is also reviewed by the Finance Sub-Committee.

### **Risk Review**

The Trustees have assessed the major risks to which the Diocese is exposed and are satisfied that systems are in place to mitigate our exposure to the major risks.

The major financial and governance risks currently identified, and strategies for managing these risks are as follows:

### **Persistence of the structural operating deficit**

The Diocese has an annual budgeting process that forecasts income and sets expenditure plans in line with what is affordable. The budgeting process is led by the Finance Committee and the budget is agreed annually by the Trustees. New procedures have been introduced to ensure more effective in-year budget monitoring. Advice has been offered to parishes in managing increased costs such as energy bills. The Trustees have adopted a five-year deficit reduction plan which will inform future budgeting.

### **Financial failure in related organisations**

The Diocese aims to mitigate the risk of moral hazard in related charities by appointing Trustees to those bodies, liaising closely at officer level, putting in place formal grant agreements with conditions where appropriate, and reviewing the operating arrangements of the St John the Baptist Cathedral Trust.

### **Lack of capacity to deliver essential services**

The Diocese aims to give budgetary priority to key services and uses external contractors where services cannot be provided directly.

### **Policies may be out of date or not fit for purpose**

Trustees have mandated a progressive updating and review of key policies. New policies will be subject to programmed regular review as part of the routine Trustee agenda.

# Financial Review

## Funding of Diocesan Activities

Although it benefits from enthusiastic and faithful volunteers, priests and members of religious orders, the Diocese of East Anglia is not financially well off. It has limited reserves or investments of its own, receives relatively small amounts through legacies and donations and has historically been reliant on raising income from its parishes. It does that by levying charges or quotas based on a percentage of parish offertory collections, in line with Canon Law. The income which it receives is used to pay for the organisation and administration of the collective diocesan activities which support parishes and schools. Comments on some of these diocesan activities, which are highlighted in the SOFA under “General Funds”, “Designated Funds”, or “Parochial Funds”, are included below.

The activities of the Diocese are largely undertaken through its parishes. Of the overall diocesan finances for 2022, parishes accounted for over 75% (2021: 77% ) of income and some 62% (2021: 62%) of expenditure. The work of the parishes involves amongst other things the pastoral care of the Roman Catholic and general community of the parish and maintenance and upkeep of places of worship.

## Alive in Faith

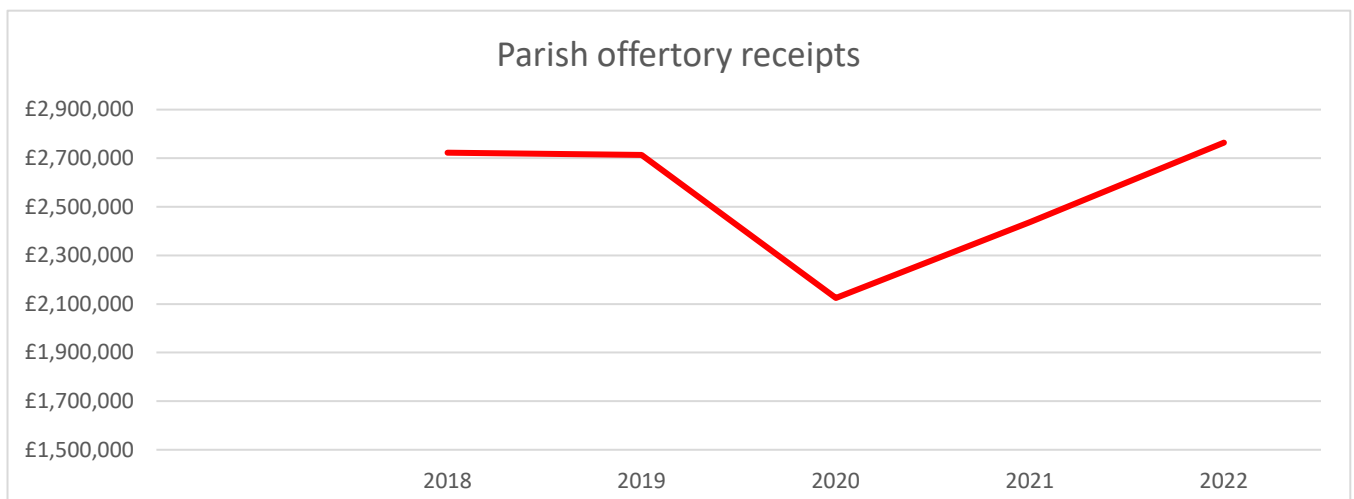
This fund-raising campaign started in February 2015 supported by the professional fund-raising company, CCS. The actual campaign phase ended in June 2017 when the administration of funds raised passed to a newly formed Alive in Faith Supervisory Committee which controls and administers the continued inflow of funds from pledges as well as the disbursement of funds to the stated objectives.

There are four primary aims to provide funding for the following:

- Training of future priests
- Support of retired clergy
- Special Parish Projects
- Social Outreach

## Financial Performance during the year

The total income of the Diocese fell from £6.38m to £6.32m during the year, due to a fall in donations, legacies and grants, and in other income. Total expenditure for the Diocese increased, from £6.30m in 2020 to £7.34m in 2021. Costs of raising funds increased from £68k in 2020 to £208k in 2021. This resulted in an underlying operating deficit of £1 million, which the Trustees consider to be unsustainable and wish to eliminate over time. In the autumn of 2022, the Trustees committed the Diocese to a multi-year deficit reduction plan. A revaluation of the Diocese’s investment properties has been undertaken for the 2022 accounts. After investment gains which result from that revaluation, the Diocese recorded a net surplus of £738k. An analysis of all income is shown in notes 2 to 6 of these accounts. An analysis of all expenditure is given in note 7.



(Source: Parish Financial Returns 2022)



### **General Diocesan Funds**

The bulk of the expenditure in 2021 classified under this heading relates to the activities of the various Diocesan commissions, the work of the Diocesan Marriage Tribunal, the upkeep of the Bishop's residence and Central Administrative Offices and the funding of the chaplaincy costs at the University of East Anglia.

The main sources of funding for these expenditures are from investment and bank interest, quota charges to parishes based upon a percentage (8%) of offertory collections and administration charges to parishes and funds for handling investments and recovering tax on gift aid and covenants.

### **Designated Funds – General Comments**

The main funds included under this heading are the Schools Consortium Funds. The balances on these funds at the end of December 2021 are shown in Note 15 to the financial statements. The Schools Consortium Funds obtain most of their income from levies on parishes. The majority of the expenditure on the designated funds relates to schools service activities. Comments on the activities of the Schools Consortium Funds are included below.

### **Designated Funds - Schools**

The schools levy has historically stood at 20% of offertory collections. In 2022, the schools levy generated income of £490k against schools expenditure of £422k.

Surplus funds are held in a Schools Reserve Fund to meet contingencies.

At the beginning of 2022, there was £550k held in the Schools' Consortium Fund. During 2022 the net movement in the fund after investment losses was £19k, leaving a balance on the fund of £569k.

The Trustees will continue to review the allocation of designated funds to ensure that there is a proper balance of income to expenditure. This will need to take into account the changed arrangements for funding capital in the majority of the Diocese's schools, which are now part of Multi-Academy Trusts and receive direct capital funding from the Department for Education as a consequence.

### **Designated Funds – Priests' Training Fund, Ministerial Training Fund and Clergy Pension Fund**

During 2017, a review of the previous restrictions on these funds was carried out and as a result, a transfer from restricted funds to designated funds took place. The balances now held in designated funds can be seen in note 15a to the accounts.

### **Restricted Funds**

The main funds represented under this heading and their respective fund balances are outlined in Note 16 to the accounts. The large majority of these funds are held by parishes, including the Alive in Faith Fund. The note shows that at the end of December 2021, the total of the Diocese's restricted funds was £5.1m compared with £5.0m at the end of 2020, with net income significantly offset by investment losses.

### **Unrestricted Parochial Funds**

As can be seen from the SOFA, the bulk of the Diocese's activities are undertaken through its parishes whose work principally takes the form of the provision of religious services and the maintenance and upkeep of presbyteries, churches and parish halls.

The financial statements show total unrestricted parochial income of £4.8m (2021: £4.9m), with the bulk of monies, amounting to £4.0m (2020: £4.2m), from "donations, legacies and grants". Offertory receipts rose 13.4% year-on-year and are now 1.5% above their previous pre-pandemic peak in 2018; however, the Retail Prices Index has increased by 30.5% over this period, so the offertory figures represent a real-terms fall of some 29%. On the expenditure side, Note 7 to the accounts provides an analysis of charitable expenditure. This shows total costs of £4.5m (2020: £3.9m).

### **Investment Performance**

The performance target required by the Trustees during the year was that the portfolio should perform in line with the relevant indices. During the year the overall value of the charity's quoted portfolio declined from £8.8m to £7.6m, in line with market movements. Following a revaluation exercise, the value of the Diocese's investment properties rose from £3.7m to £6.4m.

### **Investment Powers and Policy**

The Trustees are empowered to invest any monies authorised by law for the investment of trust monies from time to time with the consent of the Bishop. This means that the provisions of the Trustees' Act 2000 apply. In 1999 an Order was made under Section 26 of the Charities Act 1993 which empowered the Trustees to appoint an investment manager and to appoint a corporate body as the Trustees' Nominee to hold the investments of the charity. By using a Nominee, transfers of stock can be dealt with more rapidly with the advent of reduced settlement periods. The Diocese's Investment Managers, are currently Rathbones.

The Trustees intend that the real value of the investments be maintained and enhanced over the long term. The Trustees have selected a balanced portfolio of overall medium risk.

In December 2022, the Trustees adopted a refreshed Investment Policy which sets performance targets both in terms of financial returns and ethical investment, including a commitment over time to eliminate fossil fuel stocks from the portfolio. The Investment Committee is working to put this new policy into effect.

### **Reserves Policy**

The Trustees reviewed the Reserves Policy in December during 2022. The policy of the Trustees is to ensure that the level of reserves are sufficient to deal with the risks faced by the Trust, but not so high as to bring into question why charitable income is not being spent in a timely manner. For parishes, individually and as a whole, the level of reserves should aim to be sufficient to cover at least one year's expenditure. For the Diocese centrally, the level of reserves should be sufficient to cover one year's expenditure, excluding schools' service expenditure (which could be supported from the designated schools fund in an emergency). They should be no higher than two years' expenditure. The Trustees apply these targets not only to the current actual level of reserves, but to predicted reserves looking up to 7 years' ahead for the Diocese centrally. The Trustees monitor actual and predicted reserves against this target at least annually when it reviews the annual accounts and take corrective action where necessary.

Notes 15 to 17 of the financial statements set out details of the various funds of the Diocese and an analysis of the assets attributable to them. These assets are sufficient to meet the charity's obligations on a fund by fund basis. At 31 December 2022 the Diocese's reserves stood at £35.5m compared to £34.7m at 31 December 2021. Of this, £4.3m (2021: £4.9m) is restricted to particular uses and £3.3m (2021: £3.5m) has been designated by the Trustees for certain specific purposes.

General unrestricted reserves declined from £3.4m to £2.5 m.

# Trustees' Responsibilities

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

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

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

The Trustees are responsible for 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 safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 21st September 2023



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**Rt Rev Peter G Collins**  
**Trustee**