

THE PARISH CHURCH OF ST MICHAEL & ALL ANGELS
WITH ST EADBURGH'S CHURCH, BROADWAY
ANNUAL REPORT OF THE PAROCHIAL CHURCH COUNCIL
FOR THE YEAR ENDED 31st DECEMBER 2020

Administrative information.

St Michael and All Angels' Church is situated in Church Street, Broadway, WR12 4AE.
It is in the Deanery of Evesham in the Diocese of Worcester within the Church of England. Correspondence
address is The Vicarage, Church Street, Broadway, Worcestershire, WR12 7AE.
Charity Registration Number 1129380.

Parochial Church Council (PCC) members who have served from 1st January 2020 until the date this report was approved are:

<i>Incumbent:</i>	Revd Michelle Ward	Chairman and Priest-in-Charge
<i>Curate:</i>	Revd Josephine Williamson	
<i>Wardens:</i>	Mr Kevin Beasley Mr John Hayes	
<i>Representatives on the Deanery Synod:</i>	Dr Joan Reading	
<i>Elected members:</i>	Mr Kevin Beasley	Treasurer
	Mrs Sarah Beasley	Secretary From APCM 2020
	Mr Stuart Bates	
	Mrs Gill Hammond	Deputy Churchwarden
	Mr Colin Harper	Until APCM 2020
	Mrs Marilyn Walker	
	Mr Peter Grant	

Aims and Purposes

The object of the Parochial Church Council is the promotion of the gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England. The PCC co-operates with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The Parochial Church Council supported the following charities in 2020: Helping Hands in the Vale, The Royal British Legion and Water Aid.

Structure, Governance and Management.

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity. The method of appointment of PCC members is governed by and set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible, as Trustees, for making decisions on all matters of general concern and importance to the parish, including deciding on how the funds of the PCC are to be spent.

The PCC has reviewed the policies on: Health & Safety; Safeguarding and have completed the parish Safeguarding Toolkit as required by the Diocese; Graveyard; Conflict/Declaration of Interest; Reserves; Risk; Data Protection; Complaints.

The Parochial Church Council has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (duty to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults.)

Annual reviews are carried out for our Lay Readers and Authorized Lay Ministers. Pay reviews are undertaken for the organist, the office administrator and the people who maintain the graveyard and churchyard.

The PCC meets on a regular basis and the standing committee has the power to transact the business of the PCC between PCC meetings subject to directions given by the PCC.

Objects and Activities

The PCC has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The main objectives for 2020 were to increase income by fundraising; increase presence in the community; encourage use of the church building for community events. However due to Covid-19 our aims changed to help our community by being a Christian and prayerful presence and hope during the pandemic.

Achievements and Performance

Services were held every Sunday at St Michael's Church during January and February. The outbreak of the pandemic COVID-19 meant that from March 2020 there was a national lockdown and all churches were closed. It was wonderful to join in singing 'Jesus Christ is Risen Today' in the street for Easter. Services were arranged via Zoom from June for Evening Worship. A Church WhatsApp group was formed for daily Morning and Evening Prayer and general support. We were able to produce a prayer book before we had to close the church for people to pray at home which was shared by our diocese and others. We also produced a 'Vicar's and Curates Musings' to bring together up to date information. We also sent bookmarks and a card to our wedding couples who were affected by the pandemic and had to postpone their weddings to 2021.

Due to Government restrictions, visits to Brompton House, home communion, pastoral visits, visits to the school, coffee club at No.32 and Tea at 3 were not able to carry on.

During the first easing of lockdown the St Michael's was able to open for private prayer for an hour on a Sunday. Risk assessments were carried out and sanitizing guidelines were followed. Bunting was put in place to help with social distancing. A Test & Trace QR code was generated for those attending and a list of names was recorded for those who did not have a mobile phone with the NHS app on.

At a meeting in July the Priest in Charge and the PCC Resolved, for Broadway and Wickhamford acting jointly, to dispense with the reading of Morning and Evening Prayer as required by Canon B 11 and the celebration of the Holy Communion as required by Canon B 14 on the following occasions:
From Sunday 5th July 2020 until Sunday 6th September 2020.

The reason for the dispensation was that in the light of the Government's guidance on preventing the spread of Coronavirus, there was no church in the benefice which can be used safely for public worship on those occasions. If some services were able to go ahead but others cannot, the resolution would be edited accordingly.

St Eadburgha's was open for private prayer only.

No concerts or events have taken place.

For All Souls we asked people to bring a 'decorated bauble' and our Christmas Tree kindly donated by The Lygon Arms, was decorated as a memory tree and looked stunning. We invited families to come for individual prayer 13th Dec 2020 to see their loved one's bauble in place. We also sold lavender, jams and cakes at this event and drew the Christmas Draw – our only fundraising in 2020.

The Vicar's & Churchwardens' fund (initially called 'Petty Cash fund') set up in 2016 has been used to provide help for the poor, homeless and needy individuals in the village and provide food bank parcels at Christmas. This fund also enabled 30 x £50 vouchers for Tesco's to go to families in need at Easter due to an appeal for help at Christmas for the Christmas Hamper from Churches Together.

The Friends of St Eadburgha's have continued to support the parish with funds for the maintenance of St Eadburgha's Church, but fundraising has not been possible.

At Christmas we sent a card to everyone on our Electoral Roll and also a letter about our financial situation which 2 members of the electoral roll responded to. We also put an article in the new village Broadway News 'Save our Churches' with a website appeal to which 5 people responded re our financial situation and the crisis point we are at as a church. We also held a Carol Service on the Green – which was well attended and people would like to continue this next year. We also held a Zoom Carol's for those shielding as a churches together event.

We held a zoom valentines event where people came and shared poems and favourite songs.

Shellie worked with the Broadway Coronavirus Support Group and helped coordinate the volunteers through lockdown with the help of the church and village volunteers. This also caught the attention of the BBC News Alex Forsyth and ended up on the 10pm news!

4 services were offered around the benefice this past Easter one a day due to the pandemic and weekly morning worship continued in St Michael's from then on. We hope to keep opening our churches for services from Pentecost 23rd May for our other churches.

Review of the Year

The PCC met 9 times during the year and dealt with various matters. Attendance at meetings has been good. The PCC also received reports from the sub-committees: Standing; Finance; Fabric; Social, Fundraising and Mission. Reports were also received from the Deanery Synod.

January and February 2020 PCC Meetings were held in St Michael's. Due to the outbreak of the COVID-19 pandemic, May, June, July, September, November and December meetings were held via ZOOM meeting. There were no meetings in March or April.

The PCC passed a Resolution at the May meeting that "as per rule M29 of the Church Representation Rules 2020, to meet as a PCC on Zoom and ratify decisions subject to those not being able to meet on Zoom being given ample opportunity to add their views via email beforehand and then fill them in after via conversation."

The time frame for holding the Annual Meeting was extended by the Church of England and therefore took place on Sunday October 4th 2020. It was held in St Michael's during a temporary lift in the lockdown restrictions.

During the year the PCC also discussed the following:

- ❖ Stewardship and Stewardship Campaign;
- ❖ Finance and budget issues. Government furlough scheme; Payment of Parish Share. Insurance. Charitable Giving. Parish Giving Scheme;
- ❖ Purchase of Parish computer;
- ❖ Lift repair / replacement;
- ❖ COVID-19 guidelines and risk assessments;
- ❖ Safeguarding;
- ❖ Childswickham;
- ❖ Church life after COVID-19 survey;
- ❖ Deanery Consultation on Deanery Simplification;
- ❖ Structure of Deanery Synods;
- ❖ Parish photocopier;
- ❖ Open Conversations;
- ❖ Social activities;
- ❖ Maintenance of the Churchyards;
- ❖ Quinquennial Surveys for St Michael's Church and St Eadburgha's Church
- ❖ Food bank;
- ❖ Blue tooth addition to the sound system;
- ❖ Redundancies and resignations;
- ❖ Tree and bench in churchyard;
- ❖ Lights in external wall at St Eadburgha's;
- ❖ Appeal letter to the members of the Electoral Roll and the village community.

The clock and portable electrical equipment have been serviced / tested.

Deanery Synod

During the year, the Synod met and discussed varied topics and reports were submitted to the PCC.

Financial Review

Total income on ordinary unrestricted funds was **£54,149** as detailed in the financial statements. Total expenditure on ordinary unrestricted funds was **£ 48,310**. No contribution was made towards the 2020 Parish Share.

The net result for the year was a surplus of income over expenditure of **£5,849** on unrestricted funds.

Reserves Policy

It is PCC policy to try to maintain a balance on free reserves (net current assets) which equates to at least three months' unrestricted payments. This is equivalent to £20,000. It is held to smooth out fluctuations in cash flow and to meet emergencies. The balance of the free reserves at the end of the year was **£7,149** which is significantly lower than this target.

The balance of restricted funds at the end of the year was **£10,237** and is comprised of the Parish Building Fund. This is used to fund the upkeep of St Michael & All Angels' Church fabric and St Eadburgha's fabric.

Where income permits it is PCC policy to transfer funds into the Parish Building Fund, the Heating Fund, the Organ Fund, and the Mission Fund. In the past year this has not been possible as there have been no surplus funds.

It is our policy to invest funds with the CCLA Church of England Deposit Fund. There are no funds currently invested.

The PCC has proposed to set aside sufficient funds, income permitting, to build up a more adequate amount of reserves in all funds through a Stewardship Campaign and fundraising events. It will also make every effort to pay the Parish Share in full.

Risk Management

The PCC receives Regular Financial updates from the Treasurer. Income has been lower due to the COVID-19 pandemic.

Due to the economic climate less interest has been received on savings.

The PCC is aware of the necessity to increase income and plans to hold a stewardship campaign in 2021.

The PCC considered the regulations regarding data protection – the General Data Protection Regulation (GDPR) which came into force on 25th May 2018. Contact preferences have been recorded, secure storage has been purchased and a GDPR Policy is now in place.

Vicar's Report Annual Meeting 2021 for Broadway and Wickhamford

It goes without saying that this has been a strange year. We only had our last APCM's in October but already that feels a lifetime ago. We have had several different sets of regulations / guidelines / systems to work our way around and without all your help and support we couldn't have done it.

Many thanks to our Churchwardens who have done a grand job helping to make sure everything has been safe for people, whatever they are doing and supporting Jo and myself as we try to offer all we can to our villages.

Many thanks to those of you who have created connections to ensure that those who have been unable to attend worship have not been forgotten.

Thanks to those who have joined the Broadway Coronavirus Support Group or the Sports Club Support Group to make deliveries to those in need / shielding.

Thank you to all those who have found or joined in with new and imaginative ways of being church to one another and the community. To all of you who have learned to Zoom and those who have discovered new communication channels via WhatsApp, Facebook and YouTube.

We've all pulled together as a village whilst shielding, zooming, supporting, phoning people as the Archbishop of Canterbury has said 'we may not have got everything right but we've done our best in challenging times'. We offered private prayer, carols on the green, carols in the churchyard, a service in each of our churches and Childswickham at Easter. We're starting to open more for services and I hope and pray there are less restrictions from 21st June. We've asked people to make baubles at All Souls for Memory Christmas Tree's in both parishes, Prayer booklets, Vicar and Curate's Musings. We held a Christmas Draw and sold some Christmas Cakes, Jams, Candles and Lavender. We sent cards to our electoral rolls at Christmas and also to our wedding couples.

Unfortunately, the only blip throughout is the Broadway PCC financial situation of which we have tried to keep you appraised. As a PCC we've had to make some hard decisions this year due to our finances. This isn't, if we are honest, new, but COVID-19 has exacerbated the issue. These decisions include making our organist, cleaner and admin redundant. This will have a huge impact on our worship in both of our churches but also our church building at St Michael's and what we can realistically do with the admin, I either must pick up what isn't now being done or can't be done unless someone would like to volunteer to help.

Although it has been hard work at times, I believe that we have learned much during this time. We have learned how much community matters. How much reaching out to each other and to those in need makes a difference. How important human contact is. We have learned how different life can feel when we look outwards and not just inwards.

And we need to take those lessons forward. We can't just expect everything to go back to 'normal', we have to reflect on what we have discovered and what else we can do and move forwards to discover a new normal.

We need to look forwards for example and decide what services serve not just us, but our community. We are immensely blessed to have Jo, Kevin and John prepared to help with our worship, to whom I express my huge thanks, but yes also need time being with God and with their families. We can't just expect more and more of people, just because we want something. So, we are challenged. Are there people amongst us who God is calling to come forward for training so that they can start sharing God's word in new ways.

We are three churches, one benefice so we are richly blessed, to be able to have such variety.

This year we have to respond to 'Living in Love and Faith' which is about identity, relationships, sexuality and marriage. The Church of England has produced material to help us walk forward. We have to be prepared to put aside some of our embedded thinking and explore and learn together, to journey together and respond together as a Parish. Maybe our positions won't change much but our language and how we treat people could. We want all people to feel open to come and worship God, to feel God's love and not feel excluded or discriminated against. We also want people to find church a safe space to worship.

The Wedding regulations changed this year on 4th May which will give all clergy that take weddings and the admin a headache as we get round the changes but we are making progress with that and have signed our parishes up to the Church of England Life Events Calendar which Jo and I can access and produce the marriage document. We will no longer be issuing wedding certificates when people get married in church. How to we encourage and make it easy for people to approach God as they make their vows to each other, in a world that seems to make the church a greater and greater irrelevance to the process.

Encouraging, going and being part of community activities doesn't take away from the church, but it adds to it. As we open up to people and join them in what they do, they discover why we do things. A recent survey of under 30s suggested that their view of the church is that we are irrelevant, bigoted, homophobic, sexist, hypocrites! What a challenge!

I'm sure what we want people to discover is that we are people who live radically different lives with Jesus at the centre, who seek to be community and change community, who care about the environment, are authentic in what we say and do and live in the 21st century not some much earlier one and are filled with grace. That we treat people with kindness, love and respect even if ~~we~~ and when we disagree with them. If we want to grow as we come out of lockdown we need to reflect on these things or else our churches will slowly fade and die, especially if our only aim is to go back to what we were.

We need to take the opportunity the virus has given to us and use it to be radical and look outward and upward.

We need to do good governance, have good conversations, be honest and open to make things change, so let's grab that opportunity with both hands and move forwards together.

The Parish of St. Michael and All Angels' with St. Eadburgha's, Broadway
Annual Churchwardens Report for the year 2020

St. Michael's Church:

- The Church is maintained in a good state of repair. Our Quinquennial Report was due in 2020, but due to the Pandemic this has been delayed until 2021.
- The building is fully insured by Ecclesiastical Insurance.
- Due to the Pandemic the Church was closed during lockdown periods. When Government rules allowed us to re-open, the PCC had to undertake a risk assessment and we initially opened for private prayer on Sunday mornings and then from September onwards for morning worship until the lockdown in November. We did, however, have a Communion Service at Christmas. Guidelines have limited the number of people allowed in for each service to thirty, with restricted use of the pews to comply with social distancing.

St. Eadburgha's Church:

- The Church is maintained in a good state of repair. Our Quinquennial Report was also due in 2020, but due to the Pandemic this has been delayed until 2021.
- The building is fully insured by Ecclesiastical Insurance.
- St. Eadburgha's has unfortunately been closed for most of the year due to Covid restrictions.
- Mr. Greg Bamford, who maintained the Churchyard, retired at the end of 2020, and we thank him for maintaining the Churchyard in such a wonderful condition over the past years. Mr. John Taylor, who maintains the graveyard, has agreed to undertake the work in addition to the maintaining the graveyard.

Other Matters:

- The graveyard, along Snowhill Road, is well maintained, with thanks to Mr. John Taylor.

As Churchwardens we welcome any feedback or concerns from all who attend and visit both churches, both positive and negative. We will attempt to resolve all issues raised and will pass on praise where deserved but will also try to put right matters/issued as required.

We would especially like to thank Revd Michelle Ward for all her hard work and commitment during this difficult of years, especially in setting up on-line services and the 'Whats-App' group during the pandemic, which has allowed villagers to

partake in both services of worship on Sunday evenings and special occasions, such as Christmas etc. and morning and evening prayer from the safety of their homes. This has been particularly of use to those who had to shield themselves and could not leave their homes, or simply wanted to know someone else was there to chat to when needed. Thanks also to Revd Jo Williamson for all her help and support.

We also very much appreciate the support of fellow members of the PCC during the year, during which we have continued to meet via 'Zoom' meetings to ensure everything continued as normal – as 'normal' as possible could be!!

As we now gradually start to come out of restrictions it is particularly important that, as both of our Churches start to reopen, we welcome back everyone, and we should all play our part in encouraging people back to church and inviting new people too.

Churchwardens: Mr. Kevin Beasley
 Mr. John Hayes

Broadway PCC - Treasurer's Report for the year 2020

This year has been an exceedingly difficult one for which to write a report as for much of the year our churches have been closed due to the Covid 19 Pandemic.

From the start of the year, it became apparent that our income was going to be substantially lower than in previous years. Our unrestricted income for the year was £54,159 compared to £92,093 in 2019. Some of the major differences were (a) collections from regular services, funerals and weddings - £1,632 in 2020, compared to £12,861 in 2019, (b) funeral and wedding fees - £7,828 in 2020, compared to £25,134 in 2019, (c) sales and advertising from the Grapevine magazine- £985 in 2020 compared to £4,621 in 2019, and (d) fundraising events – amount raised less costs were £2,100 in 2020, compared to £4,891 in 2019. Due to Government restrictions, we were unable to print and deliver the church magazine after the March issue, so the PCC decided to produce an on-line version in which there was no advertising. I must however thank all the regular givers for their continued support through the Parish Giving Scheme, standing orders and regular donations, without whom we really would have very little income at all. The PCC had contacted the Diocese to advise them of our current financial problems and our plan to have a stewardship campaign in 2020, but of course this was not possible due to the pandemic. The PCC therefore decided, with help from the Diocese, to produce a letter detailing the situation, and placed a similar article in the Broadway Newsletter, asking for the help from both those on the electoral role and residents in general – the response was very disappointing to say the least!

Our unrestricted expenditure for 2020 was £44,433, but we paid no Parish Share, compared to £88,835 in 2019 when we paid £30,000 towards the Parish Share. To put it in plain language if we don't raise enough funds to pay our Parish Share in 2021, we could see less services, our benefice may be joined with another one, and this may result in Broadway not having a resident vicar.

In early 2021, it became clear that the PCC would have to make some very hard decisions regarding expenditure. Many cost-cutting measures were taken in 2020, as per the notes in my 2019 report. These, however, were not sufficient when faced with the challenges of the pandemic. Further cuts have been made and unfortunately, as a result, we have made some redundancies.

If anyone wishes to discuss any of the matters raised above, please contact me on 01386 858672 or by email: kbkbeasley@googlemail.com

Kevin Beasley
PCC Treasurer.

Safeguarding Report 2020-2021

The Church of England is committed to the safeguarding, care and nurture of everyone within the church community. The Benefice Safeguarding Officer is Joan Reading and she is responsible to the PCCs of Broadway with St Eadburgha's, St John's and the Bishop of Worcester.

As required by the diocese, St Michael and All Angels with St Eadburgha's have adopted and implemented a safeguarding policy and safeguarding procedures which follow legislation, guidance and recognised good practice. This policy, together with Diocesan policies on Recruitment of Ex-offenders and Safer Recruitment was reviewed by the PCC at its July meeting and accepted unanimously.

Whilst St Michael's with St Eadburgha's does not have approved work with children and vulnerable adults, we do have children attending church with parents and home visits to adults considered as vulnerable. Any pastoral volunteers must be approved (have an enhanced criminal record (DBS) check) and undergo safeguarding training. The diocese has noted the need to change the structure of safeguarding within the Church of England in order to create a Safer Church and a new Healthy Christian Structure. There is now a new training and development framework with this in mind. PCC members have already completed the basic safeguarding module and our churchwardens are completing the management safeguarding module C2 which should be completed by the time of their next training renewal.

From 1st January 2019 PCCs are required to report any Serious Incidents to the Charity Commission in accordance with the new arrangements set out in 'Guidance for PCCs and Religious Communities : Identifying and Reporting Safeguarding Serious Incidents to the Charity Commission'. The PCC has passed a resolution to delegate the responsibility for preparing and submitting Safeguarding Serious Incident reports and non-safeguarding Serious Incident reports to the Diocesan Safeguarding Advisor (DSA) and for submitting them to the Diocesan Secretary, in line with advice from the above document.

A log of appointments to posts within the parish and DBS applications for disclosure is currently up to date.

Joan M Reading

THE PARISH CHURCH OF ST MICHAEL AND ALL ANGELS
WITH ST EADBURGHAS, BROADWAY

ELECTORAL ROLL REPORT 2021

REPORT as at 9th May 2021

The 2020 Electoral Roll was revised in March last year and, because the APCM did not take place in April as scheduled due to COVID-19, it was updated in September 2020 to take account two deaths that occurred since April.

There are a total of 85 persons now on the Electoral Roll. This figure is made up of 48 women and 37 men and represents 63 households. There are 79 people resident in the parish and 6 people are non-resident.

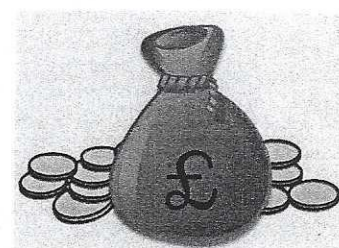
Elizabeth M. Chard
Electoral Roll Officer

Deanery Synod - Annual Report 2020

Deanery Synod meetings having been held by Zoom this year, there has been a lack of the informal, personal contact and exchange of news for which Synod has usually been valuable. It has been striking that each meeting has been overshadowed by the difficulties being experienced through the pandemic, the efforts people have made to maintain contact, develop on-line services etc., and the alarming financial situation in which many churches find themselves.

'Evesham Deanery' no longer exists, as such. With the aim of efficiency and simplification, the number of deaneries in the Diocese has been reduced from 13 to 7; so in February 2021, Evesham was merged into the new Pershore and Evesham Deanery, under the Area Dean, Revd. Sarah Dangerfield, Priest-in-Charge of the Five Alive Parish (Crophorne, Fladbury etc.).

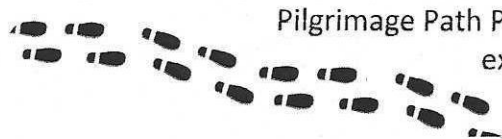
John Preston, the Diocesan Secretary, was the speaker at the May 2020 meeting and acknowledged the difficulties many parishes were facing, as usual income streams (loose collection, envelopes, social gatherings which accounted on average for 40%) had stopped. He stressed that it wasn't the PCC Treasurers' responsibility alone to manage things: the Diocese would help and parishioners had to do their share, such as by joining the Parish Giving Scheme.



The Rev'd Sally Welch, Area Dean from Charlbury church in Oxfordshire, addressed the October meeting. Her impression, on arriving in her post, was of isolation (of families and individuals), poverty (west Oxfordshire being among the poorest in the nation), very expensive housing, poor transport and unsupported communities. Sunday morning was for sport – not coming to church!

What was good and positive? Faith that God was working his purpose out. There are lovely rural churches, owned by the whole community - places to pray in, to reflect and offer hospitality – unbeatable countryside and wonderful Christians with a story to tell.

Starting with a couple of people who liked walking, from each church in her Deanery, she started the Pilgrimage Path Project. They began with footpaths between churches, using existing signed footpaths, and have now added their own Pilgrim Path signs along the way. People can become involved in many different ways. All sorts of different conversations arise and pastoral and administrative matters discussed in a relaxed way. It's discipleship in a new, rural way.



The March 2021 meeting of the new Pershore and Evesham Synod consisted largely of the commissioning of the Area Dean and blessing of the new Lay Chair (Robin Lunn, a General Synod member from Inkberrow) by Bishop Martin. The Deanery Purposes were outlined:

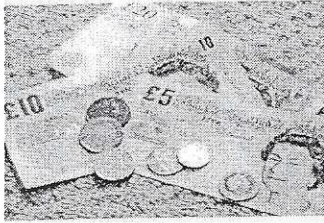
Mutually Supportive Relationships among churches – including different worship styles, different denominations, different expertise;

Effective Mission Planning – encouraging local initiatives, new worship communities and partnerships;

Serving and Transforming Communities – addressing social issues eg. through foodbanks, debt services and dementia support; offering training and enabling partnerships with local councils and other agencies.

Jo Williamson

Diocesan Synod – Annual Report 2020



At the Synod's June 2020 meeting, the new chairman of the Diocesan Board of Finance (Revd. Andy Todd, Priest-in-Charge of St Stephen's Worcester) explained that though the Diocese's balance sheet shows total funds of £72.6m, only £833,000 was available in cash at the end of 2019. This seems a lot, but the DBF's monthly outlay is £725,000 of which £500,000 goes on stipends, wages, NI and pensions.

Diocesan Secretary John Preston said that 40% of income in the average parish had dried up, owing to pandemic restrictions. £2m overdraft had been agreed; the national church was giving support; 23 staff were furloughed; clergy appointments from outside current staff had been paused and the earlier plan to reduce stipendiary clergy numbers by 15 by 2024 would probably be accelerated.

Archdeacon Nikki Groarke had been charged with chairing the Diocesan Restructuring Group. Two of its aims are to enable leaders of churches with 50+ members to grow those churches, while other churches will be re-designated, moved to occasional use or under voluntary leaders; and to reduce operational costs by £1m by 2025 – restructuring more quickly if finances dictate. Deanery structure is to be simplified and as a result, we in Broadway are now part of the new Deanery of Pershore and Evesham.

The November 2020 meeting was updated on the enormous Review of Diocesan Governance which was happening, to make the Diocese more effective and efficient. 20 recommendations were made, about simplified governance, the appointment and training of those serving on committees, and arrangements for more effective meetings. There is to be a single Finance and Resources Committee which will lead on investments, glebe and parsonages, with skilled advice. The Investment and Glebe Committee and the Parsonages Committee will disappear. There will be 3 new local Pastoral Committees, taking over the work of the present Diocesan Mission and Pastoral Committee.

The meeting also heard recommendations about clergy wellbeing contained in a new booklet 'Flourishing in Ministry.' Archdeacon Nikki reported that 12 clergy posts will have gone by 2022, through retirements and natural vacancies.

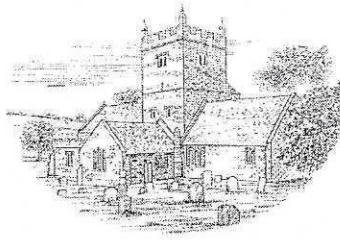
The March 2021 meeting had a presentation by Dr Eeva John, the National Enabling Officer, on 'Living in Love and Faith' an important project which has resulted in a book and course for everyone to participate in. It is about listening to each other, learning to understand and be honest about differences in attitudes about race, sexuality etc.

The second presentation was on Net Zero Carbon. 'Care of Creation' is one of the Anglican Church's 5 Marks of Mission and the CoFE has signed up to having net zero carbon by 2030. Most people agree we're in a climate emergency, but so far it hasn't resulted in changes of behaviour. We were challenged to register as eco-churches (***We have done that!***) and use the Energy Footprint Tool; sign up for a renewable energy tariff; plant trees where possible; include creation care in prayers; and be climate-aware, in all we do, of the effects of leaving lights on, using heating when unnecessary, using un-recyclable goods etc.

- Diocesan Office is to move out of The Old Palace into offices in Worcester University, saving £150-200,000 p.a.
- A new Parish Share system is to be proposed in 2022. Archdeacon Nikki said 'principled pragmatism' was the Parish Share Review Group's watchword and they will start using the language of 'cost-based ministry'.

Each benefice will be provided with an explanation of how the amount requested relates to the cost of ministry received.

Jo Williamson



THE FRIENDS OF ST EADBURGHAS

Registered Charity No. 502369

Chairman's 2021 Report for the Annual Parochial Church Meeting

The Friends of St Eadburgha's main objective is to assist the PCC, physically and financially, with the maintenance and preservation of our precious heritage – the only Grade 1 listed building in Broadway. At the time of writing, we are awaiting the Covid-delayed Architect's Quinquennial Report and, although we are not aware of any major work being necessary, we continue our policy of reserving funds in case the Architect identifies any urgent repairs.

Although we have sadly lost some Friends during the past 12 months, membership remains at 91 after some new applications. We do not require an annual subscription and, as a charity for all faiths or none, we are always delighted to hear from everyone, church attenders or not.

During lockdown, as part of daily exercise, we have been able to visually inspect the building and, more recently, have continued to maintain the old churchyard every Thursday morning at 10.30 – more volunteers always welcome please. The wild flower corner is continuing to improve with the results of last year's sowing and scattering already in bloom.

Whilst mentioning volunteers, our flower rota urgently needs a few more helpers. Just one vase or small arrangement per year is all that we ask and our Treasurer is always happy to reimburse any reasonable expense.

After many years' unstinting service as our Secretary, Sara Ayshford Sanford decided to stand down earlier this year but I am very pleased to advise that Simon Williamson has kindly stepped into the breach, initially in an Acting role, his appointment to be confirmed at our AGM. We were not able to hold a physical annual meeting during the year but we do anticipate being able to do so in August or September. We met as Trustees, courtesy of Zoom, last September and our next 'normal' meeting has been arranged for July.

Our close relationship with St Michael's is vital and we are grateful to The Rev'd. Shellie Ward, the wardens and the PCC for continuing to work with us in achieving our aim of maintaining our much-loved and appreciated building and churchyard.

Phil Whatmough, Chairman, 3rd May 2021

01386 852120 philwhatmough1@talktalk.net

Charity registration number: 1129380

Broadway Parochial Church Council

Annual Report and Financial Statements

for the Year Ended 31 December 2020

Broadway Parochial Church Council

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Broadway Parochial Church Council

Independent Examiner's Report to the trustees of Broadway Parochial Church Council

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2020 which are set out on pages 2 to 12.

Respective responsibilities of trustees and examiner

As the charity's trustees of Broadway Parochial Church Council you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Broadway Parochial Church Council's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of Broadway Parochial Church Council as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

.....
S R Nolan FCCA

Clement Rabjohns Ltd
111-113 High Street
Evesham
Worcestershire
WR11 4XP

26 April 2021

Broadway Parochial Church Council

Statement of Financial Activities for the Year Ended 31 December 2020

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
Income and Endowments from:				
Donations and legacies		41,841	1,185	43,026
Charitable activities		8,763	-	8,763
Other trading activities		3,555	-	3,555
Investment income	5	-	7	7
Total income		<u>54,159</u>	<u>1,192</u>	<u>55,351</u>
Expenditure on:				
Raising funds		(3,877)	-	(3,877)
Charitable activities		<u>(44,433)</u>	<u>(185)</u>	<u>(44,618)</u>
Total expenditure		<u>(48,310)</u>	<u>(185)</u>	<u>(48,495)</u>
Net income		5,849	1,007	6,856
Gross transfers between funds		<u>1,000</u>	<u>(1,000)</u>	<u>-</u>
Net movement in funds		6,849	7	6,856
Reconciliation of funds				
Total funds brought forward		<u>300</u>	<u>10,230</u>	<u>10,530</u>
Total funds carried forward	15	<u><u>7,149</u></u>	<u><u>10,237</u></u>	<u><u>17,386</u></u>

Broadway Parochial Church Council

Statement of Financial Activities for the Year Ended 31 December 2020

	Note	Unrestricted funds £	Restricted funds £	Total 2019 £
Income and Endowments from:				
Donations and legacies		55,031	26,313	81,344
Charitable activities		27,317	-	27,317
Other trading activities		9,729	-	9,729
Investment income	5	<u>16</u>	<u>-</u>	<u>16</u>
Total income		<u>92,093</u>	<u>26,313</u>	<u>118,406</u>
Expenditure on:				
Raising funds		(5,143)	-	(5,143)
Charitable activities		<u>(88,835)</u>	<u>(19,026)</u>	<u>(107,861)</u>
Total expenditure		<u>(93,978)</u>	<u>(19,026)</u>	<u>(113,004)</u>
Net (expenditure)/income		<u>(1,885)</u>	<u>7,287</u>	<u>5,402</u>
Net movement in funds		(1,885)	7,287	5,402
Reconciliation of funds				
Total funds brought forward		<u>2,186</u>	<u>2,942</u>	<u>5,128</u>
Total funds carried forward	15	<u><u>301</u></u>	<u><u>10,229</u></u>	<u><u>10,530</u></u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2019 and 2020 is shown in note 15.

Broadway Parochial Church Council
(Registration number: 1129380)
Balance Sheet as at 31 December 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	12	1,759	690
Current assets			
Cash at bank and in hand	13	16,399	10,612
Creditors: Amounts falling due within one year	14	<u>(772)</u>	<u>(772)</u>
Net current assets		<u>15,627</u>	<u>9,840</u>
Net assets		<u>17,386</u>	<u>10,530</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		10,237	10,229
Unrestricted income funds			
Unrestricted funds		<u>7,149</u>	<u>301</u>
Total funds	15	<u>17,386</u>	<u>10,530</u>

The financial statements on pages 2 to 12 were approved by the trustees, and authorised for issue on 26 April 2021 and signed on their behalf by:

.....
Reverend Michelle Ward
Chief Executive Officer and Trustee

Broadway Parochial Church Council

Notes to the Financial Statements for the Year Ended 31 December 2020

1 Accounting policies

Statement of compliance

The financial statements have been prepared under the Church Accounting Regulations 2006 in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Broadway Parochial Church Council meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements have been prepared under the historical cost convention. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body, nor those that are informal gatherings of church members.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the use of the resources, their ultimate receipt is considered reasonably certain and the amounts due are readily quantifiable. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Expenditure

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Broadway Parochial Church Council

Notes to the Financial Statements for the Year Ended 31 December 2020

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Consecrated and benefice property is not included in the accounts in accordance with s10(2)(a) and (c) of the Charities Act 2011.

Moveable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal, are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). For anything acquired prior to 2004, there is insufficient cost information available and therefore such assets are not valued in the financial statements. All such expenditure has been written off when incurred.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture and equipment	10% reducing balance
Office equipment	25% straight line

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted funds represent (a) income from endowments which may be expended only on restricted purposes intended by the donor, and (b) revenue donations or grants for a specific PCC activity intended by the donor. Where these funds have unspent balances, interest on their pooled investments is apportioned to the individual funds on an average balance basis.

Broadway Parochial Church Council

Notes to the Financial Statements for the Year Ended 31 December 2020

2 Income from donations and legacies

	Unrestricted		Total 2020	Total 2019
	General £	Restricted £	£	£
Donations and legacies;				
Planned giving - Gift Aid donations	19,598	-	19,598	25,905
Planned giving - income tax recoverable	6,429	-	6,429	9,549
Collections	1,632	-	1,632	12,861
Sundry donations and other giving	6,182	-	6,182	4,826
Grants	6,780	185	6,965	100
Donations, appeals etc	1,220	-	1,220	18,103
Legacies and bequests	-	1,000	1,000	10,000
	<u>41,841</u>	<u>1,185</u>	<u>43,026</u>	<u>81,344</u>

3 Income from charitable activities

	Unrestricted		Total 2020	Total 2019
	General £		£	£
Parish magazine sales	935		935	2,183
Fees paid to PCC for weddings, funerals and monuments	3,127		3,127	11,392
Expenses paid to PCC for weddings, funerals and monuments	<u>4,701</u>		<u>4,701</u>	<u>13,742</u>
	<u>8,763</u>		<u>8,763</u>	<u>27,317</u>

4 Income from other trading activities

	Unrestricted		Total 2020	Total 2019
	General £		£	£
Parish magazine advertising	50		50	2,438
Fundraising events	3,260		3,260	6,546
Other	<u>245</u>		<u>245</u>	<u>745</u>
	<u>3,555</u>		<u>3,555</u>	<u>9,729</u>

Broadway Parochial Church Council

Notes to the Financial Statements for the Year Ended 31 December 2020

5 Investment income

	Restricted funds £	Total 2020 £	Total 2019 £
Interest receivable and similar income; Interest receivable on bank deposits	<u>7</u>	<u>7</u>	<u>16</u>

6 Expenditure on raising funds

a) Costs of trading activities

	Note	Unrestricted General £	Total 2020 £	Total 2019 £
Cost of magazine		2,717	2,717	3,389
Cost of fundraising		1,160	1,160	1,655
Stewardship		<u>-</u>	<u>-</u>	<u>99</u>
		<u>3,877</u>	<u>3,877</u>	<u>5,143</u>

Broadway Parochial Church Council

Notes to the Financial Statements for the Year Ended 31 December 2020

7 Expenditure on charitable activities

Note	Unrestricted		Total 2020 £	Total 2019 £
	General £	Restricted £		
Missionary and charitable giving	474	-	474	2,020
Ministry - diocesan parish share	-	-	-	30,000
Other ministry costs - clergy fees	3,007	-	3,007	5,223
Other ministry costs - ministry/ clergy expenses	833	-	833	3,017
Church - running expenses	15,217	-	15,217	15,401
Building maintenance	3,868	185	4,053	12,202
Upkeep of services	33	-	33	616
Upkeep of churchyard	10,045	-	10,045	10,135
Major structural work	-	-	-	13,465
Sundries	1,912	-	1,912	2,347
Depreciation	449	-	449	77
Staff costs	7,827	-	7,827	12,590
Governance costs	768	-	768	768
	<u>44,433</u>	<u>185</u>	<u>44,618</u>	<u>107,861</u>

8 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Independent examiner fees			
Examination of the financial statements	768	768	768
	<u>768</u>	<u>768</u>	<u>768</u>

Broadway Parochial Church Council

Notes to the Financial Statements for the Year Ended 31 December 2020

9 Net incoming/outgoing resources

Net incoming resources for the year include:

	2020 £	2019 £
Depreciation of fixed assets	<u>449</u>	<u>77</u>

10 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

Reverend Michelle Ward

£772 (2019: £1,543) of expenses were reimbursed to Reverend Michelle Ward during the year.

Reverend Michelle Ward was reimbursed expenses comprising £631 (2019 £1,188) travel and £141 (2019 £355) hospitality/retreat.

Together the employees of the charity equate to less than one full time equivalent employee.

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 January 2020	2,951	2,951
Additions	<u>1,518</u>	<u>1,518</u>
At 31 December 2020	<u>4,469</u>	<u>4,469</u>
Depreciation		
At 1 January 2020	2,261	2,261
Charge for the year	<u>449</u>	<u>449</u>
At 31 December 2020	<u>2,710</u>	<u>2,710</u>
Net book value		
At 31 December 2020	<u>1,759</u>	<u>1,759</u>
At 31 December 2019	<u>690</u>	<u>690</u>

13 Cash and cash equivalents

	2020 £	2019 £
Cash at bank	<u>16,399</u>	<u>10,612</u>

Broadway Parochial Church Council

Notes to the Financial Statements for the Year Ended 31 December 2020

14 Creditors: amounts falling due within one year

	2020 £	2019 £
Accruals	<u>772</u>	<u>772</u>

15 Funds

	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 December 2020 £
Unrestricted					
General	300	54,159	(48,310)	1,000	7,149
Restricted	<u>10,230</u>	<u>1,192</u>	<u>(185)</u>	<u>(1,000)</u>	<u>10,237</u>
Total funds	<u>10,530</u>	<u>55,351</u>	<u>(48,495)</u>	<u>-</u>	<u>17,386</u>
	Balance at 1 January 2019 £	Incoming resources £	Resources expended £		Balance at 31 December 2019 £
Unrestricted					
General	2,186	92,093	(93,978)		301
Restricted	<u>2,942</u>	<u>26,313</u>	<u>(19,026)</u>		<u>10,229</u>
Total funds	<u>5,128</u>	<u>118,406</u>	<u>(113,004)</u>		<u>10,530</u>

The specific purposes for which the funds are to be applied are as follows:

The Restricted Funds comprise the Parish Building Fund. This fund relates to the church buildings.

Broadway Parochial Church Council

Notes to the Financial Statements for the Year Ended 31 December 2020

16 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2020 £
Tangible fixed assets	1,759	-	1,759
Current assets	6,162	10,237	16,399
Current liabilities	(772)	-	(772)
Total net assets	<u>7,149</u>	<u>10,237</u>	<u>17,386</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 December 2019 £
Tangible fixed assets	690	-	690
Current assets	383	10,229	10,612
Current liabilities	(772)	-	(772)
Total net assets	<u>301</u>	<u>10,229</u>	<u>10,530</u>

17 Staff costs

The aggregate payroll costs were as follows:

	2020 £	2019 £
Staff costs during the year were:		
Wages and salaries	<u>7,827</u>	<u>12,590</u>

No employee received emoluments of more than £60,000 during the year

During the year the charity made the following transactions with key management personnel:

PCC member and Verger, G Hammond

The PCC member and Verger, G Hammond received remuneration of £25 (2019: £500)

PCC member, Treasurer and Verger, K Beasley

The PCC member, Treasurer and Verger, K Beasley received remuneration of £75 (2019: £325) and £61 (2019: £230) of expenses were reimbursed during the year.

PCC member and Verger, J Hayes

The PCC member and Verger, J Hayes received remuneration of £50 (2019: £325)