



The Parochial Church Council (PCC)
of the Ecclesiastical Parish of Bromsgrove
(Reg. Charity 1132777)

Annual Report for the year ending 31 December 2021

Governance

The Parish of Bromsgrove was formed through a Pastoral Scheme on 3 December 2012 and comprises the District Churches of All Saints, Christ Church, St Godwald and St John with St Andrew. The Governance of the Parish is determined by the Mission and Pastoral Measure 2011, a Bishop's Instrument dated 3 December 2012 and the Church Representation Rules (2020). The PCC is a registered charity.

Objective

The PCC works with the clergy, churchwardens and District Church Councils to promote the whole mission of the Church in Bromsgrove through worship, pastoral care, evangelism, social and ecumenical activities.

Membership of the PCC

Members of the PCC are appointed in accordance with the Bishop's Instrument (03.12.2012) and the Church Representation Rules (2020).

Role	Name	Dates served	Appointment Status	Other roles
Clergy				
Team Rector	Revd David Ford	01.01.2021-	Ex-officio	
Team Vicar	Revd Bev Robertson	01.01.2021-	Ex-officio	
Team Vicar	Revd Ray Khan	01.01.2021-	Ex-officio	
Associated Priest	Revd Janet Hatton	01.01.2021-	Licensed Clergy	
Curate	Revd Richard Sandland	01.07.2021-	Licensed Clergy	
Churchwardens				
All Saints	Susan Bryant	01.01.2021-31.12.2021	Elected annually	
	Susan Ward	01.01.2021-31.12.2021	Elected annually	
Christ Church	David Coulson	01.01.2021-31.12.2021	Elected annually	
	Pat Hackett	01.01.2021-31.12.2021	Elected annually	Deanery Synod
St Godwald's	Vacancy			
	Vacancy			
St John with St Andrew	Neil Cramb	01.01.2021-31.12.2021	Elected annually	
	Shan Moule	01.01.2021-31.12.2021	Elected annually	Electoral Roll Officer
LLMs				
All Saints	Rosemary Sumner	01.01.2021	Authorised to attend by virtue	Deanery Synod

Christ Church	Geoff Westwood	01.01.2021	of APCM resolution 10.1.2013	Treasurer, Christ Church
St Godwald's	Janet Hewer	01.01.2021	Ditto	Deanery Synod
St John's	Hilda Roxborough	01.01.2021	Ditto	
Deanery Synod Reps				
All Saints	Clare Brampton	2020-2023	Fixed term triennium	
	Rosemary Sumner	2020-2023	Fixed term triennium	LLM
Christ Church	Pat Hackett	2020-2023	Fixed term triennium	Churchwarden, Christ Church
St Godwald's	Janet Hewer	2020-2023	Fixed term triennium	LLM
St John's	John Jackson	2020-2023	Fixed term triennium	PCC, Associate Treasurer, St John
Members elected by ADCMs				
All Saints	Suzanne Thompson	2020-2023	Elected by DCC	Parish Safeguarding Officer
All Saints	Vacancy			
All Saints	Vacancy			
Christ Church	Vivien Bedford	2020-2023	Elected by DCC	PCC Secretary
Christ Church	Eleanor Newbold	2021-2022	Elected by DCC	Parish Safeguarding Officer
Christ Church	Gary Taylor	2019-2021	Elected by DCC - resigned 31 12 2021	
St Godwald's	Catherine Maund	2020-2023	Elected by DCC	
St Godwald's	Norman Hewer	2019-2022	Elected by DCC	
St Godwald's	Vacancy			
St John with St Andrew	Jonathan Little	2021-2024	Elected by DCC	DCC Treasurer

St John with St Andrew	Bob Powell	2020-2023	Elected by DCC	Deputy Churchwarden, St Andrew
St John with St Andrew	Malcolm Walters	2019-2022	Elected by DCC	
Co-opted Members				
St John with St Andrew	Jonathan Little	28.10.2020-31.12.202	Co-opted annually	Treasurer, St John's

Principal Office

c/o St John's Church Office
14 Kidderminster Road
Bromsgrove
Worcestershire B61 7JW

Board of Trustees

The Board of Trustees comprises:

- Team Rector
- Team Vicars
- Licensed Clergy
- Churchwardens (nominated by each District and their respective Annual District Church Council meeting)
- LLMs (also known as Readers)
- Elected lay representatives of each District (elected by each District and their respective Annual District Church Council meeting)
- Parish Treasurer
- District Treasurers
- Deanery Synod Representatives

N.B. Where a Trustee has not been elected to serve on the PCC as a DCC representative, then the post holder is co-opted onto the Board.

Delegated Management

The PCC and Board of Trustees meet no less than four times a year. In between meetings of the PCC and Board of Trustees, day to day management is delegate to the PCC Standing Committee comprising:

- Team Rector
- Team Vicars
- PCC Secretary
- PCC Treasurer
- Two churchwardens appointed by the PCC/Board of Trustees

2021 Core Achievements

2021 was a further difficult year, pastorally, missionally and financially, but by the year end most aspects of parish life had returned to near normality following the worst of the pandemic.

Public worship continued in a mixed-mode fashion with in person worship combining with online worship whether live or recorded, on zoom, Facebook or You Tube. Gradually, in person worship returned as the 'norm' with online providing support for those unable to attend church. Unless constrained by health or mobility, online worship does not appear to provide a long-term alternative to the tradition of gathering in sacred space to praise God together.

Pastoral care continued to be the primary focus of church life both in terms of supporting our congregations and in terms of supporting those who sought the church's help and solace. Substantial efforts continued to support churchgoers at home, especially the most isolated, through telephone trees, newsletters, magazines and other materials, either delivered online or by hand.

The governance of the parish continued online with considerable success. The Governance and Compliance sub-committee continued its work co-ordinating the areas of Safeguarding, GDPR, Human Resources and Health and Safety on behalf of the PCC. A parish finance group was re-constituted mindful of the new arrangements for parish share – re-branded 'Ministry Share' – that were due to come into force on 1 January 2022.

The expansion of the parish to include the benefice of Dodford and the United Benefice of Stoke Prior, Wychbold and Upton Warren was approved at the APCM in May. This included the approval of a new Scheme and Bishop's Instrument similar to those introduced when the Parish of Bromsgrove Team was first established in 2012. Frustratingly, by the year end we still awaited the start of the final public consultation required by the Church Commissioners.

It was a great delight to welcome Richard and Kath Sandland to the parish upon Richard's ordination as Deacon and licensing as our Parish Curate in July. Richard swiftly proved to be a highly

capable and popular Deacon throughout the parish and especially at his primary base in St Godwald's and All Saints. Our common life is enhanced considerably by Richard and Kath's presence amongst us.

Gary Taylor resigned from the PCC with effect from the end of the calendar year as his family returned to live on the south coast. Gary steered the PCC towards a greater understanding and appreciation of Health and Safety processes and procedures and has left us better equipped to ensure the physical safety of visitors and worshippers in our churches. We are very grateful for his support and commitment.

From 1 January 2021, Sharon Charles, the part-time book-keeper for St John's Church, became the Parish Book-keeper with a much-extended role assisting in various degrees with the financial management of all our Districts. Sharon is both extremely skilled and extremely committed and it has proved a wise decision to increase her hours substantially. By the year end the financial management of the parish had improved significantly under her guidance.

During the year our two parish administrators – Heather Evans and Sue Norton retired from their posts necessitating their replacement but also providing the opportunity to review how these posts are structured and operate. We are immensely grateful for all they contributed to our common life. We were delighted to welcome Lauren Jones and Irene Caswell-Berwick into these re-imagined roles during the autumn. Both Lauren and Irene have settled swiftly and are already essential and highly valued members of our team.

The PCC's two community projects - The Listening Service (working with vulnerable adolescents in school) and ReachOut Bromsgrove (provision of detached youth services in the town) - gradually returned to their pre-COVID pattern of working. Vital to their success is the close working relationship the PCC has developed with The Hub Youth Project in the town. By the year end we were beginning to appreciate that the skillsets necessary to continue the effective management of these projects lie beyond the competencies and capacities of our clergy and it is

likely that these two projects will increasingly be managed by The Hub by way of Service Level Agreements.

The Parochial Church Council met on five occasions during the year. In addition to routine business, the following items are of particular note.

In January, the PCC agreed how to reduce the size of the Council given its impending expansion to include three more church communities. This discussion resulted in proposals affirmed by the APCM for introduction in 2022.

At its March meeting, the PCC continued to explore the implications of expanding the parish to nine churches. There was an expressed desire to use our worship resources as efficiently as possible and to plan worship, communion services especially, on a parish-wide basis.

By July, the new arrangements for Parish Share had become known, in particular the decision of the Diocese to apportion Share to Benefices, not Churches. As a result, the July PCC meeting decided to hold a special meeting devoted to Share in September.

At this meeting it was decided not to apportion the Benefice Share to individual churches but to encourage giving towards Share in accordance with affordability as determined by each District. This policy was widely welcomed as helping to remove the perceived burden of raising Share off the shoulders of individual Districts. At the same time, Districts agreed to move to a budgetary basis for their financial decisions.

The final meeting of the year in November was largely focused on policy developments with regard to Safeguarding, Health and Safety, and ReachOut Bromsgrove.

The number of occasional offices during 2021 reflected the continuing pandemic. Baptisms (54) and Weddings/Blessings (16) remained lower than a 'normal' year might expect. Funerals (154) is about 30% higher than we might usually expect. This figure includes funeral and thanksgiving services in church, services at the crematorium and ashes interments.

Financially, the parish had a considerably better year in 2021 than in 2020.

The overall funds of the parish at £578,562 increased significantly on the 2020 total of £460,249 and now well exceed the 2019 figure of £477,093.

Closer inspection however, reveals that just over £100,000 was received by way of legacy and non-recurring grants. Once this is deducted, the level of income generated by personal giving and commercial operations (chiefly hall hire) is now comparable with 2019: £144,902 in 2021 compared with £141,897 in 2019. This is a remarkable recovery following the pandemic and everyone should be rightly proud of the achievement.

Careful financial management by all Districts has also helped considerably, with outgoing expenditure dropping further in 2021 compared with 2020 (£187k compared with £198k).

Each year the Diocese of Worcester requests the parish to contribute to the cost of ministry (stipends, related costs and the cost of the diocesan 'centre') through voluntary payments known as parish share. Total share requested in 2021 was £160,085 of which £69,161 was paid compared with £74,867 in 2020. During 2021, the Diocese of Worcester published plans to replace Parish Share with Ministry Share at the beginning of 2022, and towards the year end informed the parish that our new Share for 2022 would be £197k. The Parish will need to try to increase its payment of Share whilst recognising that the total requested remains unaffordable.

Our church buildings remain in reasonable repair overall with the exception of St John's that requires substantial investment, especially for the spire. Our DCCs continue to protect their church buildings and related plant as faithful stewards for both the church and community.

The need for astute and wise management of our financial resources continues. The escalating cost of fuel in particular is a deep concern threatening the viability of our church buildings operating at current levels. A programme of financial simplification and rationalisation will feature in future years,

including, for example, a reduction of the current total of 41 bank accounts that are held by churches in the parish (not including three of the churches due to join us in 2022).

There are challenges ahead, but despite these the Balance Sheet of the Charity remains strong and the high quality of Trustees and Staff should ensure a successful 2022.

A handwritten signature in black ink, appearing to be 'David Ford', with a large loop at the end.

Revd David Ford

Team Rector

28th March 2022