

ANNUAL Report of the Parochial Church Council of St Philip 's Dorridge with St James Bentley Heath, in the benefice of Dorridge and Bentley Heath, for the year-ended 31st December 202 4.

The Parochial Church Council ('PCC') is pleased to present its reports and financial statements for the year-ended 31st December 2024.

Reference and Administrative Information

Charity Name: Parochial Church Council of St Philip's Dorridge with St James Bentley Heath, in the benefice of Dorridge and Bentley Heath.

Charity Registration Number 1133831

Office St Philip's Church Centre, Manor Road, Dorridge,
Solihull, B93 8DX.

PCC

Members of the PCC who are trustees for the purpose of charity law and who served during the year and up to the date of this report (unless indicated otherwise) are set out below:

Ex Officio Members of the PCC	Elected Members
Rev Duncan Hill-Brown (Vicar + Chair) Derek Timms (Church Warden) Lisa Maines (Church Warden) Julie Wetherell (Under 25s Minister)	Sarah Sasse (Lay Chair) Andy Carswell (also Hon Treasurer until 4 Sept 2024) Robert Beckham (appointed from 4 September 2024 Hon Treasurer) Felicity Price (Hon Secretary) Colin Revans (resigned 12 th May 2024) Stephen Street (resigned 12 th May 2024) Richard Arbuthnot Rosemary Routledge (resigned 12 th May 2024)
Elected Members of the Diocesan Synod Caroline Egan	Laura Bates (elected 12 th May 2024) Rebecca Baugh (elected 12 th May 2024) Chung Ling Choi (elected 12 th May 2024)
Elected Members of the Deanery Synod Jeffrey Farnes (elected 12 th May 2024) Derek Timms Christian Hughes	

Independent Examiner:

Jeremy Kitson
Prime Chartered
Accountants
1 Homer Road
Solihull
West Midlands, B91 3QG.

Bankers:

HSBC Bank Plc
34 Poplar Road
Solihull
West Midlands, B91 3AF

Solicitors

Shakespeare Martineau
1 Colmore Square
Birmingham
B4 6AA.

ANNUAL Report of the Parochial Church Council of St Philip 's Dorridge with St James Bentley Heath, in the benefice of Dorridge and Bentley Heath, for the year-ended 31st December 2024.

Structure Governance and Management

Governing Document

The constitution and rules for the proceedings of the PCC are set out in the Parochial Church Council Powers Measure (1956) as amended and in the Church Representation Rules. The PCC was registered with the Charity Commission on 28th January 2010.

Recruitment and Appointment of PCC

There are certain statutory ex officio members of the PCC eg the Vicar and any other clerk in Holy Orders beneficed in or licensed to the parish, any deacon, deaconess or lay workers licensed to the parish; the two churchwardens and persons on the electoral roll of the parish who are also members of the deanery synod, diocesan synod or General Synod. In addition, there are elected members of the PCC who are chosen at the annual parochial church meeting. Those elected must be on the electoral role, be over 16 and be confirmed. Members may also be co-opted by the PCC.

PCC Induction and Training

On appointment PCC members are given documents covering background information relating to the workings of the PCC.

Risk Management

Members of the PCC have reviewed the major strategic and operational risks which the church faces, in order to be satisfied that systems have been established to enable regular reports to be produced and that all necessary steps have been taken to minimise the effects of all such risks which may exist.

Organisational Structure

The PCC normally meets eight to ten times per annum with an agenda and supporting documents circulated to PCC members in advance of each meeting. As required under the Church Representation Rules, the PCC each year appoints a standing committee of five or more members including the Vicar the churchwardens, treasurer and secretary which meets as required to make recommendations and reports to and is accountable to the PCC. The PCC appoints several reporting committees and working parties to be responsible for particular functions.

The church wardens are PCC members and inter alia form a link between the Bishop and the parish. They see that the PCC carries out its responsibilities for the care, maintenance and insurance of the church, its contents, the churchyard and other buildings owned by the PCC and arrange to inspect the fabric of the church each year and report to the annual parochial church meeting.

During 2024 the PCC employed a Parish Operations Manager (25 hours a week), a Parish Office Assistant (25 hours a week) and an Under 25s minister (35 hours a week). The

ANNUAL Report of the Parochial Church Council of St Philip 's Dorridge with St James Bentley Heath, in the benefice of Dorridge and Bentley Heath, for the year-ended 31st December 2024.

previous Parish Communications Manager resigned at the end of December 2023 and was replaced in July by a Parish Office Manager (16 hours a week). For a short time in the Autumn of 2024, a facilitator for activities at St James, Bentley Heath was employed (funded by a Church of England grant).

Remuneration Policy

For the employees, salaries are determined by the PCC after taking advice on comparable posts in the area and the positions filled by open advertisement.

Objectives and Activities

The PCC's objective is to promote and to carry out Christian ministry in the parish of Dorridge and Bentley Heath. It is responsible for co-operating with the vicar and promoting the whole mission of the church, pastoral, evangelistic, social and ecumenical. It is also responsible for the maintenance of the churches of St Philip's and St James'. The PCC has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aim and objectives of the PCC and in planning its future activities.

Review of the Year and Future Plans

In 2024 we have continued to try to live and live out our vision statement: that we are St Philip's Dorridge with St James' Bentley Heath, "Living life with Jesus and sharing life with others, in the power of the Spirit." We are aiming to fling wide our doors to welcome all in Jesus' name, and to prefer the needs of others (especially the under 25s), as we offer extravagant hospitality and outrageous generosity to resource the ministry and mission of the church in Dorridge, Bentley Heath and beyond.' The PCC continues to focus on;

- Growing God's Kingdom in Dorridge, Bentley Heath and beyond.
- Prioritising the needs of the Under 25s and their families.
- Naturing and supporting our Senior Community.
- Caring for God's creation.
- To replant St James' Bentley Heath as JAM@St.James the Church for the School. This is part of a national Church pilot project Flourish to plant new worshipping communities in schools.
- To expand further the facilities at St Philips Dorridge.
- To lead and facilitate a revitalisation of church and Parish ministry and mission in the neighbouring Parish of St Thomas' Nuthurst cum Hockley Heath.

It is a joy to see how the facilities that the St Philip's Church Centre provides well used by the local community and nearly full to capacity. We are continuing to see growth in number and diversity of our Sunday congregation. With the help of our Under 25s minister we are developing our ministry and outreach to young people and their families, and it is a delighted to see increasing numbers of youngsters attending the various activities we offer, 75 under 18s on our Sunday Morning books, 70 year 6 to year 13 youth at our Monday

ANNUAL Report of the Parochial Church Council of St Philip 's Dorridge with St James Bentley Heath, in the benefice of Dorridge and Bentley Heath, for the year-ended 31st December 2024.

evening youth club and in excess of 90 young children along with their adult carers attending our Parent and Toddler Groups throughout the week. We have seen an encouraging start to our monthly community café.

We have refocussed our ministry to the senior members of our community around our very popular Wednesday 10.30am Holy Communion Service (up to 60 attending every week). During weekdays we run a café facility which is open to all members of the community, and we are seeing increasing number of people use this. In addition, various community groups hire our rooms to run a variety of activities. We estimate that on a typical week over 1,000 people from the community come through our doors.

Looking forward...

- We have appointed a facilitator/enabler to lead the work of JAM@St.James
- We are working on plans to complete the fitting out of the 1st floor at the St Philip's Church Centre
- We are delighted to have achieved the Eco Church Silver award and have begun working towards the Gold award.

During 2024, the U25s Minister has become a permanent role; acoustic panelling was installed in the Church Centre foyer; a full review of Parish Office support for Church and Church Centre ministry and mission was carried out, and as a result the Office manager appointed, further expansion of the staff is expected in 2025 both to support our work with young children and our role in supporting St Thomas' Church in Hockley Heath.

Our current service pattern is as follows:

Weekly: Sunday 10am and 7pm, Wednesday 10:30am

Termly Messy Church on a Sunday at 4pm

The number on the Electoral Roll in April 2024 was 230 (2023: 231) with the Worshipping Community in 2024 being 533 (2023: 497).

We are entirely reliant on God to provide for all the needs of our ministry and mission, and we are indebted to all the members of the church family who have generously invested their time, talents, spiritual gifts, prayer, and money in our church's ministry and mission to grow God's church in Dorridge, Bentley Heath and beyond. We recognise that we can do nothing without 'God's hand being with us' (Acts 11:21).

Financial Review

Our financial priorities are;

- Invest in youth and children's ministry.
- Give away a minimum of 10% of regular donations to Mission Beyond the Parish activities.
- Meet our commitment to the Diocesan Common Fund.

ANNUAL Report of the Parochial Church Council of St Philip 's Dorridge with St James Bentley Heath, in the benefice of Dorridge and Bentley Heath, for the year-ended 31st December 2024.

- Raise the money needed to complete the upstairs to provide more meeting space and additional office space, which is sorely needed in the light of the expansion on our work at St Philips and St James.
- We are pleased to say that the loans incurred on the building project have been reduced to £24K, and that we have been able to meet and go beyond our commitment to the Diocesan Common Fund.

The PCC continues to be grateful that the ministry of the Church continues to be supported by the generous giving of time, money and talents of many of the Church's members.

The financial resources managed by the PCC are split into three fund types (1) the General Fund (which comprises unencumbered gifts for the general purposes of the church and related expenditures including our Parish contribution to the Diocesan Common Fund) (2) a number of Designated Funds (representing monies given for specific purposes and where the PCC is expressly given the ability to apply unused funds for general purposes) and (3) Restricted Funds where monies are given for specific purposes and can be used for those purposes only.

The General Fund

The principal source of income is Parishioners' giving, the majority of which is gifted aided; income from use of the premises also increased substantially during the year. Total income in 2024 was £324K (2023: £271K), an increase of 19% on the previous year primarily driven by increased giving. Expenditure in 2024 was £258k (2023: £252k), a minimal increase of around 2% on the previous year despite significantly increased energy costs, itself a result of greater use of the facilities. This resulted in a surplus in the General Fund of £65.7K compared to £19.8K in 2023.

Building for the Future Funds

We have a designated and restricted funds for 'Building for the Future', created in 2013 to raise funds to finance the creation of the new St Philip's Centre. In March 2020 the PCC approved signing a contract with Keir Construction Ltd to build the first phase of the building (demolish existing buildings and construct new worship centre). In November 2020 the PCC resolved unanimously to enter into the Phase 2 contract to complete the entire ground floor. To fund Phase 2 the PCC received unsecured loans from Parishioners of £125k and a £300k loan from a 3rd party church. We are delighted to report that all but £24K of the parish loans and all the 3rd party loans have been paid back or converted into donations. Expenditure during the year on the project was £12.4k net (2023: £10k). An anticipated final payment of £100.6k remains to be settled in 2025. At the year-end there was a net £99,028k cash in the bank with the £24k in loans due to parishioners.

Building for the Future asset handling

Consecrated land/buildings and equipment are not included in the financial statements by virtue of Charities Act 2011. In law 'consecration' is not considered to be the same as

ANNUAL Report of the Parochial Church Council of St Philip 's Dorridge with St James Bentley Heath, in the benefice of Dorridge and Bentley Heath, for the year-ended 31st December 2024.

'dedication' as the latter is no more than an expression of pious intention that the building or land is given back to God. By act of consecration, property is effectively dedicated to God and set aside solely for the sacred purposes. Costs associated with the maintenance or improvement of such assets will be written off in the year they are incurred. (*ref: PCC accountability guide*)

Consequently, and after having taken advice from the Diocese of Birmingham, all expenses associated with the construction of the new building are being written off as incurred and not capitalised.

Property Disposal & Revaluation

There were no property disposals or revaluations during 2024.

Reserves Policy

The General Fund has net reserves of £140,472 (2023: £74.1k), while the Building for the Future Funds had a net surplus of £75,028 (2023: deficit £28.9k). The PCC's stated policy is that the bank balance in the General Fund should not go below £50k (currently the net amount after taking account of current liabilities is £109K)

Annual Accounts

The accounts have been prepared by Robert Beckham (Honorary Treasurer) with invaluable support from Justin Sasse (Honorary Bookkeeper). Grateful thanks are also due to our previous Treasurer, Andy Carswell) and Bookkeeper (Liz May) who continued to be responsible for the accounts until the late summer of 2024. The accounts have been prepared in accordance with the format recommended by the Central Board of Finance of the Church of England to comply with the Charities Act. Peter Hunt continues to deal with all regular giving and Gift Aid matters for which we are very thankful.

Statement of Responsibilities of the Members of the PCC (the trustees)

The trustees are responsible for preparing the report of the PCC and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practise).

The law applicable to charges in England and 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 the financial statements the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charity's Statement of Recommended Practise; make judgments 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; and

ANNUAL Report of the Parochial Church Council of St Philip 's Dorridge with St James Bentley Heath, in the benefice of Dorridge and Bentley Heath, for the year-ended 31st December 202 4.

- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the Charity will continue.

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 (Account and Reports) Regulations 2008 and the provisions of the governing document. 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. The trustees are responsible for the maintenance and integrity of the Charity and the financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Independent Examiner

Prime Chartered Accountants have expressed their willingness to continue in office and will be proposed for re-appointment at the Annual Parochial Church Meeting.

Approved by the PCC on 25th February 2025

Rev Duncan Hill-Brown
Chairman of the PCC

Robert Beckham
Honorary Treasurer

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS, DORRIDGE WITH ST JAMES, BENTLEY HEATH
STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31 December 2024

	Notes	General Fund £	Designated Funds £	Restricted Funds £	Endowment Funds £	2024 Total £	2023 Total £
Income and endowments from:							
Donations and legacies	2a and 2b	240,480	66,464	62,153		369,097	321,439
Income from Activates	2c	78,007	7,006			85,013	60,453
Investments	2d & 6	5,639	0	0		5,639	5,580
Grants	5	0	13,025	9,100		22,125	12,322
Other		18	0	0		18	13,037
Total Income and Endowments		324,144	86,495	71,253		481,892	412,831
Expenditure on:							
Work within the parish	3c & 16	26,434	26,436	9,545		62,415	45,216
Building for the Future	4	0	12,471	0		12,471	7,998
Charitable work beyond the parish	3b & 5	94,105	1,800	1,370		97,275	113,916
Support costs and administration	3a	137,880				137,880	136,518
Total Expenditure		258,419	40,707	10,915		310,041	303,648
Net income/(expenditure) before transfers		65,725	45,788	60,338		171,851	109,183
Transfers between funds		657	(10,499)	9,840		-	
Net income / (expenditure)		66,382	35,289	70,178		171,851	109,183
Other recognised gains (+) /losses (-)							
Endowment fund revaluation	4				313	313	1,079
Net movements in funds		66,382	35,289	70,178	313	172,164	110,262
Total funds brought forward 1 January 2024	4	74,090	21,764	(23,436)	12,682	85,100	
Total funds 31 December 2024		140,472	57,053	46,742	12,995	257,264	

All income and expenditure relates to continuing operations.

There were no recognised gains or losses other than those included in the Statement of Financial Activities

Amounts are shown rounded to nearest pound (and so may appear not precisely to add across or down).

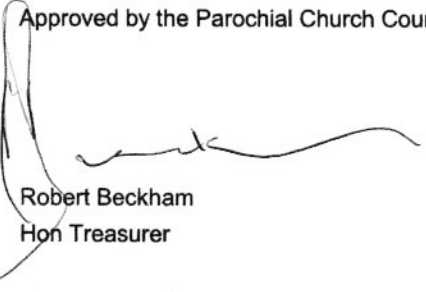
PAROCHIAL CHURCH COUNCIL OF ST PHILIPS DORRIDGE WITH ST JAMES BENTLEY HEATH
BALANCE SHEET AS AT 31 DECEMBER 2024

	Notes	As at 31/12/2024	As at 31/12/2023
Fixed assets			
Freehold 6 Manor Road	15	1	1
Endowment Fund held by Diocese	14	12,995	12,682
Total Fixed assets		12,996	12,683
Current assets			
HSBC Income Account		11,279	10,801
HSBC Parish Office Account		9,137	3,153
HSBC Deposit Account		335,432	194,724
Cash in hand (Church Office)			
Cash in hand (Inspire)		165	
Accounts Receivable	4 & 17	26,044	18,167
Total Current assets		382,057	226,845
Liabilities			
Agency collections		0	0
Loans from congregation due 2025		9,000	4,000
Loans from Congregation due post 2025		15,000	30,000
Accounts Payable	4 & 17	113,791	120,428
Total Liabilities		137,791	154,428
Net Asset surplus (deficit)			
		257,262	85,100

Represented by Funds

General (Unrestricted)	4	140,472	74,090
Designated	4	57,053	(12,235)
Restricted	4	46,742	10,563
Endowment	14	12,995	12,682
Total		257,262	85,100

Approved by the Parochial Church Council on 26 February 2025 and signed on its behalf by:


Robert Beckham
Hon Treasurer


Reverend Duncan Hill-Brown
Chairman

The notes on pages A4 to A15 form part of these financial statements.

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS DORRIDGE WITH ST JAMES BENTLEY HEATH
Statement of Cash Flow for the year ended 31 December 2024

	<i>Note</i>	2024	2023
		£	£
Net cash flow from operating activities	4 & 17	151,697	(41,471)
Rents received from investment properties		-	-
Interest receivable		5,638	5,580
Receipts from sales of investments		-	-
Net Cash Flow from investing activities		5,638	5,580
Long term loans repaid		(10,000)	(150,000)
		147,335	(185,891)
Cash and cash equivalents at start of year		208,678	394,568
Net Increase/(decrease) in cash and cash equivalents		147,335	(185,891)
Cash and cash equivalents at end of year		356,013	208,678
Cash and cash equivalents consist of			
Cash at bank and in hand		20,581	13,954
Short term deposits		335,432	194,724
Cash and cash equivalents at end of year		356,013	208,678

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS DORRIDGE WITH ST JAMES BENTLEY HEATH

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

	2024				2023
	General Fund £	Designated £	Restricted £	Total £	Total £
2 Income and Endowments from					
(a) Donations and Legacies					
<i>Giving General :</i>					
Gift Aided- Standing orders and envelopes	155,095	90	0	155,185	133,738
Gift Aided annual and occasional	7,783	0	0	7,783	3,524
Gift Aid recovered	41,558	0	0	41,558	35,375
Payroll and CAF giving	7,540	0	0	7,540	6,275
Collections (open plate) including GASDS	5,705	0	14	5,719	8,677
Non gift aided giving	22,397		0	22,397	9,748
	240,078	90	14	240,182	197,337
(b) Specific giving					
Building for the Future	400	40,281	10,451	51,132	87,832
Gift Aid Recoverable on above	0	10,591	0	10,591	7,605
Child and Family Ministry Appeal	0	10,340	0	10,340	20,285
Gift Aid recoverable on above	0	2,586	0	2,586	5,062
Other nominated gifts	0	2,195	1,432	3,627	2,026
Gift Aid recoverable on above	0	380	222	602	269
Grants (Building For The Future project)		5,000	0	5,000	0
Grants (JAM@St James)		0	8,750	8,750	0
Other grants and sundry donations		8,025	350	8,375	12,322
Legacies received		0	50,030	50,030	1,017
	400	79,398	71,235	151,033	136,418
(c) Income from other activities					
Allsorts parents and toddlers group	4,001	0	0	4,001	3,448
Youth	4,083	0	0	4,083	3,458
Parish Events	1,045			1,045	4,790
Inspire	0	6,506	0	6,506	51
Christmas Fair	3,344			3,344	0
Weekend Away	3,808	0	0	3,808	0
Ladies Breakfast	1,412	0	0	1,412	0
Spire Café	1,296	0	0	1,296	0
Refreshments contribution	173	0	0	173	0
Fees charged (net)	1,175			1,175	1,813
Lettings St Philips	57,095	500	0	57,595	45,827
Lettings - St James	570	0	0	570	1,065
Byumba Cards					80
Other receipts	18			18	0
Fun Run					12,957
	78,020	7,006	0	85,026	73,489
(d) Investments					
Interest from endowment fund	352			352	347
Interest from bank account	5,286			5,286	5,233
	5,638			5,638	5,580
Total	324,136	86,494	71,249	481,879	412,824

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS DORRIDGE WITH ST JAMES BENTLEY HEATH

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

Expenditure on:	2024 £				2023 £
	<i>General</i>	<i>Designated</i>	<i>Restricted</i>	<i>Total</i>	<i>Total</i>
Grants, etc.					
Church Overseas	8,820	1,800		10,620	1,844
Overseas Relief	140			140	6,635
Home Mission	4,400		1,350	5,750	13,491
Other charities	590			590	0
MBP Change in Accrual	(3,005)			(3,005)	(229)
Hardship Fund Expenditure	160		20	180	260
Fun Run Grants					4,050
Fun Run Expenses					9,113
Grants, etc. Totals	11,106	1,800	1,370	14,277	35,166
Diocesan Common Fund	82,999			82,999	70,752
Building Project Expenses		12,471		12,471	7,998
Sub-Total of above	94,105	14,271	1,370	109,747	113,916
Activities relating to the work of the Church					
Gift			380	380	0
Clergy expenses	3,472			3,472	2,491
Clergy housing expenses	656			656	576
Youth Minister - Salary & NI		22,444	5,250	27,694	26,375
Youth Minister Expenses	443	258		701	721
JAM@StJames costs			569	569	0
JAM@StJames salaries			3,346	3,346	0
Mission and Outreach (adults)	833			833	3,586
Alpha Programme (adults)					15
Lay Team Training	140			140	0
Allsorts	651			651	315
Youth	4,417			4,417	3,974
Children's Groups	781			781	957
Parish Events Expenses	1734			1,734	3,483
Inspire		3,734		3,734	0
Christmas Fair expenses	436			436	0
Weekend Away expenses	3,171			3,171	0
Ladies Breakfast Expenses	926			926	0
Spire Cafe Expenses	1,137			1,137	0
Church Refreshments	3,020			3,020	5,424
Music & Worship Supplies and Licences	4,609			4,609	1,957
Activities relating to the work of the Church Totals	26,434	26,436	9,545	62,417	53,214
Support costs					
St Philips Insurance	3,023			3,023	3,028
St Philips - Utilities	39,090			39,090	47,706
St Philips Cleaning, Supplies etc	23,235			23,235	21,094
St Philips Repairs and Maintenance	16,904			16,904	10,195
St James Running Costs	4,430			4,430	1,500
St James Repairs and Maintenance	1,642			1,642	0
Support costs Totals	88,328			88,328	83,525
Church management and administration					
Administration Salaries paid	39,066			39,066	44,466
Printing, photocopying and communication costs	1,999			1,999	4,408
Other Parish Office expenses	5,221			5,221	1,062
Bank and other payment charges and accounting software	437			437	529
Audit Fees	2,827			2,827	2,526
Church management and administration Totals	49,552			49,552	52,993
Expenditure Grand totals	258,421	40,708	10,915	310,045	303,649

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS, DORRIDGE WITH ST JAMES, BENTLEY HEATH

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

4 Fund Movements for the year ended 31 December 2024

Unrestricted Funds	31 December 2023	2024			31 December 2024
		Income	Expenditure	Transfers	
General Fund:					
Current Assets	74,090	324,145	(258,421)	659	140,473
Current Liabilities	(20,065)	-	-	-	(13,468)
Net Current Assets	54,025	324,145	(258,421)	659	127,005
Fixed Assets					
Total General Funds	54,025	324,145	(258,421)	659	127,005
Designated Funds:					
Building for the Future	5,144	55,873	(12,471)	(10,000)	38,546
Inspire	0	7,007	(3,734)	(499)	2,773
Karongi Diocese	0	2,575	(1,800)	0	775
Child and Family Ministry	15,721	21,041	22,703	0	14,060
Sue Timms Memorial	898	0	-	0	898
Current Assets	21,763	86,496	4,698	-10,499	57,052
Current Liabilities					(100,364)
Net Current Assets	21,763	86,496	4,698	-10,499	-43,312
Creditors - amounts falling due after more than one year					
Fixed Asset (see note 11)	1				1
Total Designated Funds	21,764	86,496	4,698	-10,499	-43,311
Total Net Unrestricted Funds	75,789	410,641	(253,723)	-9840	83,694

Restricted Funds	31 December 2023	2024			31 December 2024
		Income	Expenditure	Transfers	
JAM@StJames	0	9100	-3,915	0	5,185
St Philips Building Project Loans Fund	(34,000)	-	-	10,000	(24,000)
Building Project	-	60,482	-	-	60,482
Youth Ministry	5,250	-	(5,250)	-	-
Diocesan decoration fund	377	0	0	-	377
Fun Run	1,423	0	0	0	1,423
Hardship Fund	2,626	0	(20)	(160)	2,446
Nominated Gifts	887	1,672	(1,730)	-	829
Total Restricted Funds	-23,437	71254	(10,915)	9,840	46,742
Total Funds	52,352	481,895	(264,638)	0	130,436

Endowment Fund

CBF Income Shares

31 December 2023	Revaluation	31 December 2024
12,682	313	12,995

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS, DORRIDGE WITH ST JAMES, BENTLEY HEATH

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

5 Analysis of Grants

	Mission and Overseas	Overseas Relief	Home Mission	Other	Total
GIVING FROM GENERAL FUNDS	£	£	£	£	£
Grassroots Rwanda (David Dale Shyogwe Trust)	4,900				4,900
Karongi	3,060				3,060
Reachout Network			1500		1,500
Shine Youth			5900		5,900
SOMA		1000			1,000
Climate Stewards				390	390
A Roche re ECO Church				200	200
Total Payments 2024 General Fund	7,960	1000	7400	590	16,950
RESTRICTED GIFTS					
Karongi		1800			1,800
Children's Society (Christingle)			624		624
Salvation Army			333		333
Support from the Hardship Fund			180		180
Total Payments 2024 Restricted Funds	0	1,800	1,137	0	2,937
Change in MPB Reserve					
Total Grants - 2024	7,960	2,800	8,537	590	19,887
Total Grants - 2023					26,043

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS DORRIDGE WITH ST JAMES BENTLEY HEATH

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

6 Interest from endowment fund	2024 £	2023 £
	353	347

This arises from a holding of 562 CBF income shares given by a parishioner in 1957. The capital has to be retained as a permanent endowment fund held by the Diocese on behalf of the PCC, which is entitled only to use the income. This income may be used for unrestricted purposes.

7 Support Costs

Of the support costs shown in Note 3, building upkeep and running costs are allocated by estimated usage, and office and governance costs by estimated office time input, as follows:.

Raising Funds	2024	2023
St Philips Upkeep & Running Costs	20%	20%
St James Upkeep & Running Costs	20%	20%
Administration, office costs, and governance.	20%	20%
Supporting Activities		
St Philips Upkeep & Running Costs	80%	80%
St James Upkeep & Running Costs	80%	80%
Administration, office costs, and governance.	80%	80%

8 Staff Costs	2024	2023
Wages and salaries	66,414	63,791
Social (NI) security costs	4,599	4,404
Pension costs	6,963	7,051

9 Staff numbers and information	2024	2023
Head Count (average over the year)	3.60	4.00
Full time equivalents (average over the year)	2.55	2.73

The PCC employed a Parish Operations Manager working normally for 25 hours a week, until 31 January 2024 a Parish Communications Manager, also working normally for 25 hours a week, a Parish Office assistant working 15 hours a week, and a full time Children's and under 25's Minister. From July 2024 the PCC additionally employed an office manager initially for 20 hours a week but subsequent reduced to 16 hours a week. None earned more than £60,000 per annum.

10 Related party transactions

At the end of the year outstanding loans provided by members of the PCC totalled £4,000 (2023: £19,000).

Aggregate contribution to the principal church funds from all PCC members and theirs immediate families were as follows:

	2024	2023
	£	£
General Fund Contribution	27,523	40,772
Building for the Future contributions	24,360	19,032
Other	10,000	

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS DORRIDGE WITH ST JAMES BENTLEY HEATH
NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

11 Trustee remuneration, expenses, and related party transactions

Revd Duncan Hill-Brown is a member of the PCC and a Trustee. He was reimbursed £3,457 (2023: £2,491) for his operating expenses. No other trustee received remuneration or expenses.

12 Taxation

As a charity the Parochial Church Council of St Philips, Dorridge with St James, Bentley Heath is exempt from tax on income and gains falling within section 478 of the Taxes Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen within the PCC.

13 Inspire

From 1 January 2024 the PCC accepted the benefits and obligations of the St Philip's and St James Inspire group.

14 Endowment Fund

	2024 £	2023 £
Book value at 1 January	12,682	11,603
Revaluation of Endowment Fund	313	1,079
Book value at 31 December	12,995	12,682

15 Land and Buildings

Under section 10 of the Charities Act 2011, and in accordance with advice from the Diocese of Birmingham, expenditure associated with the provision of new buildings is written off as incurred and is not capitalised.

The '9 metre strip' of residual land excluded from the 2016 sale of 6 Manor Road was valued for accounting purposes at £65,000, as explained in the 2015 Annual Report. After this became part of the church site, the PCC resolved to reduce its valuation to one pound at 31 December 2018.

The PCC does not own the Church asset at St James, but has the right to use it until 2200. Recent building works at St Philips have been written off as incurred against the St Philip's Building Project Fund, in line with the accounting policy.

16 Designated Fund (Child and Family Ministry):

£25,000 was donated by parishioners in 2023 designated for the employment of an Under 25 Minister. Further monthly sums have been donated subsequently.

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS DORRIDGE WITH ST JAMES
NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December

**17 RECONCILIATION OF NET INCOME/EXPENDITURE
TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2024 £	2023 £
Net income / (expenditure)	171,850	109,184
Less: Non-operating income		
Rents received from investment properties		
Interest receivable	5,639	5,580
Net operating income / (expenditure)	166,211	103,604
(Increase) / decrease in debtors	(7,878)	(825)
Increase / (decrease) in creditors	(6,637)	(144,248)
Net cash flow from operating activities	151,697	(41,469)

18 CHURCH WORKERS PENSION FUND

The PCC participates in the Pension Builder Scheme section of CWPf for lay staff. CWPf is administered by the Church of England Pensions Board, which holds the CWPf assets separately from those of the Employer and other participating employers.

CWPf has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
 - a. a deferred annuity section known as Pension Builder Classic, and,
 - b. a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

Both sections of the Pension Builder Scheme are classed as defined benefit schemes. Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme. The scheme is a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means that contributions are accounted for as if the Scheme were a defined contribution scheme. Pensions costs shown in Note 8 include £3596 in respect of employer's contributions in 2024, and £7081 in 2024.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2022.

For the Pension Builder Classic section, the 2022 valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2024, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 2.7% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2023. There is no requirement for deficit payments at the current time.

The next review is due as of December 2025

For the Pension Builder 2014 section, the 2022 valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, the PCC could become responsible for paying a share of the failed employer's pension liabilities.

PAROCHIAL CHURCH COUNCIL OF ST PHILIPS DORRIDGE WITH ST JAMES BENTLEY HEATH

Summary of significant accounting policies

The Parochial Church Council of St Philip's, Dorridge with St James, Bentley Heath is a registered unincorporated charity in the United Kingdom. The address of the registered office is given in the charity information on page 1 of this Report and Accounts. The nature of the charity's operations and principal activities are to promote and to carry out Christian Ministry in the Parish of Dorridge and Bentley Heath. It is responsible for co-operating with the Vicar, Rev'd Duncan Hill-Brown, in promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It is also responsible for maintenance of the churches of St Philip's and St James, and for the church centre including the strip of land that remains adjacent to 6 Manor Road (the former vicarage).

The charity constitutes a public benefit entity as defined by FRS102. The financial statements have been prepared 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 (Charities SORP FRS 102) issued on 16 July 2014, the Charities Acts 2011 and 2022 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

A Funds

- i) **Unrestricted funds** are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.
- ii) **Designated funds** comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.
- iii) **Restricted funds** are funds which are to be used in accordance with the specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

PAROCHIAL CHURCH COUNCIL OF ST PHILIP, DORRIDGE WITH ST JAMES, BENTLEY HEATH

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

Summary of significant accounting policies - cont'd

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Further detail is given in the Trustees' Annual Report.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasions legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

B Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

C Support cost allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include building upkeep and running costs, office costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

Summary of significant accounting policies - cont

D Tangible Fixed Assets:

i) Consecrated land and buildings and movable church furnishings:

By reason of the Charities Act 2011 s10(2)(a) consecrated and beneficed property does not fall under the general requirements of the Charities Act. In consequence of this transactions that relate to such property including fundraising receipts and expenditure on the new church are recorded as income and costs in the Statement of Financial Activities as they arise and no amount has been capitalised or treated as work in progress; although the property is not yet consecrated there is no reason to believe this will not happen once building work is complete and the accounting reflects that expectation. No value is placed on movable church furnishings held by the churchwardens on special trust for the PCC and which requires a faculty for disposal since the PCC considers this to be an inalienable property. All expenditure incurred during the year on consecrated or beneficed buildings and movable church furnishings, whether maintenance or improvement, is written off as expenditure in the Statement of Financial Activities and separately disclosed.

ii) Freehold land and buildings:

No depreciation is provided on freehold properties on the grounds that, in the opinion of the PCC, given the residual value of properties, the depreciation charge and accumulated depreciation would be immaterial to these accounts. The PCC has taken advice on the carrying value of the properties and a provision is not considered necessary.

iii) Debtors and creditors receivable / payable within one year:

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

E Loans and borrowings:

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

E Employee benefits:

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

G Tax:

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**ANNUAL REPORT of the Parochial Church Council of St Philip's, Dorridge with St James',
Bentley Heath, in the Benefice of Dorridge and Bentley Heath.**

for the year ended 31 December 2024

**Independent examiner's report to the trustees of the Parochial Church Council of St Philip,
with St James, Bentley Heath**

I report to the charity trustees on my examination of the accounts of the Parochial Church Council of St Philip, with St James, Bentley Heath for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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 accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities, the Charities SORP (FRS102).

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.



Jeremy Kitson FCA
ICAEW
Prime Chartered Accountants
Corner Oak
1 Homer Road
Solihull
B91 3QG

Date: 16/06/2025