THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF REDDITCH HOLY TRINITY

England & Wales · Charity number 1134307

Details

Other names	REDDITCH HOLY TRINITY PCC
Status	Registered
Legal form	Previously excepted
Registered	2010-02-15
Register	View on the Charity Commission register

Contact

Address	PCC Secretary 60 Jersey Close Redditch B98 9LT
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Website	www.holytrinityredditch.org.uk

Activities

Objects: Promoting in the ecclesiastical parish the whole mission of the Church.

Activities: The Parochial Church Council for Redditch, Holy Trinity Parish; consisting of the churches of St Leonard, St Philip and St Stephen

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space
- **What:** Religious Activities
- **Who:** The General Public/mankind

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Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£324,457	£313,586	-	-
2023-12-31	£237,740	£257,491	-	-
2022-12-31	£260,960	£238,560	-	-
2021-12-31	£304,417	£481,115	-	-
2020-12-31	£780,038	£271,180	£1,643,394	0

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Trustees

Name	Role	Appointed
Rev Canon Paul Lawlor	Chair	2012-03-14
Anita Stronach		2025-05-22
Barry Finch		2025-05-22
Enid Mullis		2017-05-01
Garry Roberts		2017-05-01
Jillian Mary Allbut		2024-05-23
John McWilliams		2025-05-22
Juilie Cater		2025-05-22
Lady Elaine Susan Whitfield Secretary		2017-05-01
Margaret Lloyd		2017-05-01
Norma Walters		2017-05-01
Philip Mitchell Lay Chair		2020-11-11
Philippa McWilliams		2026-05-21
Rev Fraser Oates		2024-09-15
Rev Gail Rogers		2021-12-03
Rev Sarah-Jayne Hewitt		2022-07-04
Rose Akeroyd		2026-05-21
Sandra Finch		2024-05-23
Stewart Mason		2017-05-01

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF REDDITCH HOLY TRINITY

England & Wales - Charity number 1134307

Accounts

CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period
From 1 January 2024 to 31 December 2024
Charity name: The Parochial Church Council of the Ecclesiastical Parish of Redditch Holy Trinity
Charity registration number:1134307
Charity's principal address: The Parish Office, St Stephen's Church, Church Green,
Redditch B97 4DY

Summary of the purposes of the charity as set out in its governing document (Sorp Ref Para 1.17)
Holy Trinity Redditch Parochial Church Council ("PCC") has the responsibility of co-operating with Team Clergy led by Revd. Canon Paul Lawlor, Area Dean and Priest-in-Charge of the Redditch Holy Trinity,from June 2024, in promoting, in the ecclesiastical parish, the whole mission of the Church; pastoral, evangelistic, social and ecumenical.

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit (Ref Para 1.18)
When planning our activities for the year, the Team Clergy and PCC have considered the Commission's guidance on public benefit and in particular the specific guidance on charities for the advancement of religion. In particular, we look to help people live out their faith as part of the parish community through worship and prayer; living out the gospel; developing knowledge of and trust in Jesus; provision of pastoral care for people living in the parish; missionary and outreach work. To facilitate this work, it is incumbent upon us to maintain the fabric of and sympathetically develop our buildings.

Descriptive and Administrative Information
Redditch Holy Trinity has a parish inhabited by more than 35,000 people covering the north, central and west of the Borough of Redditch, and the northeast and eastern edges of Bromsgrove District. The parish population is set to rise by at least 7,000 people by 2030, owing to new housing developments; the first two phases of new housing in Webheath district was completed in 2019 and there is continued extensive new building at the north end of St Stephen's district. The parish is part of the diocese of Worcester, and the deanery of Redditch and Bromsgrove. It borders the diocese of Birmingham to the north, and the diocese of Coventry at its farthest point east, in Beoley district. Although there have been settlements in the area that are mentioned in the Domesday records, the Borough of Redditch was founded in 1964 to facilitate the building of a new town, which forms much of north, east and south-east of the present borough. The parish includes both old and new parts of the Borough. Bromsgrove District borders the Borough boundary to cover semi-rural areas to the north and west; part of the parish falls within its boundary, including Beoley church. The two local authorities operate in partnership. Redditch itself is the second largest town or city in Worcestershire. It is the terminus for a direct train line through central Birmingham that ends at the north of the greater Birmingham area at Lichfield, while the M42 motorway crosses the most northerly part of Beoley district.
Each district within the parish has a distinct profile, ranging from the urban deprivation of St Stephen's and the diverse communities that form Beoley district, which includes urban deprivation, to the comparatively comfortable suburbia of Webheath. The parish ranks in the bottom 16% in the country in terms of deprivation. Poverty issues among pensioners, and the percentage of people with no qualifications are significant reasons for this rating. Areas of special concern are Batchley, Abbeydale and Church Hill South. St Bartholomew's, Tardebigge left the parish in March 2015 although they remain part of the wider team ministry, sharing team clergy and, de facto, Licensed Lay Ministers. The parish of St Bartholomew's covers the Brockhill area of Redditch and the semi-rural area between Redditch and Bromsgrove and has a growing population of over 6,000.
The parish has conducted worship at least once a week at St Leonard's Beoley; St Stephen's Redditch; and St Philip's Webheath. There has been ministry to care homes, nursing homes and schools. The parish has maintained an active relationship with Faith at Work in Worcestershire.

Structure, Governance and Management

Type of governing document (Para 1.25)

Holy Trinity PCC is part of the Church of England. The Church of England have agreed with the Charity Commission that for the purposes of agreeing 'governing documents', Parochial Church Councils (PCCs) are governed by two pieces of legislation:

The Parochial Church Councils (Powers) Measure 1956 as amended; and the Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended)

How is the charity constituted? (Para 1.25)

Holy Trinity PCC is a charitable trust. The PCC is a registered charity, number 1134307; the parish office is situated in St Stephen's Church, Church Green, Redditch, B97 4DY. As a charity, the PCC must comply with the Charity Commission guidance and legislation in relation to charities.

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees (Para 1.25)

All PCC members are trustees of the charity and appointed or elected according to the rules laid down in the Church Representation Rules and according to our Safer Recruitment policy and procedures. PCC members are elected by those members of congregations that are on the electoral roll of the church. All baptized Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

Legally, the PCC is responsible for the finances of the parish. It also has ultimate responsibility for the care and maintenance of all church buildings and their contents. The PCC and the incumbent have a duty of care to ensure the protection of the vulnerable in their church community. Although these responsibilities are executed by the churchwardens, all PCC members must share in the oversight. It has a voice in the forms of Service used by the church, although the priest is responsible for services of worship, and may make representations to the bishop on matters that affect the welfare of the parish. A "Rule 18" document has been enacted, delegating some of the PCCs powers to the constituent District Church Councils.

The full PCC, normally held quarterly, met 5 times during the year. In between PCC meetings, the business of the Parish was conducted by the PCC Standing Committee and in a meeting of the DCC Treasurers. Their deliberations were received by the full PCC and discussed where necessary. Urgent matters arising between meetings were dealt with through 'Business By Correspondence'.

PCC Members who have served at any time from 1st January 2024 until the date this report was approved are:

Officers of the Council

Chair: Revd Canon Paul Lawlor Priest in Charge of Redditch Holy Trinity and Area Dean

Lay Chair: Philip Mitchell

Secretary: Elaine Whitfield

Treasurer: Vacant.

Members of the Council
Team Clergy
The Revd Canon Paul Lawlor's ministry is shared between St Stephen's, Faith at Work in Worcestershire and St John the Evangelist Church, Greenlands, which is in the parish of Ipsley. He is also Priest in Charge of Redditch Holy Trinity and Area Dean for Redditch and Bromsgrove Deanery. Paul was commissioned as Redditch Mission Area Leader in July 2024.
The Revd Gail Rogers has special responsibility for St Leonard's, Beoley and for St. Laurence Church, Alvechurch.
The Revd Sarah-Jayne Hewitt, licensed as Curate-in-charge in January 2024, has special responsibility for St Philip's, Webheath and St Bartholomew's Church, Tardebigge.
Revd Fraser Oates was licensed as an Associate Priest in the Redditch Team Ministry in September 2024 with special responsibility for St Stephen's (known as Renewal Leader).
Revd Martin Allen was ordained as Deacon as part of the Pathway Scheme in September 2023 and as Priest in June 2024 and licenced as Assistant Curate in Redditch Holy Trinity and the Parish of Alvechurch serving at St. Laurence, Alvechurch and St. Leonard's, Beoley.

ST LEONARD'S	ST PHILIP'S	ST STEPHEN'S
WARDENS:		
Ros Prentice Dennis Moore	John Hawkins	Elaine Whitfield Rhianon Walpole
PCC		
Pauline Bird	Garry Roberts	Philip Bladon
Mark Blamire-Brown	Stewart Mason	Bethan Craner
Philip Mitchell	Sandra Finch	Irene Yates
1 Vacancy	1 Vacancy	Margaret Williams
DEANERY SYNOD		
Pauline Bird	Jill Allbut	Gail Stone
		Elaine Whitfield

Licensed Lay Ministers
Enid Mullis
Margaret Lloyd
Norma Walters

Trustee Name	Office if any	Date Acted if not for whole year
Rev Canon Paul Lawlor	Chair	
Philip A Mitchell	Lay Chair	
Elaine Susan Whitfield	Secretary	
Gail Patricia Stone	Electoral Roll Officer & Parish Safeguarding Officer	
Rev Fraser Oates		16/09/2024 -31/12/24
Dennis Moore		
Sandra Finch		
Rosalind Prentice		
Philip Bladon		
Pauline Bird		
Irene Yates		
Jill Albutt		
John Hawkins		
Margaret Lloyd		
Garry Roberts		
Norma Waters		
Enid Mullis		
Margaret Williams		
Bethan Craner		
Rev Sarah Jayne Hewitt		
Rev Gail Rogers		
Rhiannon Walpole		23/05/2024 – 31/12/2024
Mark Blamire-Brown		

Objectives and Activities

Summary of the main activities in relation to those purposes for the public benefit (Para 1.17 and 1.19)

The role of the PCC has the responsibility, along with the Area Dean, the Revd Canon Paul Lawlor, to promote the mission of God in its parish, pastoral, evangelistic, social and ecumenical.

The PCC is responsible for the districts of Beoley St Leonard; Redditch St Stephen & St David; Webheath St Philip; and all buildings, etc., associated with the churches.

The PCC's activities are guided by the Diocese's mission priorities, as contained in the Diocese's Kingdom Vision initiative, which can be summarised as:

- Prayer to, and Worship of, God the Father, Son and Holy Spirit
- Sharing, and helping people to understand, the Faith
- Addressing issues of poverty throughout the world
- Caring for the earth and the responsible management and use of its resources; building inclusive communities.

As we continue to engage with the Revitalising Redditch/Redditch Mission Area proposals—part of the Diocesan Transformation Strategy—and as the role of DCCs in Mission and Ministry evolves, the PCC has gradually adjusted its focus. It now prioritizes its legal responsibilities and accountability, ensuring clarity in its role and duties.

The PCC is responding to the Diocesan Transformation priorities which are to 'focus resources on doing a small number of things well in the places that will make the biggest difference, whilst ensuring that there is something to support every church which wants to increase in health and sustainability.

- Increasing the number of paid children's families and youth workers so that we have at least one church with a flourishing young peoples' ministry in each major area of population, and two such churches in each deanery.
- Investing in the renewal of a number of churches to ensure that each major area of population has at least one larger (150 AWA) healthy and sustainable church by 2030.
- Encouraging every benefice to launch a new worshipping community to enable a wider choice of ways to access church (eg Forest Church, Café Church).

Review of the Year

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole (Para 1.20)

During the year the PCC has witnessed and managed considerable change.
The role of online communication has been important in not only reaching our established congregation but others from outside the local area as well.
Ecumenical Messy Church for families across the Parish takes place on the last Saturday of each month and a Youth Alpha course for Middle school pupils upwards started from Easter. The youth group, which had been meeting every Sunday evening for over a year to enjoy games and bible study, became young helpers for youth Alpha.

Young Bell Ringers continues to develop new and exciting ways to encourage our young people to embrace church.

The parish remains active in reaching out through school assemblies, including many conducted by Open the Book teams or by Team Clergy. The ecumenical 'Open the Book' teams visit several schools in the Holy Trinity Parish. Every fortnight approximately 750 children hear about God's love for all. With the addition of another 400 plus children at Easter and Christmas. This is complemented by school visits to our churches for festivals etc.

All churches helped individuals and families who may be isolated or struggling by working in partnership with Redditch Food Bank, schools, YMCA Worcestershire, and various agencies. Faith at Work in Worcestershire, led locally by Revd Canon Paul Lawlor, in partnership with the neighbouring parish of Alvechurch St Laurence, ministered to staff in the Kingfisher Centre, the Civic Centre and to the Police and Emergency Services.

Our Alpha (Youth and Adult), Exploring Discipleship and other courses, together with Messy Church and Open the Book teams, have helped individuals of all ages to come to know and trust Jesus.
Through their giving of time, talent and money our church members, working in partnership with others, have helped relieve the suffering of those in our local communities and beyond, both in the UK and overseas.
Thanks to growing support and encouragement from the Diocese, our churches have made great strides in becoming eco-churches. St Leonard's and St Philip's are Silver Awarded churches, having improved their churchyards, making them more welcoming to wildlife.

Management of PCC Finance and resources

During the vacancy for PCC Treasurer, our former treasurer produced the PCC's annual accounts and Financial Review. He also prepared the budget for Central Office expenses. We are grateful to the District Treasurers at St. Stephen's, St. Philip's and St. Leonard's for their work and on-going support. The Treasurers and Wardens of St. Bartholomew's, St. Philip's and St. Stephen's Churches met in February to review procedures for the

management of Central Office expenses. The PCC is grateful that Kelly Birkett of OJW Associates, Accountants in Redditch (in communication with the PCC Secretary) has agreed to manage this account.

The largest single item of expenditure for each church is the payment of a 'Common Purse' to the Diocese for funding the cost of ministry of stipendiary clergy, known as 'Ministry Share' Tardebigge PCC, St Philip's DCC and St Stephen's DCC reached agreement upon how £64,000, the 2024 Ministry Share requested by the Diocese for the Benefices of Tardebigge and Redditch Holy Trinity (excluding Beoley) was allocated. Beoley and Alvechurch agreed a 50/50 split of the 2024 Ministry Share requested by the Diocese for their Benefice i.e. £35,212 each.
The DCC for St. John's Church agreed a monthly payment towards Revd Canon Paul Lawlor's ministry there. Paul has highlighted the need for a Redditch-wide review of Ministry Share allocation, particularly in light of the upcoming changes to clusters and the implementation of the St Stephen's BMO (Bishop's Mission Order).

Review of the charity's financial position at the end of the period (Para 1.21)
Trustees Annual Report
2024 Report and Financial Statements
Financial Review

Independent Examiner
Alistair Hayward-Wright of Hayward Wright Accountancy Group was reappointed to independently examine the PCC 2024 accounts.

2024 Overview

Church finances faced continued pressure in 2024 due to rising energy, insurance, and maintenance costs. The income and expenditure figures in the attached Financial Statements reflect the impact of grants received from the Church Commissioners, professional fees, and capital expenditures related to St. Stephen's Church's major renewal project, which commenced in 2024.

Overall funds increased by £27,692, primarily due to legacies and investment gains. This compares to a £91,814 rise in 2023, driven by investment gains and asset capitalisation.

Income

Total income in 2024 reached £324,457, an increase of £86,717 (36%) compared to the previous year. Exceptional income sources included:

- **Grants** for St. Stephen's renewal project: £6,086 from the Government's Listed Places of Worship Grant Scheme and £61,175 from the Church of England's Strategic Mission & Ministry Investment Board. These funds are allocated to a Restricted Renewal Project Fund.
- **Legacies:** £10,000 received by St. Philip's and £1,000 received by St. Leonard's.

Operating income in Unrestricted Funds (excluding legacies and grants) totalled £193,665, reflecting a £13,593 (7%) increase over the previous year. Notable changes included:

- **Rent and parking permit revenue at St. Stephen's** increased by £7,693.
- **Fundraising revenue** decreased by £2,957 (15%).
- **Fees from weddings, funerals, and monuments** declined by £1,658 (12%).

Expenditure

Total expenditure in 2024 amounted to £313,586, up £56,095 (22%) from 2023.

Capital expenditure for the year stood at £18,287, compared to £38,229 in 2023. Significant capital expenditure included:

- **St. Stephen's:** £5,787 for upgrading audio-visual facilities as part of the renewal project.
- **St. Stephen's:** £1,734 for computer equipment.
- **St. Philip's:** £4,498 for a replacement lawnmower and a new church noticeboard, funded by legacy donations.
- **St. Philip's:** £2,275 for guttering and a roof snowguard for their community centre.

Operating expenditure in Unrestricted Funds (Excluding capital and renewal project expenditure) increased by £16,316 (10%), rising from £158,350 in 2023 to £174,666 in 2024. Key changes included:

- **Ministry Share** increased by £5,880 (6%), rising from £104,332 in 2023 to £110,212 in 2024. This includes a £25,000 contribution from income received by the Worcester Diocese from investments held by them in the Redditch Holy Trinity Charity Trust.
- **Church running costs** - utilities, maintenance, and insurance - rose significantly due to energy price increases and inflationary pressures on building materials.

Net Incoming/Outgoing Resources

Net **incoming** resources (before recognised gains and losses) totalled £10,871 in 2024, compared to £19,751 in net **outgoing** resources in 2023.

Transfers Between Funds

- **St. Leonard's** transferred £34,940 from the General Fund to the Capital & Fabric Fund to finance future building maintenance, including replacing a failing heating system with the view of reducing the church's carbon footprint.
- **St. Philip's** redirected £2,442 in surplus funds from the Organ Restoration and Maintenance Funds to the Organ and Building (Annexe) Funds.
- **St. Stephen's** allocated £300,000 from the St. David's Fund to a newly created Renewals Project Fund to partially fund Phase 1 of a £1 million church reordering initiative set to begin in 2025. The Church of England's Strategic Mission & Ministry Investment Board has approved a £700,000 grant to finance the remainder of this phase of the project

Balance Sheet

Fixed Asset Investments

Long-term investments are **marked to market** at year-end. Gains or losses are reflected in the Statement of Financial Activities (SOFA).

Share prices continued to rise in 2024 following sharp increases in 2023. Investment values at the year-end amounted to £1,185,093, a rise of £31,525 on the previous year.

Dividend reinvestment amounted to £14,430 in 2024, up from £13,947 in 2023.

Cash Flow and Bank Balances

Net cash **inflow** in 2024 was £4,421, a marked improvement on the net cash **outflow** of £36,607 in 2023. Dividends received, combined with a reduction in capital expenditure, were the main drivers of the turnaround in cash flow. Total cash reserves at the year-end stood at £437,474 (2023: £433,053).

Net Assets and Fund Balances

Total net assets increased by £27,692 in 2024 (compared to a £91,814 increase in 2023), reaching £1,634,799 at the year-end.

Unrestricted fund balances declined by £46,131 in 2024, compared to fall of £5,326 in 2023. The reserves balance of £60,654 (2023 £106,785) is equivalent to 5 months (2023 – 8 months) of projected operating expenses.

Conversely, designated, restricted, and endowment funds rose by £73,823, primarily due to investment income and valuation gains, together with St Leonard's funds transfer to the Capital & Fabric Fund. This compares with an increase of £97,049 in 2023, primarily due to investment valuation gains.

Policy on grant making (Para 1.38) Each district may make donations to charity as it thinks fit, but the PCC has no mandate to be a grant making body.

Church Activities

St. Leonard's

St. Leonard's has remained active as a worshipping community determined to serve and care for their neighbours. In addition to two services each Sunday, a Book of Common Prayer service is held on 5TH Sundays in the month at 8.00am and on the 1st Thursday of the month at 10.00am – with an attendance of between 14 and 20 people. A new worshipping community in the heart of Church Hill South, 'Church@4', has met on the third Sunday of every month.

Led by Revd Gail Rogers, who shares leadership of the two churches, St Leonard's Church and their sister church, Alvechurch St Laurence have built a closer relationship, each church learning from the other. There have been several joint services (including Nine Lessons and Carols, Christmas Day Communion, Pentecost, Palm Sunday, Christingle and Harvest Festival Services) and social events. Some of the congregation helped at St. Laurence's Heritage Day in September. The church hosted an annual visit of the Archdeacon in the morning on 11th June and then in the evening, Nikki led a joint meeting of St. Leonard's and St. Laurence to answer questions as part of consultation upon the formation of the Redditch Mission Area.
St. Leonard's has continued to operate a limited live-streaming arrangement, for those unable to attend the 9.15am services in person.

A commemoration service for the departed was held in November and the Toy Service in December gathered donated toys for children visiting their dads in prison. The Snowdrop Weekend in February and Summer Fete in July were successful, despite rainy weather, in welcoming the local community and in raising funds towards the work of the church. Mothers' Union held a Strawberry Tea in July, which was open to all, and supported the World Day of Prayer produced by Palestinian women. Craft and Chatter, Stitchcraft and Bible Study House groups (in-person and on-line), have all thrived. The Pastoral Care Team has maintained support for church members with regular telephone calls and home visits to ensure communication and mutual care, supporting the clergy in this vital area of ministry.

The church community has continued to support selected local and national charitable organisations. The Harvest Festival augmented weekly donations to the Food bank to help supply food for local families and a monetary collection went to the charity FCH for the local farming community.

For the third year the church supported the national 'Love Christmas', project, working in partnership local schools, YMCA Worcestershire, local councillors. AgeUK Redditch Rotary Club, Redditch Round Table and Morrisons Supermarket. The partnership delivered 233 'Gifts of Kindness' to individuals or families who may be lonely or suffering hardship at Christmas.

Work upon maintenance of the church building and grounds, including preparation for the Quinquennial inspection, has been well supported by volunteer groups. Maintenance work was carried on churchyard grounds and trees, fire extinguishers, the cloakroom boiler and pat testing electrical. A heating survey was commissioned in preparation for replacing the 24 year-old gas boiler, which was decommissioned in the Summer. A proposal for an alternative heating provision was subsequently developed, with helpful assistance from the Diocesan Building Officer, to comply with the the diocesan net-zero requirements. The PCC granted permission for a faculty for a replacement heating system, and, at the end of the year, it was still out for 'consultation'. In the meantime, without heating in church, Autumn and Winter services were held in the Tapestry Room.

St. Philip's

St Philip's church building is, unlike the others in the team, located in the single housing district that they serve; members of the congregation often walk to church, and few live more than a mile away. It is, however, the least visible of the church buildings, having no tower or spire. In view of this, the church usually has a programme of exhibitions and events to draw people onto the church site.

St Philip's does not receive income through historic trusts set up to benefit the church, nor does it have unrestricted reserves with which to respond to any unusual liabilities that may occur. Thankfully, it has a strong group of volunteers whose work helps to defray the cost of maintenance and repairs. They have led ground maintenance, including management of the boundary hedges, with more significant tree work supported by a tree surgeon. Repairs to the roof and flooring have taken place and a Schedule of Works has been produced by the QI architect to obtain quotes for repairs to some of the stonework.

Services starting at 8am and 11am on Sundays were maintained with gradually increasing attendances and on 15th September at 9.30 am, Rev Sarah Jayne initiated a new service involving breakfast, tea/coffee, discussion and prayer and the church is exploring the development of other new worshipping groups – 'Chippy Church' and Forest Café Church. PIPS services were held monthly during school terms to engage 3-7-year-olds with Jesus by using bible stories, songs and games.

A Bumps, Babes and Toddlers Group was held every Thursday morning, and Open Church was held on a Saturday afternoon every month, providing opportunity for anyone to visit the community centre for a cup of tea and cake and, most importantly, meet new people.
St Philip's Ladies Circle met monthly in the community centre.
The church has maintained its support for local charities: the successful Summer Fete in July raised £1,675 and proceeds from the Harvest Service in October were given to AOK (Acts Of Kindness) which includes Redditch Food Bank; gifts donated at the Toy Service in December were given to Redditch Home Start and the Joint Bonfire Night with St Bartholomew's raised £353. The church purchased a PAYAZ machine, along with another SumUp Solo (with a printer machine) to support fund-raising events.

St Stephen's

St Stephen's seeks to be a focal point for Christianity in the town and continues to work towards being a visible and vibrant presence at the heart of the community. In addition to its normative roles, the work of the church has become inextricably linked with its designation as one of the diocesan renewal churches. Significant funding has been awarded by the Church Commissioners' Strategic Mission and Ministry Investment Board, to enable both some re-ordering and additional staffing, with the aim that St Stephen's will grow to have an average weekly attendance of over 150 and eventually be a significant resourcing hub in the town centre. The Rev'd Fraser Oates began leading this project from Summer 2024, once his curacy at All Saints Worcester had ended and was licensed to the role on 15th September. An informal interview process for his appointment as associate priest (Renewal Leader) for St Stephen's was conducted by Archdeacon Nikki, Paul Lawlor, and two DCC representatives from St Stephen's.

St Stephen's has hosted joint services and in its role as Hub Church for the town. It celebrated Pentecost, Redditch Youth for Christ and an Advent Service with Churches Together in Redditch. Bible study sessions were held on Thursday evenings from Easter until the Summer.
The church provided a safe and central venue for the 'Speakeasy Now Group', an advocacy group for people with learning disabilities which meets monthly and for 'Narcotics Anonymous' which met weekly from January - September.
The church has worked alongside Paul Shaun Smith Dance Academy, 'Choirs Connected' and other Redditch Dance and Drama groups to create a safe space for young people performing in the Redditch Christmas Extravaganza.

The Sunday service is at 10am with numbers continuing to be up on pre-pandemic levels with regular attendance of between 40-50 adults and 10-20 young people attending the children's ministry group. The church has enjoyed increased diversity in culture and age and our livestreamed services continue to be followed by 30-50 viewings per week helping us to reach out to those old and new who are unable to attend in person as well as helping us to reach new friends around the world.

St Stephen's supported the Redditch Mission Area's outward-focused 'Make Christmas Special' toy appeal, based in the Kingfisher Centre . The appeal surpassed expectations, providing Christmas presents for over 1030 local children who were referred by various agencies and who would not have had Christmas gifts without this initiative. This work also benefited from links with Acts of Kindness, other denominations and the wider Redditch community.

As part of the care for the church building and its facilities, the church reported receipt of their QI (Quinquennial Report) report with no major issues. Following damage to the car park barrier, a subsequent insurance claim was successful, and repair of the barrier took place on at a cost of £2420.93 with St Stephen's paying £1000 and insurance covering the additional costs.

PCC received an application for a faculty to carry out a proposal for external lighting scheme for St Stephen's, which will be fully funded by Redditch Borough Council. Additional public realm works around the church would be actioned and funded by Worcester County Council.

Discussions had been conducted with Kingfisher Shopping Centre upon the possible use of Centre accommodation as a temporary worship space whilst the building reordering works take place in St. Stephen's Church.

<u>St. Stephen's Renewal</u>
Circa £1.7m is earmarked for St Stephen's Redditch between 2024 and 2030 for staffing costs and building redevelopment work thanks to the successful diocesan bid to the national church's Strategic Mission and Ministry Investment Board. There is an additional £300k allocated from PCC funds for works and activity in St Stephens that can be drawn upon. The diocese and St Stephen's will work closely together through the duration of the project to ensure good stewardship of finances.

Rev. Fraser Oates is tasked with pioneering a new project in an existing context. The type of leadership will require sensitivity coupled with openness to creativity and change. Fraser will need to guide the existing congregation into a season of transformation with the support of bishops, archdeacons, diocesan staff, area dean, and All Saints Worcester.

From June to September the congregation of St. Stephen's was invited to share in a regular Saturday prayer morning for the renewal project and revival in our town.
The renewal nature of the project necessitates the separation of St Stephen's from the existing team ministry that it might function creatively, openly and independently. St Stephens will become autonomous in its

governance and leadership and St Stephen's will remain this way indefinitely in ongoing relationship and partnership with the wider Redditch Mission Area.

Because it was impractical for every decision regarding the project to be brought back to the PCC for approval, PCC agreed to the nomination of two representatives with delegated authority to approve a faculty application for the revision of plans which had become necessary because of budgetary constraints and the secondment of a Building Projects Manager from All Saints Worcester, to advise and work with Fraser Oates, Elaine Whitfield and St Stephen's DCC.

Children and their families
St Stephen's hosted a weekly Young Bell Ringers group. Messy Church in the town centre continued to reach families with younger children on a monthly basis, 10:00 AM to 12:00 PM, and there is a Youth Group that meet weekly. St Philip's work with children and their families included the PIPS services, Bumps Babies and Toddlers Group and Messy church.

Education & Safeguarding
The parish seeks to be fully engaged with local schools as part of its ministry to children, through involvement of Open the Book Teams and the Clergy in assemblies. Clergy and church members support governance in several of our schools and the joint Redditch Mission Area and Redditch Borough Council Schools Christmas Carol concert was held in St Stephen's as were those for ShiresMat Trust, St Stephen's First School and St George's First School.

Redditch Holy Trinity PCC 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). Trained Safeguarding Officers are in place for all district churches. The clergy are up to date with Safeguarding training; all required safeguarding policies have been adopted and are in place. Our safeguarding officers continue to monitor compliance with DBS certificates and safeguarding training. All required DBS are up to date, there have been no referral to DSA/ADSA. All members of PCC have completed safeguarding training (to at least Level 1) accessed on-line through the Worcester Diocese website. Following recommendation from the diocese DBS checks for PCC members began in May. St Philips made two referrals to the DSA/ADSA during 2024, or which all advice was followed.

Leadership Roles and Activities
The parish has maintained its role in the community through supporting community-based activities, the conduct of many occasional offices, and the involvement in ecumenical outreach and other activities. Two Licensed Lay Ministers, Enid Mullis and Margaret Lloyd are licensed by the bishop to take funerals, while the third, Norma Walters, co-ordinates a pastoral team. Laity are actively involved in pastoral care and ministry in residential care homes when permitted to do so.

The Clergy Team
The clergy team, led by Revd Canon Paul Lawlor who is Priest in Charge of Redditch Holy Trinity, has included Revd Gail Rogers as Team Vicar, Assistant Priest (Curate in Charge) Revd Sarah-Jayne Hewitt, Assistant Curate Martin Allen and Deacon, Dean Hall (Tardebigge and Holy Trinity).
The Revd Canon Paul Lawlor is Area Dean of an enlarged Redditch and Bromsgrove Deanery. He is also a trustee of Faith at Work in Worcestershire, Tardebigge Relief in Need Charity, Eadie Mews Trust and of The Word Christian Bookshop. [A director of Redditch Business Improvement District]. He is a governor (Vice Chair) of St Stephen's First School.
Paul has continued to foster civic links through involvement in major civic and community events in the town centre, and he has a strong relationship with the local press. Paul is a member of Diocesan Synod. Paul was relicensed and commissioned as leader of the Redditch Mission Area in June. Paul is a Team Vicar in Redditch Holy Trinity and licensed as Priest in Charge of the Benefices of RHT and Tardebigge in June 2024,

Revd Gail Rogers is licensed as a team vicar but also as priest in charge of St Laurence's, Alvechurch which is not part of the team. Gail is a trustee of The Parochial Church Council of the Ecclesiastical Parish of Alvechurch. She is a member of the Boards of Trustees for Alvechurch Educational Trust and for YMCA Worcestershire.

Sarah-Jayne was Licensed as Associate Priest (Curate in Church) in January 2024. She has pastoral care for St Philip's Webheath in the RHT team and St Bartholomew's, Tardebigge and St Mary's, Lower Bentley. Sarah-Jayne is a Trustee of Tardebigge Relief in Need Charity.

Revd Fraser Oates was licensed as an Associate Priest in the Redditch Team Ministry in September 2024 with special responsibility as Renewal Leader for St Stephen's .

Clergy have also undertaken other commitments which have helped them grow personally and in their contribution to parish life, which have in turn expanded the horizons of church members.

Role of the Laity

At this time of change and uncertainty with significant changes in the Church of England's ministry across the diocese, the role of the laity is crucial in their capacity to be advocates for the changes as they happen. Pastorally, the role of the laity is vital in helping each other to come to terms with new realities and to become accustomed to the changes as they unfold. A Laity team at St Leonard's has organised and led Informal Worship on the 1st Sunday of the Month.
The PCC gave permission for several of its members to take part in the ALM Worship Leader course. ALMs have been regularly leading services in all of our churches with support of clergy.

Contribution made by volunteers (Para 1.38)
The stipendiary clergy is supported by volunteers in all aspects of church life;

Electoral Roll
The electoral roll in 2024 was:-

	Resident	Non-resident	Total
No. Entries:			
St Leonard's	78	30	108
St Philip's	38	19	57
St Stephen's & St David's	54	34	88
Redditch Holy Trinity Total	170	83	253

Mission and Ministry
The shape of mission and ministry of the parish can be said to have been substantially changed during and as a consequence of the Covid pandemic. Attendances have fluctuated for each church but have grown overall.

In whatever circumstances, we hope to make all our churches warm, welcoming and family-friendly; churches that are active in our efforts to reach out to the community, meeting the needs of the people and helping them to discover God's Love. We will do this together, while being unique and distinct from one another, in creative collaboration and outward focused mission.

Tasks for 2025:

- Each congregation to work on discerning its unique Missional Identity
- All of us seeking ways to support each other through the developing Redditch Mission Area.
- Develop our ways of working with the new relationships with St John's, Greenlands and St Laurence's Alvechurch, Tardebigge and clergy availability.
- Seek new ways to grow new disciples, especially with children, young people and families.
- Ensure our buildings are fit for purpose.
- Support the church renewal project at St Stephen's, including a re-ordering of the church building.
- Develop the fledgling new worshipping communities in Church Hill South and at the Arrow Valley Visitors Centre

Parochial Reorganisation
Redditch Mission Area
The Redditch Mission Area continues to evolve, shaping a framework for flourishing churches across Redditch and its neighbouring villages. Through collaboration, support, and shared purpose, we are fostering an environment in which local churches can fully embrace their unique calls and ministries.

Diocesan proposals for the Redditch Mission Area were outlined in February meetings, followed by a period of consultation for Redditch Churches with meetings in person and by zoom to give feedback/responses upon the two options for reorganisation.

A service in which Revd Canon Paul Lawlor's was relicensed as Priest in Charge of Redditch Holy Trinity and commissioned as leader of the Redditch Mission Area was held in June. Among the guests, the High Sherriff of Worcestershire joined the celebrations presenting the Redditch Mission Area with an award for the Make Christmas Special Toy Appeal, the first collaborative event for the RMA.
In a subsequent PCC meeting Paul explained the purpose of the BMO/CIO for the Redditch Mission Area: to create an entity capable of employing: an Operations person, a Children and Families worker (in partnership with Alvechurch and Beoley) and a Community Missioner (in partnership with Christchurch Matchborough).
Funding for these positions will primarily come from the Healthier Churches Fund. Paul and Nikki Groarke had prepared the funding application, which was submitted to Bishop' s Council in October. Paul explained that as part of the governance of the RMA existing team structures would remain in place for at least the next three years to fulfil legal requirements.

Declarations The trustees declare that they have approved the trustees' report above.
Signed on behalf of the charity's trustees

Signature(s) *E.S Whitfield*

Full name(s) Lady Elaine Susan Whitfield

Position (eg Secretary, Chair, etc) Secretary

Date 8th May 2025

Financial Statements

For the Year ended 31 December 2024

For

Parish of Redditch Holy Trinity

Registered Charity Number 1134307

Independent Examiner:

Chloe Blackwell FCCA

Haywood Wright Ltd

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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PARISH OF REDDITCH HOLY TRINITY

This report on the financial statements of the charity's trustees for the year ended 31 December 2024, which are set out on pages 2 to 11, is in respect of an examination carried out in accordance with the Church Accounting Regulations ("the regulations") and section 145 of the Charities Act 2011 ("the Charities Act").

Respective responsibilities of the PCC and the Examiner

The charity's trustees are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act and that an independent examination is required.

It is my responsibility to:

- examine the accounts under section 144 of the Charities Act
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements with those records. It also includes consideration of any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the financial statements present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the Charities Act;
   - to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

C Blackwell

.....

Chloe Blackwell FCCA

Date:30/04/2025

STATEMENT OF FINANCIAL ACTIVITIES ('SOFA')

	Notes	Unrestricted £	Designated £	Restricted £	Endowment £	2024 Total £	2023 Total £
INCOME and ENDOWMENTS							
Voluntary Income	**2(a)**	117,426	1,405	9,262	0	128,093	112,833
Activities for Generating Funds	**2(b)**	42,887	0	16	0	42,903	37,379
Investment Income	**2(c)**	29,474	0	38,807	0	68,281	67,020
Church Activities	**2(d)**	14,878	0	2,500	0	17,378	19,247
Grants	**2(e)**	541	0	67,261	0	67,802	1,262
TOTAL INCOME		**205,206**	**1,405**	**117,846**	**0**	**324,457**	**237,740**
EXPENDITURE							
Ministry Share to Diocese	**3(a)**	110,212	0	0	0	110,212	104,332
Church Activities	**3(b)**	76,537	1,126	12,670	0	90,332	89,470
Fundraising & Publicity	**3(c)**	1,812	0	0	0	1,812	4,194
Administration Costs	**3(d)**	12,627	483	74,546	0	87,656	15,979
Depreciation	**3(e)**	0	0	5,286	0	5,286	5,286
Capital expenditure	**3(f)**	10,224	0	8,062	0	18,287	38,229
TOTAL EXPENDITURE		**211,413**	**1,609**	**100,565**	**0**	**313,586**	**257,491**
NET INCOME/(OUTGOING) BEFORE TRANSFERS		**(6,207)**	**(204)**	**17,281**	**0**	**10,871**	**(19,751)**
NET TRANSFERS BETWEEN FUNDS	**4**	(40,442)	(183)	40,625	0	0	0
NET INCOMING RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		**(46,649)**	**(387)**	**57,907**	**0**	**10,871**	**(19,751)**
Investment Gains/(losses)		517	611	14,229	1,465	16,822	85,518
Gain on Revaluation Fixed Assets, Charities Own Use		0	0	0	0	0	26,048
NET MOVEMENT IN FUNDS	**9**	**(46,131)**	**223**	**72,136**	**1,465**	**27,693**	**91,814**
BALANCES B/FWD 1 JANUARY	**9**	**106,786**	**48,221**	**1,391,496**	**60,605**	**1,607,107**	**1,515,293**
BALANCES C/FWD 31 DECEMBER	**9**	**60,654**	**48,444**	**1,463,632**	**62,069**	**1,634,799**	**1,607,107**

BALANCE SHEET

	Notes	31/12/24 £	31/12/23 £
FIXED ASSETS			
Tangible assets	**5**	19,268	24,554
Investments	**5**	1,185,093	1,153,568
TOTAL FIXED ASSETS		**1,204,361**	**1,178,122**
CURRENT ASSETS			
Debtors	**6**	4,465	9,140
Cash at bank and in hand		437,474	433,053
TOTAL CURRENT ASSETS		**441,939**	**442,193**
TOTAL ASSETS		**1,646,300**	**1,620,315**
CURRENT LIABILITIES			
Amounts falling due within one year	**7**	11,301	13,208
NON-CURRENT LIABILITIES			
Amounts falling due in more than one year	**7**	200	0
TOTAL LIABILITIES		**11,501**	**13,208**
TOTAL NET ASSETS	**8**	**1,634,799**	**1,607,107**
REPRESENTED BY:			
Unrestricted funds	**9**	60,654	106,786
Designated funds	**9**	48,444	48,221
Restricted funds	**9**	1,463,632	1,391,496
Endowment funds	**9**	62,069	60,605
TOTAL FUNDS		**1,634,799**	**1,607,107**

The financial statements were approved by the Board of Trustees on 8 May 2025 and were signed on its behalf by:

P A Mitchell
P A Mitchell
Lay Chairman

CASH FLOW STATEMENT

	Notes	2024 £	2024 £	2023 £	2023 £
Net cash inflow/(outflow) from operating activities			**(24,156)**		**(63,650)**
Cash flows from investing activities:					
Dividends and interest received		28,577		27,043	
Net cash provided by/(used in) investing activities			28,577		27,043
Change in cash in reporting period			4,421		(36,607)
Cash at 1 January			433,053		469,660
Cash at 31st December			**437,474**		**433,053**
Reconciliation of net income/(expenditure) before investment gains:					
Net (outgoing)/ incoming resources before other recognised gains and losses			10,871		(19,751)
Adjustments for:					
Dividends reinvested	**5**	(14,704)		(14,430)	
Dividends and interest received from investments		(28,577)		(27,043)	
Depreciation charges	**5**	5,286		5,286	
Decrease/(Increase) in debtors	**6**	4,675		(2,160)	
Increase/(Decrease) in creditors	**7**	(1,707)		(5,551)	
			(35,027)		(43,898)
Net cash provided by/(used in) operating activities			**(24,156)**		**(63,650)**
Analysis of cash:					
Bank current account			179,711		230,491
CCLA & CAF Deposit Platform deposit accounts			257,228		202,096
Float cash			535		465
			437,474		**433,053**

1 ACCOUNTING POLICIES

ACCOUNTING CONVENTION

The Charity is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of the Charity, and with the Regulations' "true and fair view" provisions. The financial statements have been prepared under FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP (FRS102)).

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

FUND ACCOUNTING

Unrestricted Funds

These represent the remaining income funds of the Charity that are available for spending for general purposes at the discretion of the Charity for furthering the mission and ministry of the Church in the Parish. A General Fund reserve is used to pay all the Charity's 'everyday' expenses.

The Charity may decide to assign some of the 'unrestricted' funds to separate 'designated' funds for future use such as, for building development or maintenance, growing mission and ministry. The value of such funds is reviewed annually in the light of planned or likely actions in the next 5 years. If ‘designated’ funds are found to exceed requirements, then the surplus is released for general use.

Restricted Funds

These are income funds that must be spent on restricted purposes, confined to objectives which have been specified by the donor or the particular fund raising activity, and the Charity cannot use them for general purposes.

Endowment Funds

These are restricted fund that must be retained as trust capital either permanently or subject to a discretionary power to spend capital as income, and where the use of any income or other benefit derived from the capital may be restricted or unrestricted.

INCOME

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the Charity is legally entitled to the amounts due. Dividends are accounted for when receivable, interest is accrued. All other income is recognised when it is receivable and is accounted for gross.

Agency Fee Income

Certain monies are collected by the District Church Councils within the Parish as agents for other parties. These include fees for vergers, organists, bell ringers, choir, and non-stipendiary ministers, for officiating at Church occasional offices, as well as parochial fees which are remitted to the Worcester Diocesan Board of Finance Limited. These agency collections and remittances are not included in income or expenditure shown in the Statement of Financial Activities ('SOFA').

EXPENDITURE

Grants and donations are accounted for when paid over or when designated for charitable donation, if that designation creates a binding or constructive obligation on the Charity. The diocesan ministry share is accounted for when paid. 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.

FIXED ASSETS

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings

These are not capitalised but all items are included in the Church's inventory in any case.

Tangible fixed assets for use by the charity

Spending on computers, fixtures, fittings and equipment is capitalised where the cost exceeds £1,500. This cost is amortised over the useful life of the asset which is up to 3 years for computers and between 3 and 7 years for other assets.

Investments quoted on a recognised stock exchange or those whose value derives from them are valued at markte value at the year end.

TAXATION

The charity is exempt from tax on charitable activities.

RESERVES POLICY

The Charity policy is to maintain a General Fund reserve that is used to pay all the everyday expenses. The balance on the General Fund will be kept at a level which, where possible, is at least equal to 3 months of future everyday expenses.

The General Fund reserve at the year-end amounted to £60,654 (2023 £106,786), which represents 5 months (2023 8 months) of everyday expenses in the year. In view of the current geopolitial uncertainties creating a cost of living crisis in the UK ,together with potential continued loss of income from regular giving, the Charity has determined that this level of General Fund is necessary.

2 INCOME and ENDOWMENTS

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2024 £	TOTAL 2023 £
2(a)	**Voluntary Income**						
	Plate collections	13,334	0	997	0	14,331	13,438
	Planned giving and gift aid donations	64,390	0	1,170	0	65,560	69,211
	Tax recoverable	16,193	250	1,183	0	17,626	18,570
	Donations and legacies	23,508	1,155	5,912	0	30,575	11,614
		117,426	1,405	9,262	0	128,093	112,833
2(b)	**Activities for Generating Funds**						
	Summer fete	6,291	0	0	0	6,291	7,278
	Christmas fayre	4,292	0	0	0	4,292	4,696
	Rent, hall hire & parking	26,691	0	0	0	26,691	18,206
	Church on the Green	1,186	0	0	0	1,186	2,034
	Other fundraising events	4,428	0	16	0	4,444	5,165
		42,887	0	16	0	42,903	37,379
2(c)	**Investment Income**						
	Interest & dividends received	29,474	0	38,807	0	68,281	67,020
2(d)	**Church Activities**						
	Fees	6,362	0	2,500	0	8,862	17,549
	Other	8,515	0	0	0	8,515	1,697
		14,878	0	2,500	0	17,378	19,247
2(e)	**Grants**	541	0	67,261	0	67,802	1,262
	TOTAL INCOME	**205,206**	**1,405**	**117,846**	**0**	**324,457**	**237,740**

St Stephen's grants for church renewals project, comprising £6,086 from the government's listed places of worship grant scheme and £61,175 from the Church of England's Strategic Mission & Ministry Investment Board grant.

Legacies comprise £10,000 received by St Philip's and £1,000 received by St Leonard's.

3 EXPENDITURE

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2024 £	TOTAL 2023 £
3(a) Ministry Share to Diocese	110,212	0	0	0	110,212	104,332
3(b) Church Activities						
Mission & charitable giving	9,881	0	2,968	0	12,849	6,977
Clergy expenses	2,097	0	0	0	2,097	4,768
Service fees and expenses	1,375	0	0	0	1,375	900
Water, heat & light	23,084	0	0	0	23,084	20,048
Maintenance and Cleaning	21,824	396	8,250	0	30,470	41,224
Insurance	12,142	0	0	0	12,142	11,389
Sundry expenses	6,135	730	1,451	0	8,316	4,164
	76,537	1,126	12,670	0	90,332	89,470
3(c) Fundraising & Publicity						
Summer fete costs	947	0	0	0	947	1,201
Christmas fayre costs	517	0	0	0	517	721
Church on the Green	(702)	0	0	0	(702)	2,081
Other fundraising costs	1,050	0	0	0	1,050	192
	1,812	0	0	0	1,812	4,194
3(d) Administration Costs						
Office expenses	7,207	72	210	0	7,488	6,975
Independent Examiner honorarium	580	0	0	0	580	500
Professional fees	1,522	0	74,336	0	75,859	4,891
Subscriptions	3,020	334	0	0	3,354	2,697
Bank charges	298	77	0	0	375	916
	12,627	483	74,546	0	87,656	15,979
3(e) Depreciation						
St. Leonard's Church	0	0	5,286	0	5,286	5,286
	0	0	5,286	0	5,286	5,286
3(f) Capital Expenditure						
St Leonard's Church	929			0	929	16,755
St. Philip's Church	5,775		2,275	0	8,050	958
St. Stephen's Church	3,520		5,787	0	9,307	20,515
	10,224	0	8,062	0	18,287	38,229
TOTAL EXPENDITURE	**211,413**	**1,609**	**100,565**	0	**313,586**	**257,491**

St Stephen's Church professional fees for architects, quantity surveyor and other services amounting to £62,948 for preparing Phase 1 of church reorderng as part of the church renewal project

St Stephen's Church upgrade of audio visual equipment for church renewal project costing £5,787.

4 NET TRANSFERS BETWEEN FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	Total £
2024					
St Leonard General Fund to Capital Fund	(34,940)		34,940		0
St Philip General Fund to Building (Annexe) Fund - Legacy	(10,000)		10,000		0
St Philip Building (Annexe) Fund to General Fund - CAPEX	4,498		(4,498)		0
St Philip Organ Restoration Fund to Organ Fund		1,129	(1,129)		0
St Philip Building (Annexe) Fund to Maintenance Fund		(1,313)	1,313		0
St Stephen from St David's Fund			300,000		300,000
St Stephen to Renewals Project Fund			(300,000)		(300,000)
	(40,442)	**(183)**	**40,625**	**0**	**0**
2023					
St. Leonard Growing Mission & Ministry Fund to Church@4 Fund		14,865	(14,865)		0
St. Philip General Fund to Community Centre Fund	(2,500)		2,500		0
St. Philip Organ Restoration Fund to Organ Fund (Cheque Book)		7,561	(7,561)		0
	(2,500)	**22,426**	**(19,926)**	**0**	**0**

5 FIXED ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2024 Total £	2023 Total £
Tangible assets						
Cost:						
At 1 January	0	0	32,943	0	32,943	6,895
Additions	0	0	0	0	0	26,048
At 31 December	**0**	**0**	**32,943**	**0**	**32,943**	**32,943**
Depreciation:						
At 1 January	0	0	8,388	0	8,388	3,102
Charge for year	0	0	5,286	0	5,286	5,286
At 31 December	**0**	**0**	**13,675**	**0**	**13,675**	**8,388**
Net Book Value						
At 1 January	0	0	24,554	0	24,554	24,554
At 31 December	**0**	**0**	**19,268**	**0**	**19,268**	**24,554**
Investments						
Market value at 1 January	22,605	26,674	1,043,684	60,605	1,153,568	1,053,620
Dividends Reinvested	0	0	14,704	0	14,704	14,430
Revaluation Gain/(Loss)	517	611	14,229	1,465	16,822	85,518
Market Value at 31 December	**23,123**	**27,285**	**1,072,617**	**62,069**	**1,185,093**	**1,153,568**
TOTAL FIXED ASSETS	**23,123**	**27,285**	**1,091,885**	**62,069**	**1,204,361**	**1,178,122**

6 DEBTORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2024 Total £	2023 Total £
Income Tax Recoverable	699	0.00	286	0	985	1,008
Sundry Debtors & Prepayments	1,563	0	1,917	0	3,481	8,132
Total Debtors	**2,262**	**0**	**2,203**	**0**	**4,465**	**9,140**

7 CREDITORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2024 Total £	2023 Total £
Due within one year						
Sundry Creditors & Accruals	5,686	0	4,815	0	10,501	11,911
Deposits Received In Advance	800	0	0	0	800	700
Accounts Payable	0	0	0	0	0	597
	6,486	0	4,815	0	11,301	13,208
Due in more than one year						
Deposits Received In Advance	200	0	0	0	200	0
Total Creditors	**6,686**	**0**	**4,815**	**0**	**11,501**	**13,208**

8 NET ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2024 Total £	2023 Total £
FIXED ASSETS	23,123	27,285	1,091,885	62,069	1,204,361	1,178,122
CURRENT ASSETS						
Debtors	2,262	0	2,203	0	4,465	9,140
Cash at bank and in hand	41,955	21,159	374,359	0	437,474	433,053
CURRENT LIABILITIES	(6,486)	0	(4,815)	0	(11,301)	(13,208)
NON-CURRENT LIABILITIES	(200)	0	0	0	(200)	0
	60,654	**48,444**	**1,463,632**	**62,069**	**1,634,799**	**1,607,107**

9 FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	2024 Total £	2023 Total £
Balance at 1 January	106,786	48,221	1,391,496	60,605	1,607,107	1,515,293
Incoming resources	205,206	1,405	117,846	0	324,457	237,740
Resources expended	(211,413)	(1,609)	(100,565)	0	(313,586)	(257,491)
	100,579	48,017	1,408,778	60,605	1,617,978	1,495,542
Net Transfers between funds	(40,442)	(183)	40,625	0	0	0
Investment revaluation gains/(losses)	517	611	14,229	1,465	16,822	85,518
Gain on Revuation Fixed Assets, Charities Own Use	0	0	0	0	0	26,048
Balance at 31 December	**60,654**	**48,444**	**1,463,632**	**62,069**	**1,634,799**	**1,607,107**

10 TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024.
Trustees expenses: Clergy expenses amounted to £2,097 (2023 £4,768)

11 OTHER FINANCIAL COMMITMENTS

The Parochial Church Council has contracted with a firm of architects to provide services, until 2026, in respect of works to re-order St. Stephen's Church as a part of their Renewal Project. The financial commitment as of the 31st December 2024 amounts to £42,090. There were no other financial commitments to report

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF REDDITCH HOLY TRINITY

England & Wales - Charity number 1134307

Accounts

Parish of Redditch Holy Trinity

Financial Statements

For the Year ended 31 December 2023

Charity Number 1134307

Parish Office:

St Stephen's Church

Church Green West

Redditch

B97 4DY

Bankers:

CAF Bank Ltd - West Malling

HSBC plc - Redditch

Lloyds TSB plc- Redditch

Independent Examiner:

Alistair Hayward-Wright FCA

Hayward Wright Ltd

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INDEPENDENT EXAMINER'S REPORT TO THE PAROCHIAL CHURCH COUNCIL ('PCC') OF THE PARISH OF REDDITCH HOLY TRINITY

This report on the financial statements of the PCC for the year ended 31 December 2023, which are set out on pages 2 to 11, is in respect of an examination carried out in accordance with the Church Accounting Regulations ("the regulations") and section 145 of the Charities Act 2011 ("the Charities Act").

Respective responsibilities of the PCC and the Examiner

The members of the PCC are responsible for the preparation of the financial statements; you consider that an audit is not required for this year under the regulations and section 144 of the Charities Act and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 144 of the Charities Act
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the financial statements present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the Charities Act;
   - to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Alistair Hayward-Wright FCA

Hayward Wright Ltd
4 Clews Road
Redditch
Worcestershire
B98 7ST

STATEMENT OF FINANCIAL ACTIVITIES ('SOFA')

	Notes	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
INCOME and ENDOWMENTS							
Voluntary Income	2(a)	102,429	30	10,374	0	112,833	114,883
Activities for Generating Funds	2(b)	37,359	0	19	0	37,379	51,087
Investment Income	2(c)	26,975	0	40,045	0	67,020	60,238
Church Activities	2(d)	15,309	0	3,938	0	19,247	22,179
Grants	2(e)	0	1,262	0	0	1,262	12,574
TOTAL INCOME		**182,072**	**1,292**	**54,376**	**0**	**237,740**	**260,960**
EXPENDITURE							
Ministry Share to Diocese	3(a)	104,332	0	0	0	104,332	122,797
Church Activities	3(b)	64,682	8,336	16,452	0	89,470	85,027
Fundraising & Publicity	3(c)	4,194	0	0	0	4,194	3,692
Administration Costs	3(d)	11,336	450	4,193	0	15,979	6,785
Depreciation	3(e)	0	0	5,286	0	5,286	1,379
Capital expenditure	3(f)	2,207	1,264	34,758	0	38,229	18,881
TOTAL EXPENDITURE		**186,751**	**10,050**	**60,689**	**0**	**257,491**	**238,560**
NET INCOME/(OUTGOING) BEFORE TRANSFERS		(4,680)	(8,758)	(6,313)	**0**	(19,751)	**22,400**
NET TRANSFERS BETWEEN FUNDS	4	(2,500)	22,426	(19,926)	0	0	0
NET INCOMING RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		(7,180)	**13,668**	(26,240)	**0**	(19,751)	**22,400**
Investment Gains/(losses)		1,944	2,294	79,588	1,692	85,518	(117,200)
Gain on Revaluation Fixed Assets, Charities Own Use		0	0	26,048	0	26,048	0
NET MOVEMENT IN FUNDS	9	(5,236)	**15,962**	**79,396**	**1,692**	**91,814**	(94,800)
BALANCES B/FWD 1 JANUARY	9	**112,021**	**32,259**	**1,312,100**	**58,913**	**1,515,293**	**1,610,093**
BALANCES C/FWD 31 DECEMBER	9	**106,786**	**48,221**	**1,391,496**	**60,605**	**1,607,107**	**1,515,293**

BALANCE SHEET

	Notes	31/12/23 £	31/12/22 £
FIXED ASSETS			
Tangible assets	5	24,554	3,793
Investments	5	1,153,568	1,053,620
TOTAL FIXED ASSETS		**1,178,122**	**1,057,413**
CURRENT ASSETS			
Debtors	6	9,140	6,980
Cash at bank and in hand		433,053	469,660
TOTAL CURRENT ASSETS		**442,193**	**476,639**
TOTAL ASSETS		**1,620,315**	**1,534,052**
CURRENT LIABILITIES			
Amounts falling due within one year	7	13,208	18,559
NON-CURRENT LIABILITIES			
Amounts falling due in more than one year	7	0	200
TOTAL LIABILITIES		**13,208**	**18,759**
TOTAL NET ASSETS	8	**1,607,107**	**1,515,293**
REPRESENTED BY:			
Unrestricted funds	9	106,786	112,021
Designated funds	9	48,221	32,259
Restricted funds	9	1,391,496	1,312,100
Endowment funds	9	60,605	58,913
TOTAL FUNDS		**1,607,107**	**1,515,293**

Approved by the PCC on **and signed on their behalf by:**

Philip A Mitchell
Chairman

CASH FLOW STATEMENT

	Notes	2023 £	2023 £	2022 £	2022 £
Net cash outflow from operating activities			(63,650)		(12,263)
Cash flows from investing activities:					
Dividends and interest received		27,043		21,291	
Purchase of investments	5	0		(84,576)	
Net cash provided by/(used in) investing activities			27,043		(63,285)
Change in cash in reporting period			(36,607)		(75,548)
Cash at 1 January			469,660		545,208
Cash at 31st December			**433,053**		**469,660**
Reconciliation of net income/(expenditure) before investment gains:					
Net (outgoing)/ incoming resources before other recognised gains and losses			(19,751)		22,400
Adjustments for:					
Dividends reinvested	5	(14,430)		(13,947)	
Dividends and interest received from investments		(27,043)		(21,291)	
Depreciation charges	5	5,286		1,379	
(Increase) in debtors	6	(2,160)		(2,223)	
Increase/(Decrease) in creditors	7	(5,551)		1,419	
			(43,898)		(34,663)
Net cash provided by/(used in) operating activities			(63,650)		(12,263)
Analysis of cash:					
Bank current account			230,491		269,666
CCLA & CAF Deposit Platform deposit accounts			202,096		199,543
Float cash			465		450
			433,053		**469,660**

1 ACCOUNTING POLICIES

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions. The financial statements have been prepared under FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP (FRS102)).

The financial statements have been prepared under the historical cost convention, except for the valuation of investment assets which are shown at market value. 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 main affiliation to another body, nor those that are informal gatherings of church members.

FUNDS

Unrestricted Funds

These represent the remaining income funds of the PCC that are available for spending for general purposes at the discretion of the PCC for furthering the mission and ministry of the Church in the Parish . A General Fund reserve is used to pay all the PCC's 'everyday' expenses.

The PCC may decide to assign some of the 'unrestricted' funds to separate 'designated' funds for future use such as, for building development or maintenance, growing mission and ministry. The value of such funds is reviewed annually in the light of planned or likely actions in the next 5 years. If 'designated' funds are found to exceed requirements, then the surplus is released for general use.

Restricted Funds

These are income funds that must be spent on restricted purposes, confined to objectives which have been specified by the donor or the particular fund raising activity, and the PCC cannot use them for general purposes.

Endowment Funds

These are restricted fund that must be retained as trust capital either permanently or subject to a discretionary power to spend capital as income, and where the use of any income or other benefit derived from the capital may be restricted or unrestricted.

INCOME

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when receivable, interest is accrued. All other income is recognised when it is receivable and is accounted for gross.

Agency Fee Income

Certain monies are collected by the District Church Councils within the Parish as agents for other parties. These include fees for vergers, organists, bell ringers, choir, and non-stipendiary ministers, for officiating at Church occasional offices, as well as parochial fees which are remitted to the Worcester Diocesan Board of Finance Limited. These agency collections and remittances are not included in income or expenditure shown in the Statement of Financial Activities ('SOFA').

EXPENDITURE

Grants and donations are accounted for when paid over or when designated for charitable donation, if that designation 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.

FIXED ASSETS

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings

These are not capitalised but all items are included in the Church's inventory in any case.

Tangible fixed assets for use by the charity

Spending on computers, fixtures, fittings and equipment is capitalised where the cost exceeds £1,500. This cost is amortised over the useful life of the asset which is up to 3 years for computers and between 3 and 7 years for other assets.

Investments quoted on a recognised stock exchange or those whose value derives from them are valued at markte value at the year end.

RESERVES POLICY

The PCC policy is to maintain a General Fund reserve that is used to pay all the everyday expenses. The balance on the General Fund will be kept at a level which, where possible, is at least equal to 3 months of future everyday expenses.

The General Fund reserve at the year-end amounted to £106,786 (2022 £112,021), which represents 8 months (2022 8 months) of everyday expenses in the year. In view of the current geopolitial uncertainties creating a cost of living crisis in the UK ,together with potential continued loss of income from regular giving, the PCC has determined that this level of General Fund is necessary.

2 INCOME and ENDOWMENTS

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2023 £	TOTAL 2022 £
2(a) Voluntary Income						
Plate collections	12,134	0	1,303	0	13,438	13,462
Planned giving and gift aid donations	67,751	0	1,460	0	69,211	70,790
Tax recoverable	17,815	0	755	0	18,570	18,852
Donations and legacies	4,729	30	6,856	0	11,614	11,780
	102,429	30	10,374	0	112,833	114,883
2(b) Activities for Generating Funds						
Summer fete	7,278	0	0	0	7,278	7,931
Christmas fayre	4,696	0	0	0	4,696	4,703
Rent, hall hire & parking	18,206	0	0	0	18,206	30,968
Church on the Green	2,034	0	0	0	2,034	2,667
Other fundraising events	5,146	0	19	0	5,165	4,818
	37,359	0	19	0	37,379	51,087
2(c) Investment Income						
Interest & dividends received	26,975	0	40,045	0	67,020	60,238
2(d) Church Activities						
Fees	13,706	0	3,843	0	17,549	17,170
Other	1,602	0	95	0	1,697	5,009
	15,309	0	3,938	0	19,247	22,179
2(e) Grants	0	1,262	0	0	1,262	12,574
TOTAL INCOME	**182,072**	**1,292**	**54,376**	**0**	**237,740**	**260,960**

3 EXPENDITURE

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2023 £	TOTAL 2022 £
3(a) Ministry Share to Diocese	104,332	0	0	0	104,332	122,797
3(b) Church Activities						
Mission & charitable giving	4,949	0	2,028	0	6,977	7,627
Clergy expenses	4,768	0	0	0	4,768	4,730
Service fees and expenses	900	0	0	0	900	2,032
Water, heat & light	20,048	0	0	0	20,048	13,218
Maintenance and Cleaning	19,400	7,763	14,061	0	41,224	42,931
Insurance	11,389	0	0	0	11,389	10,531
Sundry expenses	3,228	572	364	0	4,164	3,958
	64,682	8,336	16,452	0	89,470	85,027
3(c) Fundraising & Publicity						
Summer fete costs	1,201	0	0	0	1,201	1,027
Christmas fayre costs	721	0	0	0	721	712
Church on the Green	2,081	0	0	0	2,081	1,856
Other fundraising costs	192	0	0	0	192	95
	4,194	0	0	0	4,194	3,692
3(d) Administration Costs						
Office expenses	6,975	0	0	0	6,975	4,080
Independent Examiner honorarium	500	0	0	0	500	400
Professional fees and subscriptions	1,194	0	3,697	0	4,891	330
Subscriptions	2,354	343	0	0	2,697	1,622
Bank charges	313	107	496	0	916	353
	11,336	450	4,193	0	15,979	6,785
3(e) Depreciation						
St. Leonard's Church	0	0	5,286	0	5,286	1,379
	0	0	5,286	0	5,286	1,379
3(f) Capital Expenditure						
St Leonard's Church	103	1,264	15,389	0	16,755	11,905
St. Philip's Church	958				958	4,716
St. Stephen's Church	1,146		19,369	0	20,515	2,260
	2,207	1,264	34,758	0	38,229	18,881
TOTAL EXPENDITURE	**186,751**	**10,050**	**60,689**	0	**257,491**	**238,560**

St. Leonard's Church purchased a laptop, portable sound system and publicity equipment at a total cost of £1,264 for a new worshipping community (Church@4) that started in 2023.

St. Leonard's Church started a project in 2022 to upgrade their sound system, which was completed in early 2023

During 2023, St. Stephen's Church replaced a dais that had been destroyed by a flood during the roof repair project and some staging that had become unsafe. In addition, a new laptop was purchased, together with other technical equipment to facilitate the livestreaming of worship services.

4 NET TRANSFERS BETWEEN FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	Total £
2023					
St. Leonard Growing Mission & Ministry Fund to Church@4 Fund		14,865	(14,865)		0
St. Philip General Fund to Community Centre Fund	(2,500)		2,500		0
St. Philip Organ Restoration Fund to Organ Fund (Cheque Book)		7,561	(7,561)		0
	(2,500)	**22,426**	(19,926)	**0**	**0**
2022					
St. Philip General Fund to Community Centre (Restricted) Fund	(2,000)		2,000		0
	(2,000)	**0**	**2,000**	**0**	**0**

5 FIXED ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
Tangible assets						
Cost:						
At 1 January	0	0	6,895	0	6,895	6,895
Additions	0	0	26,048	0	26,048	0
At 31 December	**0**	**0**	**32,943**	**0**	**32,943**	**6,895**
Depreciation:						
At 1 January	0	0	3,102	0	3,102	1,723
Charge for year	0	0	5,286	0	5,286	1,379
At 31 December	**0**	**0**	**8,388**	**0**	**8,388**	**3,102**
Net Book Value						
At 1 January	0	0	3,793	0	3,793	0
At 31 December	**0**	**0**	**24,554**	**0**	**24,554**	**3,793**
Investments						
Market value at 1 January	20,661	296,988	677,057	58,913	1,053,620	1,072,297
St Stephen's Reclassification		(272,608)	272,608		0	
	20,661	24,380	949,665	58,913	1,053,620	1,072,297
Purchases	0	0	0	0	0	84,576
Introduce Milward Charity Fund	0	0	0	0	0	3,708
Dividends Reinvested	0	0	14,430	0	14,430	13,947
Revaluation Gain/(Loss)	1,944	2,294	79,588	1,692	85,518	(120,907)
Market Value at 31 December	**22,605**	**26,674**	**1,043,684**	**60,605**	**1,153,568**	**1,053,620**
TOTAL FIXED ASSETS	**22,605**	**26,674**	**1,068,238**	**60,605**	**1,178,122**	**1,057,413**

Note: St Stephen's investments in the St David's Batchely Fund have been reclassified from Designated to Restricted. Worcester Diocese has advised that the proceeds from the sale of St David's Church Hall are to be used for ecclesistical purposes in the district of St Stephen's church.

6 DEBTORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
Income Tax Recoverable	697	0.00	311	0	1,008	3,249
Sundry Debtors & Prepayments	684	0	7,448	0	8,132	3,731
Accounts Receivable	0	0	0	0	0	0
Total Debtors	**1,380**	**0**	**7,760**	**0**	**9,140**	**6,980**

7 CREDITORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
Due within one year						
Sundry Creditors & Accruals	8,619	0	3,292	0	11,911	15,469
Deposits Received In Advance	700	0	0	0	700	1,759
Accounts Payable	597	0	0	0	597	1,331
	9,916	0	3,292	0	13,208	18,559
Due in more than one year						
Deposits Received In Advance	0	0	0	0	0	200
Total Creditors	**9,916**	**0**	**3,292**	**0**	**13,208**	**18,759**

8 NET ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
FIXED ASSETS	22,605	26,674	1,068,238	60,605	1,178,122	1,057,413
CURRENT ASSETS						
Debtors	1,380	0	7,760	0	9,140	6,980
Cash at bank and in hand	92,716	21,546	318,791	0	433,053	469,660
CURRENT LIABILITIES	(9,916)	0	(3,292)	0	(13,208)	(18,559)
NON-CURRENT LIABILITIES	0	0	0	0	0	(200)
	106,786	**48,221**	**1,391,496**	**60,605**	**1,607,107**	**1,515,293**

9 FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
Balance at 1 January	112,021	411,450	932,908	58,913	1,515,293	1,610,093
Prior Year Adjustment	0	(379,192)	379,192	0	0	
Adjusted Balance at 1 January	112,021	32,259	1,312,100	58,913	1,515,293	
Incoming resources	182,072	1,292	54,376	0	237,740	260,960
Resources expended	(186,751)	(10,050)	(60,689)	0	(257,491)	(238,560)
	107,342	23,500	1,305,787	58,913	1,495,542	1,632,493
Net Transfers between funds	(2,500)	22,426	(19,926)	0	0	0
Investment revaluation gains/(losses)	1,944	2,294	79,588	1,692	85,518	(117,200)
Gain on Revuation Fixed Assets, Charities Own Use	0	0	26,048	0	26,048	
Balance at 31 December	**106,786**	**48,221**	**1,391,496**	**60,605**	**1,607,107**	**1,515,293**

Prior Year Adjustment: St.Stephen's Church held Designated funds amounting to £379,192 at 31st December 2022, which comprises the remaining balance of the net proceeds from the sale of St. David's Church Hall site in Batchley, Redditch in 1986. The Diocese has recently provided copies of correspondence dated 1996 with the Charity Commission and the Diocesan Register, which show that **these funds are to be used for any ecclesiastical purpose within the 'Parish of Redditch St Stephen' without distinction between capital and income.** Therefore, these funds have been reclassified as being **Restricted**. £300,000 of these funds have been allocated to the St. Stephen's Renewal Project.

CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period
From 1 January 2023 to 31 December 2023
Charity name: The Parochial Church Council of the Ecclesiastical Parish of Redditch Holy Trinity
Charity registration number:1134307
Charity's principal address: The Parish Office, St Stephen's Church, Church Green, Redditch B97 4DY

Summary of the purposes of the charity as set out in its governing document (Sorp Ref Para 1.17)
Holy Trinity Redditch Parochial Church Council ("PCC") has the responsibility of co-operating with Team Clergy led by Revd. Canon Paul Lawlor, Area Dean (in lieu of a Team Rector) in promoting, in the ecclesiastical parish, the whole mission of the Church; pastoral, evangelistic, social and ecumenical.

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit (Ref Para 1.18)
When planning our activities for the year, the Team Clergy and PCC have considered the Commission's guidance on public benefit and in particular the specific guidance on charities for the advancement of religion. In particular we look to help people live out their faith as part of the parish community through worship and prayer; living out the gospel; developing knowledge of and trust in Jesus; provision of pastoral care for people living in the parish; missionary and outreach work. To facilitate this work, it is incumbent upon us to maintain the fabric of, and sympathetically develop our buildings.

Descriptive and Administrative Information
Redditch Holy Trinity has a parish inhabited by more than 35,000 people covering the north, central and west of the Borough of Redditch, and the northeast and eastern edges of Bromsgrove District. The parish population is set to rise by at least 7,000 people by 2030, owing to new housing developments; the first two phases of new housing in Webheath district was completed in 2019 and there is continued extensive new building at the north end of St Stephen's district. The parish is part of the diocese of Worcester, and the deanery of Redditch and Bromsgrove. It borders the diocese of Birmingham to the north, and the diocese of Coventry at its farthest point east, in Beoley district. Although there have been settlements in the area that are mentioned in the Domesday records, the Borough of Redditch was founded in 1964 to facilitate the building of a new town, which forms much of north, east and south-east of the present borough. The parish includes both old and new parts of the Borough. Bromsgrove District borders the Borough boundary to cover semi-rural areas to the north and west; part of the parish falls within its boundary, including Beoley church. The two local authorities operate in partnership. Redditch itself is the second largest town or city in Worcestershire. It is the terminus for a direct train line through central Birmingham that ends at the north of the greater Birmingham area at Lichfield, while the M42 motorway crosses the most northerly part of Beoley district.
Each district within the parish has a distinct profile, ranging from the urban deprivation of St Stephen's and the diverse communities that form Beoley district, which includes urban deprivation, to the comparatively comfortable suburbia of Webheath. The parish ranks in the bottom 16% in the country in terms of deprivation. Poverty issues among pensioners, and the percentage of people with no qualifications are significant reasons for this rating. Areas of special concern are Batchley, Abbeydale and Church Hill South. St Bartholomew's, Tardebigge left the parish in March 2015 although they remain part of the wider team ministry, sharing team clergy and, de facto, Licensed Lay Ministers. The parish of St Bartholomew's covers the

Brockhill area of Redditch and the semi-rural area between Redditch and Bromsgrove and has a growing population of over 6,000. The parish has conducted worship at least once a week at St Leonard's Beoley; St Stephen's Redditch; and St Philip's Webheath. There has been ministry to care homes, nursing homes and schools.

Structure, Governance and Management

Type of governing document (Para 1.25)

Holy Trinity PCC is part of the Church of England. The Church of England have agreed with the Charity Commission that for the purposes of agreeing 'governing documents', Parochial Church Councils (PCCs) are governed by two pieces of legislation:
The Parochial Church Councils (Powers) Measure 1956 as amended; and the Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended)

How is the charity constituted? (Para 1.25)

Holy Trinity PCC is a charitable trust. The PCC is a registered charity, number 1134307; the parish office is situated in St Stephen's Church, Church Green, Redditch, B97 4DY. As a charity, the PCC must comply with the Charity Commission guidance and legislation in relation to charities.

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees (Para 1.25)

All PCC members are trustees of the charity and appointed or elected according to the rules laid down in the Church Representation Rules and according to our Safer Recruitment policy and procedures. PCC members are elected by those members of congregations that are on the electoral roll of the church. All baptized Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.
Legally, the PCC is responsible for the finances of the parish. It also has ultimate responsibility for the care and maintenance of all church buildings and their contents. The PCC and the incumbent have a duty of care to ensure the protection of the vulnerable in their church community. Although these responsibilities are executed by the churchwardens, all PCC members must share in the oversight. It has a voice in the forms of Service used by the church, although the priest is responsible for services of worship, and may make representations to the bishop on matters that affect the welfare of the parish. A "Rule 18" document has been enacted, delegating some of the PCCs powers to the constituent District Church Councils.
The full PCC met 5 times during the year, 3 via zoom video conferencing. In between PCC meetings, the business of the Parish was conducted by the PCC Standing Committee and in meetings of the DCC Treasurers which met 3 times during 2023. Their deliberations were received by the full PCC and discussed where necessary. Urgent matters arising between meetings were dealt with through 'Business By Correspondence'.
PCC Members who have served at any time from 1st January 2023 until the date this report was approved are:

Officers of the Council
Chair: Revd Paul Lawlor as Area Dean
Lay Chair: Philip Mitchell
Secretary: Elaine Whitfield
Treasurer: Vacant. Bookkeeper: Stuart Mason

CHARITY COMMISSION
FOR ENGLAND AND WALES

Members of the Council

Team Clergy
The Revd Canon Paul Lawlor's ministry is shared between St Stephen's, Faith at Work in Worcestershire and St John the Evangelist Church, Greenlands, which is in the parish of Ipsley. He is also Area Dean for Redditch and Bromsgrove Deanery.
The Revd Gail Rogers has special responsibility for St Leonard's, Beoley and for St. Laurence Church, Alvechurch.
Assistant Curate Revd Francis Moloney secured a post in Melksham in Salisbury and left the parish in July.
The Revd Sarah-Jayne Hewitt is an Assistant Curate with special responsibility for St Philip's, Webheath and St Bartholomew's.
Revd Martin Allen was licenced as Deacon as part of the Pathway Scheme in September in order to assist worship at St. Laurence, Alvechurch and St. Leonard's, Beoley.

ST LEONARD'S	ST PHILIP'S	ST STEPHEN'S
WARDENS:		
Ros Prentice	John Hawkins	Elaine Whitfield
PCC		
Pauline Bird	Garry Roberts	Philip Bladon
Mark Blamire-Brown	Stewart Mason	Bethan Craner
Sue Watkins	Sandra Finch	Irene Yates
1 Vacancy	1 Vacancy	Margaret Williams
DEANERY SYNOD		
Pauline Bird	Jill Allbut	Gail Stone
		Elaine Whitfield

Licensed Lay Ministers
Enid Mullis
Margaret Lloyd
Norma Walters

CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustee Name	Office if any	Date Acted if not for whole year
Rev Paul Lawlor	Chair	
Philip A Mitchell	Lay Chair	
Elaine Susan Whitfield	Secretary	
Stewart Mason	Book Keeper	
Gail Patricia Stone	Electoral Roll Officer & Parish Safeguarding Officer	
Keith Carter		1/1/23 -24/5/23
Mark James Blamire Brown		24/5/23 -31/12/23
David W Townsend		1/1/23 -24/5/23
Rosalind Prentice		
Philip Bladon		
Pauline Bird		
Irene Yates		
Rev Francis Moloney		1/1/23 -24/5/23
John Hawkins		
Alyson Hawkins		
Margaret Lloyd		
Garry Roberts		
Norma Waters		
Enid Mullis		
Margaret Williams		
Christopher Prevett		1/1/23 -24/5/23
Keith Abbotts		1/1/23 -24/5/23
Bethan Craner		
Rev Sarah Jayne Hewitt		
Rev Gail Rogers		
Sue Watkins		24/5/23 -31/12/23
Sandra Finch		24/5/23 -31/12/23
Jill Allbut		24/5/23 -31/12/23

Objectives and Activities

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts (Para 1.17 and 1.19)

The role of the PCC has the responsibility, along with the Area Dean, the Revd Paul Lawlor, to promote the mission of God in its parish, pastoral, evangelistic, social and ecumenical. The PCC and Area Dean have a duty of care to ensure the protection of the vulnerable in their church community.

The PCC is responsible for the districts of Beoley St Leonard; Redditch St Stephen & St David; Webheath St Philip; and all buildings, etc., associated with the churches.

We bear in mind the diocesan mission priorities, as contained in its Kingdom Vision initiative, which can be summarised as:

- Prayer to, and Worship of God the Father, Son and Holy Spirit
- Sharing, and helping people to understand, the Faith
- Addressing issues of poverty throughout the world
- Caring for the earth and the responsible management and use of its resources; building inclusive communities.

In the light of the gradual engagement with The Revitalising Redditch proposals (as part of the Diocesan Transformation Strategy) and the constantly developing role of DCCs in Mission and Ministry the PCC has gradually refined its role to focus upon its legal responsibilities and accountabilities. The decision was made early in the year to reduce the number of PCC meetings in order that they would take place quarterly.

It received and began discussions upon the Diocesan Transformation priorities which are to 'focus resources on doing a small number of things well in the places that will make the biggest difference, whilst ensuring that there is something to support every church which wants to increase in health and sustainability.
• Increasing the number of paid children's families and youth workers so that we have at least one church with a flourishing young peoples' ministry in each major area of population, and two such churches in each deanery.
• Investing in the renewal of a number of churches to ensure that each major area of population has at least one larger (150 AWA) healthy and sustainable church by 2030.
• Encouraging every benefice to launch a new worshipping community to enable a wider choice of ways to access church (eg Forest Church, Café Church).

Ecumenical Messy Church for families across the Parish takes place on the last Saturday of each month and a Youth Alpha course for Middle school pupils upwards started from Easter. The youth group, which had been meeting every Sunday evening for over a year to enjoy games and bible study, became young helpers for youth Alpha.

Young Bell Ringers continues to develop new and exciting ways to encourage our young people to embrace church.

Some of those involved in ministry to children and the Calling Young Disciples ("CYD") initiative formed a Learning Hub to further work begun by the Mission Enabler. The parish remains active in reaching out through school assemblies, including many conducted by Open the Book teams, which began returning to schools in April, or by Team Clergy.

Ecumenical 'Open the Book' teams visit several schools the Holy Trinity Parish: St Stephen's and St. George's First Schools, Abbeywood and Moons Moat First Schools in Church Hill South and Webheath Academy Primary School. Team members have undertaken training upon a new programme, recently commenced, with its partner The Bible Society. Every fortnight approximately 750 children hear about God's love for all. With the addition of another 400 plus children every half term. This is complemented by clergy-led assemblies and school visits to our churches for festivals etc.
All churches helped individuals and families who may be isolated or struggling by working in partnership with Redditch Food Bank, schools, YMCA Worcestershire, and various agencies. Faith at Work in Worcestershire, led locally by Revd Paul Lawlor, in partnership with the

neighbouring parish of Alvechurch St Laurence, ministered to staff in the Kingfisher Centre, the Civic Centre and to the Police and Emergency Services.

Review of the Year

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole (Para 1.20)
During the year the PCC has witnessed and managed considerable change.
The role of online communication has been important in not only reaching our established congregation but others from outside the local area as well.
Our Alpha (Youth and Adult), Exploring Discipleship and other courses, together with Messy Church and Open the Book teams, have helped individuals of all ages to come to know and trust Jesus.
Through their giving of time, talent and money our church members, working in partnership with others, have helped relieve the suffering of those in our local communities and beyond, both in the UK and overseas.
With increased diocesan encouragement and support, progress has been made in seeking to become eco-churches. St Leonard's and St Philip's have enhanced the attractiveness of their churchyards to wildlife. St Stephen's and St. Leonard's have gained the Eco-Church Bronze award and St. Philip's continues to work towards the Gold Award.

Management of PCC Finance and resources
During the vacancy for PCC Treasurer, our former treasurer, Mark Blamire-Brown, produced the PCC's annual accounts and Financial Review. He also prepared the budget for Central Office expenses. To complement this work Stuart Mason took on the role of bookkeeper for the Central Office. We are grateful to them and to the District Treasurers at St. Stephen's, St. Philip's and St. Leonard's for their on-going support.

The largest single item of expenditure for each church is the payment of a 'Common Purse' to the Diocese for funding the cost of ministry of stipendiary clergy, known as 'Ministry Share' This year the Diocese changed the Benefices to which they made their annual request for Ministry Share. The Diocese requested separately a Ministry Share of £109,140 from the Benefices of Holy Trinity Redditch (excluding Beoley, St Leonard) and Tardebigge, and £67,070 from the Benefice of Alvechurch and Beoley, the latter being paid in full.
The DCC for St. John's Church agreed a monthly payment towards Revd Paul Lawlor's ministry there.

Review of the charity's financial position at the end of the period (Para 1.21)
Trustees Annual Report
2023 Report and Financial Statements
Financial Review

Energy and food prices rose sharply in 2023, caused by global supply chain disruptions and the effects of the Russian invasion of the Ukraine, squeezing the
cost of living in the UK, which has impacted both the churches' income and expenditure.

Overall funds have almost returned to the same level as of 31st December 2021, duemainly to gains made on investments totalling £85,518 and the capitalisation of St.
Leonard's Church sound system upgrade, which amounted to £26,048.

a) Income
Overall income in 2023 amounted £237,740, a fall of £23,221 (11%) compared to the previous year.

Unrestricted income, excluding legacies and grants, in 2023 amounted to £182,072, being £17,639 (9%) lower than the comparable figure for the previous year. The main reasons for the difference being:
• Income from rent, hall hire, and parking fell by £12,763 (41%) in the year.
• St. Stephen's 2022 income includes £2,440 from an insurance claim in respect of a damaged car parking barrier.
• Plate and regular planned giving in 2023 was £1,671 (2%) lower than 2022.
• Fees from weddings, funerals and monuments was £907 (6%) lower in 2023 than 2022.

b) Expenditure
Overall expenditure in 2023 amounted to £257,491, being £18,931 (8%) higher than 2022.

Capital expenditure in 2023 amounted to £38,229 compared to £18,881 in 2022, which included:
• £19,369 spent by St Stephen's to replace a dais and staging that had been damaged by flooding. This cost was mitigated by an insurance payment towards this.
• £15,389 spent by St Leonard's to complete their sound system upgrade.
• £1,264 spent by St Leonard's on audio visual and publicity equipment for a new worshipping community (Church@4) that started in 2023.

'Everyday' expenditure in Unrestricted Funds fell by £3,292 (2%) from £161,643 in 2022 to £158,350 in 2023. The main reasons for the difference being:
• 'Ministry Share' expenditure in 2023 fell by £18,465 (15%) from £122,797 in 2023 to £104,332 in 2022. As in the previous year, Ministry Share in 2023 included a contribution of £25,000 from income received by the Worcester Diocese from investments held in the Redditch Holy Trinity Charity trust.
• However, church running costs, such as utilities, maintenance, and insurance, increased significantly in 2023 as result of energy price rises and inflationary pressures on the costs of construction, and other materials and services.

c) Net Income/Outgoing Resources
Net **outgoing** resources, before other recognised gains and losses, in 2023 amounted to £19,751 (2022 net **incoming** resources £22,400).

d) Transfers between funds
St Leonard's started a new worshipping community in 2023, known as Church@4. £14,865 has been allocated from the Growing Ministry & Mission Fund to cover the net costs of this new venture over the next 5 years.
St Philip's transferred £7,561 from their Organ Restoration Fund to cover the cost of restoration work on the organ in 2023. St Philip's also transferred £2,500 from their General Fund in 2023 to the restricted, Community Centre Fund to support the running cost of their Community Centre.
In 2022, St. Philip's Church transferred £2,000 during from their General Fund to their restricted, Community Centre Fund to part finance the final fitting-out of the

Centre.

e) Balance Sheet
Fixed asset investments
Long-term investments are "marked to market" at year-end. Any increase or decrease in value from the previous year is shown in the SOFA below the net income or deficit of the period.
Share prices rallied in 2023 following a dramatic decline in the value of shares on the Stock Market in 2022 due to adverse effects on global economies resulting from the war in Ukraine, which started in February. Consequently, the value of investments held at the year-end rose by £99,948, from £1,053,620 in 2022 to £1,153,568.
Some dividends are reinvested in the investment funds from which they have been received. In 2023, reinvested dividends amounted to £14,430 (2022 £13,947).

Cash Flow and Cash at Bank
There was a net cash **outflow** of £36,607 in 2023, a reduction of £38,941 (52%) from the net cash **outflow** of £75,548 in 2022. Capital expenditure, as described above, was the main contributor to the **outflow** of cash in 2023.
Overall cash balances at the year-end amount to £433,053 (2022 £469,660), which include:
• £117,398 (2022 £126,689) held in deposit savings by St. Leonard's Church for their restricted Growing Mission and Ministry Fund
• £80 394 (2022 £85,794) held in deposit savings by St. Leonard's Church for their restricted Capital & Fabric, Greey and Vestments & Linen Funds
• £52,337 (2022 £35,539) held in bank current accounts by St. Leonard's Church for 'everyday' expenditure in their unrestricted General Fund
• £18.005 (2022 £22,835) held in bank current accounts by St. Philip's Church for their various unrestricted, designated, and restricted funds
• £86,877 (2022 £106,584) held in a bank current account by St. Stephen's Church for their restricted, Roof Repair Fund, being unused proceeds from the sale of part of the St. David's, Batchley investment in 2021. This money has been reserved for a major church renewal project that is expected to start in 2024.
• £31,406 (2022 £57,465) held in bank current accounts by St. Stephen's Church for 'everyday' expenditure in their unrestricted General Fund.

Net Assets and Fund Balances
The overall value of net assets rose in 2023 by £91,814 (2022 £94,800 fall) to £1,620,315 (2022 1,534,052) at the year-end.
Unrestricted fund balances fell by £5,236 in 2023, compared to a rise of £3,721 in 2022. The value of unrestricted funds at the year-end stood at £106,786 (2022 £112,021), which represents approximately 8 months (2022 8 months) of 'everyday' future expenditure in the year.
However, the total value of designated, restricted and endowment funds rose by £97,049 in 2023, compared to a fall of £98,521 in 2022. Investment gains of £83,574 were the main contributor to the increase in funds in 2023. Whereas, investment losses amounting to £112,112 was the main contributor to the fall in funds in 2022

Policy on grant making (Para 1.38) Each district may make donations to charity as it thinks fit, but the PCC has no mandate to be a grant making body.

Church Activities

St Stephen's seeks to be a focal point for Christianity in the town and will continue to work towards being a visible and vibrant presence at the heart of the community. St Stephen's has hosted joint services and in its role as Hub Church for our town it celebrated Pentecost, the Queen's Jubilee, Redditch Youth for Christ and an Advent Service with Churches Together in Redditch. The church provided a safe and central venue for 'Radiate Redditch', and 'Speakeasy Now Group' continued to meet monthly; providing food for the homeless and an advocacy group for people with learning disabilities respectively. 'It's a Sign' used the forum area as a rehearsal space and the church has worked alongside Paul Shaun Smith Dance Academy, 'Choirs Connected' and other Redditch Dance and Drama groups to create a safe space for young people performing in the Redditch Christmas Extravaganza. The St Stephen's Christmas Tree Festival raised over £300 for local charities with hundreds of people visiting church.

The Sunday service remains at 9.30am with numbers up on pre-pandemic levels with regular attendance of between 35-40 adults and 7-10 young people attending the Fire Spirits children's ministry group. The church has enjoyed increased diversity in culture and age and our livestreamed services continue to be followed by 30-50 viewings per week helping us to reach out to those old and new who are unable to attend in person as well as helping us to reach new friends around the world. The Make Christmas Special Toy Appeal, based in the Kingfisher Centre surpassed expectations, providing Christmas presents for over 600 local children who were referred to us by various agencies and who would not have had Christmas gifts without this initiative. "Forest Church" meets at 2.30 on the 3rd Sunday of every month at Arrow valley Visitors Centre.

During the Autumn the church hosted a Redditch cross-church flower course, a preliminary activity to similar events which may be organised in the Redditch Mission Area

Church staging was renewed and the church began responding to the Church of England target to become carbon neutral by 2030. The lighting has all been changed to LED and an energy audit has been undertaken. The most efficient means of heating the building is a challenge that the audit will seek to help solve. With heating problems in the Autumn, A local contractor helped sustain the ageing boiler.

Other community events have included The Vintage Motor Show and Heritage Open Day partnered with Redditch Reimagined to show a film from 1957 of Redditch featuring St Stephen's Church.

The outward-focused 'Make Christmas Special' toy appeal, based in the Kingfisher Centre surpassed expectations, providing Christmas presents for over 600 local children who were referred by various agencies and who would not have had Christmas gifts without this initiative. This work benefited from relationships with Redditch Mission Area, other denominations and the wider Redditch community.

St. Leonard's has remained active as a worshipping community determined to serve and care for their neighbours. In addition to two services each Sunday, a Book of Common Prayer service is held on 5TH Sundays in the month at 8.00am and on the 1st Thursday of the month at 10.00am – with an attendance of between 14 and 20 people. A new worshipping community in the heart of Church Hill South, 'Church@4', has met on the third Sunday of every month.

Led by their shared vicar, Revd Gail Rogers, St Leonard's Church and their sister church, Alvechurch St Laurence have built a closer relationship, each church learning from the other.

There have been several joint services (including Nine Lessons and Carols, Christmas Day Communion, Christingle and Harvest Festival Service) and social events, including a screening of the late Queen Elizabeth's Platinum Jubilee Celebrations. A commemoration service for the departed was held in November and the Toy Service in December gathered donated toys for children visiting their dads in prison. The Summer Fete in July was successful despite rainy weather. For the second year the church supported the national 'Love Christmas', project, working in partnership local schools, YMCA Worcestershire, local councillors. AgeUK Redditch Rotary Club, Redditch Lions and Morrisons Supermarket. The partnership delivered 159 Gifts of Kindness to individuals or families who may be lonely or suffering hardship at Christmas. On the announcement of the Queen's death, the church opened for quiet prayer and remembrance. Knitted chains in church and decoration of the large magnolia tree by the Mothers' Union highlighted slavery in all its forms and domestic violence, respectively. Volunteer groups worked in conjunction with the contractor to maintain the churchyard. A footpath leading to the church door and the lower churchyard was repaired and renewed.

St. Leonard's has operated a limited live-streaming arrangement, together with an improved audio-visual system which was finalised and in situ in February. The Snowdrop weekend in February with the theme 'Weddings' was well supported by the community. There was a Renewal of Wedding Vows service during the weekend. The church continued its partnership work with a Diocese-sponsored Mission Accompanier, Alan Taylor, to support the development of their mission to reach-out to the local community. Their initial work informed the organisation of a Christmas Festival in the midst of the community and a Christmas Experience in local schools. The Pastoral Care Team has maintained support for church members with regular telephone calls and home visits to ensure communication and mutual care, supporting the clergy in this vital area of ministry. House groups remain an integral part of St. Leonard's worshipping community, continuing to meet online to share fellowship, prayer, and Bible study. Care to the wider community has been provided through collections for the Redditch Foodbank and increasing charitable giving.

St Philip's church building is, unlike the others in the team, located in the single housing district that they serve; members of the congregation often walk to church, and few live more than a mile away. It is, however, the least visible of the church buildings, having no tower or spire. In view of this, the church usually has a programme of exhibitions and events to draw people onto the church site.
From January to March the congregation were still asked to wear face coverings, socially distance and use sanitiser. Also, until the end of May, they were requested to sign in so there was a record of attendees in case of further outbreaks of Covid 19. Gradually services, held each Sunday at 11am, returned to normal apart from Communion, which was carried out by Intinction.

St Philip's does not receive income through historic trusts set up to benefit the church, nor does it have unrestricted reserves with which to respond to any unusual liabilities that may occur. Thankfully, it has a strong group of volunteers whose work helps to defray the cost of maintenance and repairs.
From July 2022 when Revd Richard Clark left, services at St Philip's have been led by Paul Lawlor, Francis Maloney, pioneer curate Sarah-Jayne Hewitt, LLM Dean Hall, Dick Johnson, retired priest John Barnett and Archdeacon Nikki Groarke.

Several services were held over the Christmas. Attendances at these services were disappointing compared to pre-pandemic.

Nine PIPS services were held monthly during school terms to engage 3-7-year-olds with Jesus by using bible stories, songs and games.
Remedial repairs to the church roof in February and to flooring in November were completed by contractors and church members, respectively. The Quiquennial inspection took place in October.
On 13th February, St Philip's Communion Centre was officially opened by the Right Reverend Martin Gorick, Bishop of Dudley. The Bishop also led the Holy Communion service that day.
The vicarage, vacated by Richard and Sue Clark remained unoccupied pending the appointment of a priest-in-charge.

A Bumps, Babes and Toddlers Group was held every Thursday morning, and two Messy Church events were held in St Philip's.
Open Church was held on a Saturday afternoon every month, providing opportunity for anyone to visit the community centre for a cup of tea and cake and, most importantly, meet new people.
St Philip's Ladies Circle met monthly in the community centre. The church maintained its support for local charities: proceeds from the Harvest Service in October were given to AOK (Acts Of Kindness) which includes Redditch Food Bank; gifts donated at the Toy Service in December were given to Redditch Home Start ; a 'Cash not Cards' collection was held on behalf of Redditch Youth For Christ.
The DCC agreed to donate 5% of unrestricted funds to Open Doors, Mission Aviation Fellowship and Christians Against Poverty. Following the Russian invasion of Ukraine in February a collection by the congregation raised £254 which was donated to Tear Fund.

Social and fundraising events during the year included a concert by the AD Concert Band, a model boat exhibition, a slide presentation about local railways, a very successful Bonfire and Burgers Night and the final event of the year was the Advent Fair in November.

Children and their families
St Stephen's hosted a weekly Young Bell Ringers group. Messy Church in the town centre has continued to reach families with younger children on a monthly basis and there is a Youth Group that met weekly. St Philip's work with children and their families included the PIPS services, Bumps Babies and Toddlers Group and Messy church.

Education & Safeguarding
The parish seeks to be fully engaged with local schools as part of its ministry to children, through involvement of Open the Book Teams and the Clergy in assemblies. The Open the Book team received training during the year in relation to the use of revised and updated materials in schools.

Redditch Holy Trinity PCC 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). Trained Safeguarding Officers are in place for all district churches. The clergy are up to date with Safeguarding training; all required safeguarding policies have been adopted and are in place.

Our safeguarding officers continue to monitor compliance with DBS certificates and safeguarding training. All required DBS are up to date, there have been no referral to DSA/ADSA. All members of PCC have completed safeguarding training (to at least Level 1) accessed on-line through the Worcester Diocese website. Following recommendation from the diocese DBS checks for PCC members began in May. There have been no situations where advice has been sought from DSA/ADSA this year.

PCC reviewed procedures for 'appointing' people to volunteer roles. Role descriptions are available for every post and Safer Recruitment guidelines are adhered to.

Leadership Roles and Activities

The parish has maintained its role in the community through supporting community-based activities, the conduct of many occasional offices, and the involvement in ecumenical outreach and other activities. Two Licensed Lay Ministers, Enid Mullis and Margaret Lloyd are licensed by the bishop to take funerals, while the third, Norma Walters, co-ordinates a pastoral team. Laity are actively involved in pastoral care and ministry in residential care homes when permitted to do so.

The Clergy Team

The clergy team, led by Revd Paul Lawlor has included Revd Gail Rogers as Team Vicar Assistant Curate Francis Moloney (until July 2023), Assistant Curate Revd Sarah-Jayne Hewitt and Assistant Curate Martin Allen (from September 2023)

The Revd Paul Lawlor is Area Dean of an enlarged Redditch and Bromsgrove Deanery. He is also a trustee of Faith at Work in Worcestershire, Tardebigge Relief in Need Charity, Eadie Mews Trust and of The Word Christian Bookshop. He is a governor of St Stephen's First School. Paul has continued to foster civic links through involvement in major civic and community events in the town centre, and he has a strong relationship with the local press. Paul is a member of Diocesan Synod.

Revd Gail Rogers is licensed as a team vicar but also as priest in charge of St Laurence's, Alvechurch which is not part of the team. Gail is a trustee of The Parochial Church Council of the Ecclesiastical Parish of Alvechurch and Alvechurch Grammar School Endowment.

The Revd Sarah Hewitt was appointed to work across the parish as a Pioneer Curate, a different model of curacy. She was ordained as Deacon in the Summer and was Priested in July. She celebrated her first Holy Communion at St Stephen's on July 2nd followed by a reception in St Stephen's Church.

Revd Paul Lawlor took sabbatical leave for 6 weeks in the Autumn during which Revd Sarah-Jayne supported the lay teams at St. Stephen's and St. John's, Greenlands.

Clergy have also undertaken other commitments which have helped them grow personally and in their contribution to parish life, which have in turn expanded the horizons of church members.

The vacancy for a priest in charge with responsibility for Webheath, Tardebigge and Lower Bentley persisted during the early months of the year. DCCs for St Philip's and St Bartholomew's led preparation of the Parish Profile and appointment procedure, but despite repeated advertisements it was not possible to make an appointment. Sarah-Jayne Hewitt was ordained as a priest and we have empowered her to assume an enhanced leadership role at St. Philip's, Webheath and at St. Bartholomew's, Tardebigge.

Sarah-Jayne Hewitt led two Pilgrim Courses and ALM Worship Leader course in September and an Advent Course in November. Sarah-Jayne also led the "Forest Church". Revd Garth Nathaniel, Rector of Ipsley Team Parish led an ALM Pastoral Care course.

The PCC gave permission for several of its members to take part in the ALM Worship Leader course.

Role of the Laity
At this time of change and uncertainty with significant changes in the Church of England's ministry across the diocese, the role of the laity is crucial in their capacity to be advocates for the changes as they happen. Pastorally, the role of the laity is vital in helping each other to come to terms with new realities and to become accustomed to the changes as they unfold. A Laity team at St Leonard's has organised and led Informal Worship on the 1st Sunday of the Month.

Contribution made by volunteers (Para 1.38)
The stipendiary clergy is supported by volunteers in all aspects of church life;

Electoral Roll

The electoral roll in 2023 was:-

	Resident	Non-resident	Total
No. Entries:			
St Leonard's	78	30	108
St Philip's	38	19	57
St Stephen's & St David's	54	34	88
Redditch Holy Trinity Total	170	83	253

7 individuals have died and been removed from the Electoral Roll and 1 person has moved away from the area. There have been 10 additions to St Stephen's, 2 to St Philip's and 5 to St Leonard's. This gives an overall increase of 9 members over the past year.

Mission and Ministry

The shape of mission and ministry of the parish can be said to have been substantially changed during and after the Covid pandemic. Attendances have fluctuated for each church, but have grown overall.
In whatever circumstances, we hope to make all our churches warm, welcoming and family-friendly; churches that are active in our efforts to reach out to the community, meeting the needs of the people and helping them to discover God's Love. We will do this together, while being unique and distinct from one another, in creative collaboration and outward focused mission.

Tasks for 2024:

- Each congregation to work on discerning its unique Missional Identity
- All of us seeking ways to support each other through the developing Redditch Mission Area.
- Develop our ways of working with the new relationships with St John's, Greenlands and St Laurence's Alvechurch and clergy availability.

- Seek new ways to grow new disciples, especially with children, young people and families.
- Ensure our buildings are fit for purpose.
- Commence a church renewal project at St Stephen's, including a re-ordering of the church building.
- Develop the fledgling new worshipping communities in Church Hill South and at the Arrow Valley Visitors Centre

Parochial Reorganisation
Redditch Mission Area
A core group of people was formed from across the Redditch area to guide discussions with some external support from an adviser, Rod Street, who has experience of mission area development in Bristol.
Holy Trinity PCC will work in positive cooperation with the "Redditch Mission Area" to boost our collaborative ministry and effectiveness in outreach. As preparations continue the PCC will still be the legal identity of the constituent churches. It will continue to be the primary forum in which we can come together and understand what is happening across our churches and where we can collaborate.

St. Stephen's Renewal Project. The Diocese has secured funding from the Church of England's Strategic Mission and Ministry Investment Board. This will release significant funding to develop St Stephen's by funding posts and resourcing the reorganisation of the building. St Stephen's will be:

1. Funding a Planting Priest to focus on the renewal project for St Stephens.

2. There is money allocated to ensure that the church building can support what God is calling us to do. The project funding, plus money we have designated, should allow us to make St Stephen's an even more warm, welcoming and useful space in the heart of our town.

3. funding allocated to a children's and family's worker, a youth worker and for an operations person with some further admin support.

4. Funds are also allocated to provide resources and training. The project is a long-term one and will run until 2030.

A Working Agreement was formed in September, and agreed by the PCC in December, from which key points are included here: -

'In partnership with All Saints Worcester (the resourcing church in the Archdeaconry of Worcester), a designated 'planting curate' from All Saints will become priest-in-charge of St Stephens in the summer of 2024 to lead the renewal project. Alongside the current Area Dean for Redditch (also Team Vicar in the Holy Trinity team), the vicar of All Saints Worcester, and members of the diocesan staff, initial conversations have begun, concerning the structure of the project, the reordering of buildings, the review of governance structures, and the shape of the wider project team. St Stephen's will continue to be relationally connected to All Saints Worcester as to share a sense of collaborative mission, mutual encouragement, accountability, friendship, and prayer.

The appointed priest-in-charge is tasked with pioneering a new project in an existing context. The type of leadership will require sensitivity coupled with openness to creativity and change.

Worcester as to share a sense of collaborative mission, mutual encouragement, accountability, friendship, and prayer.

The appointed priest-in-charge is tasked with pioneering a new project in an existing context. The type of leadership will require sensitivity coupled with openness to creativity and change. The leader will need to guide the existing congregation into a season of transformation with the support of bishops, archdeacons, diocesan staff, area dean, and All Saints Worcester.

The renewal nature of the project necessitates the separation of St Stephen's from the existing team ministry that it might function creatively, openly, and independently. St Stephens will become autonomous in its governance and leadership and St Stephen's will remain this way indefinitely in ongoing relationship and partnership with the wider Redditch Mission Area.

Circa £1.7m is earmarked for St Stephen's Redditch between 2024 and 2030 for staffing costs and building redevelopment work thanks to the successful diocesan bid to the national church's Strategic Mission and Ministry Investment Board. There is an additional £300k allocated from PCC funds for works and activity in St Stephens that can be drawn upon. The diocese and St Stephen's will work closely together through the duration of the project to ensure good stewardship of finances.

A proposed soft launch of the renewal project will be September 2024. The appointed priest-in-charge and his family will relocate to Redditch in the summer of 2024.'

The Working Agreement outlined the proposed timescales and stakeholder responsibilities including the *Project Core Team,* Revd Fraser Oates *(Appointed Priest-in-Charge - currently assistant curate at All Saints Worcester) and* Revd Canon Paul Lawlor *(Area Dean & Holy Trinity Redditch Team Vicar) and the St Stephen's Extended Project Team comprising-*Elected members of St Stephen's District Church Council and elected members of the PCC .

The PCC meeting of 7th December approved a Deed of Appointment with Design Consultancy 'One Creative Environments Limited' for the reordering of the St Stephen's Church building, with staged payments.

Declarations The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s) E.S. Whitfield. P.A. Mitchell

Full name(s) ELAINE SUSAN WHITFIELD. PHILIP MITCHELL

Position (eg Secretary, Chair, etc) SECRETARY. LAY CHAIR.

Date 23/5/2024

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF REDDITCH HOLY TRINITY

England & Wales - Charity number 1134307

Accounts

CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1 January 2022 to 31 December 2022

Charity name: The Parochial Church Council of the Ecclesiastical Parish of Redditch Holy Trinity

Charity registration number:1134307

Charity's principal address: The Parish Office, St Stephen's Church, Church Green,

Redditch B97 4DY

Summary of the purposes of the charity as set out in its governing document (Sorp Ref Para 1.17)

Holy Trinity Redditch Parochial Church Council ("PCC") has the responsibility of co-operating with Team Clergy led by Revd. Canon Paul Lawlor, Area Dean in promoting, in the ecclesiastical parish, the whole mission of the Church; pastoral, evangelistic, social and ecumenical.

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit (Ref Para 1.18)

When planning our activities for the year, the Team Clergy and PCC have considered the Commission's guidance on public benefit and in particular the specific guidance on charities for the advancement of religion. In particular we look to help ordinary people live out their faith as part of the parish community through worship and prayer; living out the gospel; developing knowledge of and trust in Jesus; provision of pastoral care for people living in the parish; missionary and outreach work. To facilitate this work it is important for us to maintain the fabric of, and sympathetically develop our buildings.

Descriptive and Administrative Information

Redditch Holy Trinity has a parish inhabited by more than 35,000 people covering the north, central and west of the Borough of Redditch, and the northeast and eastern edges of Bromsgrove District. The parish population is set to rise by at least 7,000 people by 2030, owing to new housing developments; the first two phases of new housing in Webheath district was completed by the end of 2019 and there is continued new building at the north end of St Stephen's district. The parish is part of the diocese of Worcester, and the deanery of Redditch and Bromsgrove. It borders on the diocese of Birmingham to the north, and the diocese of Coventry at its farthest point east, in Beoley district. Although there have been settlements in the area that are mentioned in the Domesday records, the Borough of Redditch was founded in 1964 to facilitate the building of a new town, which forms much of north, east and south east of the present borough. The parish includes both old and new parts of the Borough. Bromsgrove District borders the Borough boundary to cover semi-rural areas to the north and west; part of the parish falls within its boundary, including Beoley church. The two local authorities operate in partnership. Redditch itself is the second largest town or city in Worcestershire. It is the terminus for a direct train line through central Birmingham that ends at the north of the greater Birmingham area at Lichfield, while the M42 motorway crosses the most northerly part of Beoley district.

Each district within the parish has a distinct profile, ranging from the urban deprivation of St Stephen's and the diverse communities that form Beoley district, which includes urban deprivation, to the comparatively comfortable suburbia of Webheath. The parish ranks in the bottom 16% in the country in terms of deprivation. Poverty issues among pensioners, and the percentage of people with no qualifications are significant reasons for this rating. Areas of special concern are Batchley, Abbeydale and Church Hill South

St Bartholomew's, Tardebigge left the parish at the end of March 2015 although they remain part of the wider team ministry, sharing team clergy and, de facto, Licensed Lay Ministers. The parish of St Bartholomew's covers the Brockhill area of Redditch and the semi-rural area between Redditch and Bromsgrove and has a growing population of over 6,000.

The parish has conducted worship at least once a week at St Leonard's Beoley; St Stephen's Redditch; and St Philip's Webheath. There has been ministry to care homes, nursing homes and schools.

Structure, Governance and Management
Type of governing document (Para 1.25)

Holy Trinity PCC is part of the Church of England. The Church of England have agreed with the Charity Commission that for the purposes of agreeing 'governing documents', Parochial Church Councils (PCCs) are governed by two pieces of legislation:

The Parochial Church Councils (Powers) Measure 1956 as amended; and the Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended)

How is the charity constituted? (Para 1.25)

Holy Trinity PCC is a charitable trust. The PCC is a registered charity, number 1134307; the parish office is situated in St Stephen's Church, Church Green, Redditch, B97 4DY. As a charity, the PCC must comply with the Charity Commission guidance and legislation in relation to charities.

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees (Para 1.25)

All PCC members are trustees of the charity and appointed or elected according to the rules laid down in the Church Representation Rules and according to our Safer Recruiting policy and procedures. PCC members are elected by those members of congregations that are on the electoral roll of the church. All baptized Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

Legally, the PCC is responsible for the finances of the parish. It also has ultimate responsibility for the care and maintenance of all church buildings and their contents. The PCC and the incumbent have a duty of care to ensure the protection of the vulnerable in their church community. Although these responsibilities are executed by the churchwardens, all PCC members must share in the oversight. It has a voice in the forms of Service used by the church, although the priest is responsible for services of worship, and may make representations to the bishop on matters that affect the welfare of the parish. A "Rule 18" document has been enacted, delegating some of the PCCs powers to the constituent District Church Councils.

The full PCC met, still via zoom video conferencing, 6 times during the year. In between PCC meetings, the business of the Parish was conducted by the PCC Standing Committee, which met 3 times during 2022. Their deliberations were received by the full PCC and discussed where necessary. Urgent matters arising between meetings were dealt with through 'Business By Correspondence'.

PCC Members who have served at any time from 1st January 2022 until the date this report was approved are:

Officers of the Council

Chair: Revd Richard Clark (until 20 July 2022)
Revd Paul Lawlor as Area Dean (from 21 July 2022)
Lay Chair: Philip Mitchell
Secretary: Elaine Whitfield
Treasurer: Mark Blamire-Brown (until 18 May 2022)
Vacant (from 19 May 2022)

Members of the Council

Team Clergy
The Revd Canon Paul Lawlor's ministry is shared between St Stephen's, Faith at Work in Worcestershire and St John the Evangelist Church, Greenlands, which is in the parish of Ipsley. He is also Area Dean for Redditch and Bromsgrove Deanery.
The Revd Richard Clark was Team Rector with special responsibility for St Philip's, Webheath and St Bartholomew's, Tardebigge until 20th July 2022.
The Revd Gail Rogers has special responsibility for St Leonard's, Beoley and for St. Laurence Church, Alvechurch.
The Revd Francis Moloney is an Assistant Curate serving in the team
The Revd Sarah-Jayne Hewitt is an Assistant Curate serving in the team (from 3rd July 2022)

Parish Wardens
Rosalind Prentice
Keith Abbotts
Lady Elaine Whitfield
John Hawkins
Keith Carter

Deanery Synod Representatives
Alyson Hawkins
Julie Bird
Gail Stone
Elaine Whitfield
Pauline Bird

Licensed Lay Ministers
Enid Mullis
Margaret Lloyd
Norma Walters

Bryan Allbut was the Chair of the Diocesan Board of Education and a member of Diocesan Synod (until 23rd December 2022) and was therefore an ex-officio member of the council. He was, more latterly, a Member of the Worcester Diocesan Multi-Academy Trust.

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Rev Richard Martin Clark	Chair	Until 20th July 2022	
2	Keith Carter			
3	Mark James Blamire-Brown	Parish Treasurer	Until 18 May 2022	
4	David W Townsend			
5	Rosalind Prentice	Churchwarden		
6	Philip Bladon			
7	Philip A Mitchell	Lay Chair		
8	Julie Bird			
9	Irene Yates			
10	Rev Francis Moloney			
11	John Hawkins	Churchwarden		

12	Margaret Lloyd			
13	Garry Roberts			
14	Norma Walters			
15	Stewart Mason			
16	Enid Mullis			
17	Margaret Williams			
18	Elaine Susan Whitfield	Secretary & *Churchwarden*		
19	Christopher Prevett			
20	Keith Abbotts	Churchwarden		
21	Pauline Bird			
22	Alyson Hawkins			
23	Gail Stone	Electoral Roll & Safeguarding Officer		
24	Rev Paul Lawlor	Chair	From 21 July 2022	
25	Bethan Craner			
26	Rev Gail Rogers			
27	Rev Sarah-Jayne Hewitt		From 3rd July 2022	
28	Susan Watkins			

Objectives and Activities

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts (Para 1.17 and 1.19)

The role of the PCC has the responsibility, along with the Area Dean, the Revd Paul Lawlor, to promote the mission of God in its parish, pastoral, evangelistic, social and ecumenical. The PCC and Area Dean have a duty of care to ensure the protection of the vulnerable in their church community.

The PCC is responsible for the districts of Beoley St Leonard; Redditch St Stephen, St George & St David; Webheath St Philip; and all buildings, etc., associated with the churches.

We bear in mind the diocesan mission priorities, as contained in its Kingdom Vision initiative, which can be summarised as:

- Prayer to, and Worship of God the Father, Son and Holy Spirit
- Sharing, and helping people to understand, the Faith
- Addressing issues of poverty throughout the world
- Caring for the earth and the responsible management and use of its resources; building inclusive communities.

The Diocese is especially concerned that each parish builds its work with children and young people, which we are already eager to do. As part of this concern the diocese deployed a Mission Enabler, Anne Batchelor followed by Helen Laird, to the parish as part of their Calling Young Disciples ("CYD") initiative. Some of those involved in ministry to children formed a Learning Hub to further the work begun by the Mission Enabler to ensure sustainable initiatives are developed. The parish remains active in reaching out through school assemblies, including many conducted by Open the Book teams or by Team Clergy. We have a Messy Church, based in the town centre, an ecumenically supported activity for families across the Parish. This has developed during the year and moved from running quarterly to monthly.

Faith at Work in Worcestershire, led locally by Revd Paul Lawlor, are busy, especially in ministry to staff in the Kingfisher Centre, the Civic Centre and to the Police and Emergency Services

St Stephen's has worked at ensuring that it has a central place in community life; St Leonard's has been active in Church Hill and further afield; St Philip's has sought to draw local people to church.

Review of the Year
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole (Para 1.20)

During a year which has seen an unprecedented amount of change – still emerging from Covid; Revd Richard Clark moving on; suspension of the benefice and preparation to fill the vacancy; Revd Gail Rogers settling-in; Revd Francis Moloney preparing for his next role; welcoming Revd Sarah-Jayne Hewitt – all within the context of preparation for the Redditch Mission Area, with so much falling upon the shoulders of Revd Paul Lawlor, there has been much progress and much which has been achieved..

The role of our online communication has been important in not only reaching our established congregation but others from outside the local area as well. New audio-visual equipment has been purchased to facilitate ongoing mission and ministry.

Alpha (Youth and Adult), Exploring Discipleship and other courses, Messy Church and Open the Book have all been led at regular intervals, with people from different congregations, in the parish and beyond, working collaboratively.

Progress has been made in seeking to become eco-churches and action has been taken at St Leonard's and St Philip's to enhance the attractiveness of the churchyards to wildlife. St Stephen's and St. Leonard's have gained the Bronze award and St. Philip's continues to work towards the Gold Award.

Management of PCC Finance and resources

Following the resignation of the Treasurer it has not been possible to appoint anyone to the full substantive role. The Treasurer offered in the short-term, pending a further appointment, to produce the end-of-year accounts, evaluation of the information and year-end consolidation. To complement this work PCC determined to:-

1. Have a bookkeeper to carry out the daily/weekly/quarterly accounting
2. Approach **the Independent Examiner** to undertake a bi-annual inspection of the books and records.
3. Restore quarterly reports.

We were grateful to the District Treasurers of St. Stephen's, St. Philip's and St. Leonard's who undertook the bookkeeping work pending Stewart Mason's commencement of the role in 2023.

Review of the charity's financial position at the end of the period (Para 1.21)
Income

Overall income in 2022 amounted to £260,960, a fall of £43,457 compared to the previous year.

Income from Grants fell by £59,418 in 2022. In 2021 Grant income amounted to £71,991, being for two major projects, namely the build and fitting out of St. Philip's Community Centre, and a major repair to St. Stephen's Church roof. Both projects have now been completed.

Unrestricted income, excluding legacies and grants, in 2022 amounted to £199,411 being £61,435 (31%) higher than the comparable figure for the previous year. The main reasons for the difference being:

- The closure of Church buildings for long periods in 2020 and 2021, due to the Covid-19 pandemic restrictions on worship, had a devasting impact on income in those years. Mercifully, these restrictions were lifted in 2022, which enabled our churches to resume their activities for generating

funds, such as fund-raising events, and facilities rental. Consequently, income from activities for generating funds rose by £29,991 in 2022.

- £25,000 of the increase in unrestricted income is due to the introduction, in 2022, of a new system, known as 'Ministry Share', for calculating the Parish's contributions to the Diocese of Worcester's 'common purse'. Previously, Parish contributions, known as 'Parish Share', were based on the number of members in each church adjusted for their average income. Now, under the new system of 'Ministry Share', the Parish's contributions are based on the cost of ministry received by the churches in the Parish, adjusted for average income of church members, **less** £25,000 for investment income received by the Diocese from the Redditch Holy Trinity Charity, which is administered by the Diocese, as Trustee, on behalf of the Parish.

- The resumption of worship in church buildings in 2022 resulted in a 66% rise in plate giving amounting to £8,183. However, regular giving via the Parish Giving Scheme and direct bank payments fell once again in 2022, by £4,228, being 6% below the 2021 level of giving.

b) Expenditure

Overall expenditure in 2022 amounted to £238,560, a fall of £242,555 compared to the previous year.

St. Stephen's Church incurred final expenditure of £12,919 in 2022 to complete their roof repair project, which compares with expenditure of £263,411 in 2021.

St. Philip's Church incurred expenditure of £4,718 in 2022 to complete the fitting-out of their new community centre, which compares with expenditure of £48,705 in 2021.

'Everyday' expenditure in Unrestricted Funds amounted to £186,643, being £31,634 higher than expenditure in 2021. The main reasons for the difference being:

- Expenditure on 'Ministry Share' in 2022 amounted to £127,493, being a rise of £12,723 against the figure for 'Parish Share' in 2021. However, the actual payments of 'Ministry Share' to the Diocese in 2022 amounted to £102,493, being £12,277 lower that the 'Parish Share' payments in 2021. Following Diocese advice on accounts disclosure, the actual payments of 'Ministry Share' have been grossed-up by the investment income of £25,000 received by the Diocese from the Redditch Holy Trinity Charity, as described in section a) Income above.

- Church running costs, such as utilities, maintenance, and cleaning, have increased in 2022 as result of church buildings being open again for worship in 2022.

c) Net Income/Outgoing Resources

Net **incoming** resources, before other recognised gains and losses, in 2022 amounted to £22,400 (2021 net **outgoing** resources £176,898). However, excluding exceptional income and expenditure on St. Stephen's Roof Repair Project and St. Philip's Community Centre project would turn the deficit in 2021 to a surplus of £15,413.

d) Transfers between funds

St. Philip's Church transferred £2,000 during 2022 from their General Fund to their restricted, Community Centre Fund to part finance the final fitting-out of the Centre.

To comply with the Parochial Church Council's reserves policy, St. Leonard's Church needed to transfer £8,383 from their Growing Mission & Ministry Fund to their General Fund in 2021.

e) Balance Sheet Fixed asset investments

Following the closure of St. George's District Church, the Trustees approved in 2022 the transfer of Endowment investment funds (including the Milward Memorial Charity Fund), totalling £24,150 to St. Stephen's Church. These Endowments were made for the benefit of those residing in the old, needle district of Redditch, which now lies within the district of St. Stephen's Church.

At the start of 2022, interest rates on deposit savings were historically very low. St. Leonard's Church undertook an annual review of their investment values and returns in the first quarter of 2022 and decided to reinvest £84,576 of their deposit savings in EdenTree Amity Balance and Global Equities Funds for Charities.

Long-term investments are "marked to market" at year-end. Any increase or decrease in value from the previous year is shown in the SOFA below the net income or deficit of the period.

There was a strong performance on stock markets in the 2021. However, the economic effects of the war in Ukraine, which started in February 2022, resulted in an immediate, dramatic decline in the value of shares on stock markets.
Consequently, the value of investments held at the year-end fell by £117,200 in 2022 (investment value rose by £143,397 in 2021).

Some dividends are reinvested in the investment funds from which they have been received. In 2022, reinvested dividends amounted to £13,947 (2021 £15,911). In 2021, St. Stephen's Church sold some of the investments in the St. David's, Batchley Designated Fund to raise £300,000 to finance the shortfall of income over

expenditure on their Roof Repair Project. The fall in the value of reinvested dividends is mainly due to the reduction in investments held by the St. David's, Batchley Designated Fund.

Cash Flow and Cash at Bank

There was a much-reduced net outflow of cash from operating activities in 2022 (£12,263), compared to 2021 (£222,905 net outflow of cash) that included expenditure on the St. Stephen's Roof Repair and St. Philip's Community Centre projects, as described above.

Cash held in bank current and savings deposit accounts fell by £75,548 in 2022, mainly as a result of St. Leonard's Church, withdrawing deposit savings to purchase shares in EdenTree investment funds, as described above.

The overall cash balance of £469,660 at the year-end includes:

- £126,689 held in deposit savings by St. Leonard's Church for their restricted Growing Mission and Ministry Fund

- £85,794 held in deposit savings by St. Leonard's Church for their restricted Capital & Fabric, Churchyard and Vestments & Linen Funds

- £35,539 held in bank current accounts by St. Leonard's Church for 'everyday' expenditure in their unrestricted General Fund

- £22,835 held in bank current accounts by St. Philip's Church for their various unrestricted, designated, and restricted funds

- £106,584 held in a bank current account by St. Stephen's Church for their Roof Repair Fund, being unused proceeds from the sale of St. David's, Batchley investments in 2021

- £57,465 held in a bank current account by St. Stephen's Church for 'everyday' expenditure in their unrestricted General Fund.

Net Assets and Fund Balances

The overall value of net assets fell in 2022 by £94,800 (2021 £33,301 fall) to £1,515,293 (2021 £1,610,093) at the year-end.

Unrestricted fund balances rose by £3,721 in 2021, compared to a fall of £5,917 in 2021. The value of unrestricted funds at the year-end stood at £112,021 (2021 £108,301), which represents approximately 8 months (2021 8 months) of 'everyday' future expenditure in the year.

However, in total the value of designated, restricted and endowment funds fell by £98,521 in 2022, compared to a fall of £27,384 fall in 2021. Investment losses of £112,112 was the main reason for the fall in funds in 2022.

Expenditure by St. Stephen's Church and St. Philip's Church on their respective Roof Repair and Community Centre projects, offset by investment gains, was the main reason for the fall in funds in 2021.

Policy on grant making (Para 1.38)
Each district may make donations to charity as it thinks fit, but the PCC has no mandate to be a grant making body.

Church Activities

St Stephen's seeks to be a focal point for Christianity in the town and will continue to work towards being a visible and vibrant presence working with, and at the heart of the community. St Stephen's has hosted joint services and has continued to livestream its worship. St. Leonard's has operated a similar live-streaming arrangement, together with an improved sound system. St Stephen's has also made significant progress in the renewal of its building by completing major repair work on its roof.
St Stephen's continue to run Alpha and Youth Alpha courses and have an active Youth Group which meets weekly. The Christmas Tree Festival saw hundreds of people visit the church and raised £378 for local charities. Support was given via charitable giving to the Pakistan Flood Appeal, Acorns Hospice, Shelterbox and Mary's Meals. The Make Christmas Special Toy Appeal at Christmas was able to provide gifts for 600 children who were signposted to the church by various care agencies, schools and The Job Centre.

Church members at St. Leonard's have remained active as a worshipping community determined to serve and care for their neighbours. The church began partnership work with a Diocese-sponsored Mission Accompanier, Alan Taylor, to support the development of their mission to reach-out to the local community. Their initial work informed the organisation of a Christmas Festival in the midst of the community and a Christmas Experience in local schools. The Pastoral Care Team has maintained support for church members with regular telephone calls and home visits to ensure communication and mutual care, supporting the clergy in this vital area of ministry. House groups remain an integral part of St. Leonard's worshipping community, continuing to meet online to share fellowship, prayer, and Bible study. Care to the wider community has been provided through collections for the Redditch Foodbank and increasing charitable giving. There was a strong response to the Christmas appeal to provide gifts to children of prisoners at Hewell Prison, working closely with Beoley Mother's Union branch in this respect. For a second year the congregation of St. Leonard's worked with community partners to provide '#lovechristmas' gifts of kindness to vulnerable families, the elderly, young people, and those living alone in Church Hill at Christmas. The annual Snowdrop Weekend event returned with **great** success in February 2022, welcoming visitors from far and wide to the historic church and grounds.

St Philip's church building is, unlike the others in the team, located in the single housing district that they serve; members of the congregation often walk to church, and few live more than a mile away. It is, however, the least visible of the church buildings, having no tower or spire. In view of this, the church usually has a programme of exhibitions and events to draw people onto the church site. Private donations

plus a transfer generously given by St Stephen's contributed to the completion of the annex to enhance the context of mission from the church building, which is the only congregation of any denomination that meets in the local area. St Philip's does not receive income through historic trusts set up to benefit the church, nor does it have unrestricted reserves with which to respond to any unusual liabilities that may occur. Thankfully, it has a strong group of volunteers whose work helps to defray the cost of maintenance and repairs.

Children and their families

A service in January was held to celebrate all that CYD had accomplished over the years. A Learning Hub meeting at the end of March enabled future planning. Mission Enabler, Helen Laird, was welcomed to continue the excellent work begun by Ann Batchelor.

The Messy Church team has created many activities, including throughout Advent, sustaining the high quality of their collaborative mission. The team has led sessions with a focus on 'giants of faith' on the last Saturday of every month, with the exception of Easter and Christmas.

Education & Safeguarding

The parish seeks to be fully engaged with local schools as part of its ministry to children, through involvement of Open the Book Teams and the Clergy in assemblies. St Stephen's hosted a weekly Young Bell Ringers group. Messy Church in the town centre has continued to reach families with younger children on a monthly basis and there is a Youth Group that met weekly.

The Redditch Holy Trinity PCC 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). Trained Safeguarding Officers are in place for all district churches. The clergy are up to date with Safeguarding training; all required safeguarding policies have been adopted and are in place.

All required DBS are up to date, there have been no referral to DSA/ADSA. All members of PCC have been reminded of the need to complete safeguarding training (Level 1) accessed on-line through the Worcester Diocese website. PCC has also recommended that DCC members also complete at least Level 1 training. There have been no situations where advice has been sought from DSA/ADSA this year

Role descriptions are available for every post and Safer Recruitment guidelines are adhered to.

Leadership Roles and Activities

The parish has maintained its role in the community through supporting community-based activities, the conduct of many occasional offices, and the involvement in ecumenical outreach and other activities. Two Licensed Lay Ministers are licensed by the bishop to take funerals, while the third, Norma Walters, co-ordinates a pastoral team. Laity are actively involved in pastoral care and ministry in residential care homes when permitted to do so.

The Clergy Team

The changing clergy team, led by Revd Richard Clark and more latterly by Revd Paul Lawlor, has been sustained by the appointment of Revd Gail Rogers as Team Vicar, the continued involvement of Assistant Curate Revd Francis Moloney and the welcome arrival of-Assistant Curate Revd Sarah-Jayne Hewitt.

The Revd Paul Lawlor is Area Dean of an enlarged Redditch and Bromsgrove Deanery. He is also a trustee of Faith at Work in Worcestershire, Tardebigge Relief in Need Charity, Eadie Mews Trust and of The Word Christian Bookshop. He is a governor of St Stephen's First School.
Paul has continued to foster civic links through involvement in major civic and community events in the town centre, and he has a strong relationship with the local press.

The Revd. Richard Clark had a chaplaincy role at Redditch United Football Club where he encouraged the community work of the club, and has been a pastoral presence for directors, staff, volunteers and their

families. He has shared Christian-based messages in programme articles for every home match. He worked with Redditch Youth for Christ.
Richard was a member of Bishop's Council and Standing Committee, Chair of the Commission of Social Responsibility and a trustee of the Worcester Diocesan Academies Trust. He was a governor of Tardebigge School and a member of the Shires Multi Academy Trust

Revd Gail Rogers, who we were pleased to welcome last year, has been licensed as a team vicar to this team but also as priest in charge of St Laurence's, which is not part of the team. Gail is also a trustee of The Parochial Church Council of the Ecclesiastical Parish of Alvechurch and Alvechurch Grammar School Endowment.

The PCC recognised that Assistant Curate Francis Moloney would leave for his first appointment at some point in the year but were grateful, in the interim, for his continued ministry. Francis is a governor of St George's First School.

The Revd Sarah Hewitt was appointed to work across the parish as a Pioneer Curate, a different model of curacy. She was ordained as Deacon in the Summer and anticipates being Priested in July 2023.

The Reverends Paul Lawlor, Francis Moloney and Richard Clark are members of Diocesan Synod.

Clergy have also undertaken other commitments which have helped them grow personally and in their contribution to parish life, which have in turn expanded the horizons of church members. This includes conferences and meetings run by New Wine, Naturally Supernatural and World Prayer Centre. Richard undertook an annual mission trip to support a "Fresh Expressions" outreach based at Boat of Garton near Aviemore, giving encouragement, support and guidance in shaping this new work.

These conferences and trips serve to refresh the clergy and renew their vision, giving them much to share when they return to the parish.

Richard Clark moved to a parish of 5 churches in North Wingfield, Derbyshire at the end of June and was licensed in July. The PCC gave thanks for his leadership of the worshipping communities at Webheath and Tardebigge, his work for Redditch Youth For Christ and Redditch United FC, and in various diocesan roles.

Bishop's Staff chose to fill the vacancy as soon as possible for a priest in charge with responsibility for Webheath, Tardebigge and Lower Bentley. It was anticipated that it would take a minimum of 6 months so that the earliest the vacancy could be filled would be January 2023. The suspension of the right of presentation to the benefice was agreed by PCC to enable the post to be different in shape to the one being vacated: from Team Rector to Team Vicar for Holy Trinity Redditch and Vicar in Charge for Tardebigge.

The PCC agreed that St Philip's and St Bartholomew's lead preparation of the Parish Profile and appointment procedure, for representatives to the interview panel to be biased towards Webheath and Tardebigge with final PCC approval.

During the vacancy the legal responsibilities lay with the Area Dean and the Churchwardens.

Role of the Laity

At this time of change and uncertainty with significant changes in the Church of England's ministry across the diocese, the role of the laity is crucial in their capacity to be advocates for the changes as they happen. Pastorally, the role of the laity is vital in helping each other to come to terms with new realities and to become accustomed to the changes as they unfold.

Contribution made by volunteers (Para 1.38)

The stipendiary clergy is supported by volunteers in all aspects of church life; the electoral roll in 2022 was 227.

Mission and Ministry

The shape of mission and ministry of the parish can be said to have been substantially changed through the Covid pandemic. Attendances have fluctuated for each church, but have grown overall.

In whatever circumstances, we hope to make all our churches warm, welcoming and family-friendly; churches that are active in our efforts to reach out to the community, meeting the needs of the people and helping them to discover God's Love. We will do this together, while being unique and distinct from one another, in creative collaboration and outward focused mission.

Tasks for 2023:

- Each congregation to work on discerning its unique Missional Identity
- All of us seeking ways to support each other through the developing Redditch Mission Area.
- Develop our ways of working with the new relationships with St John's Greenlands and St Laurence's Alvechurch and clergy availability.
- Seek new ways to grow new disciples, especially with children, young people and families.
- Ensure our buildings are fit for purpose.

Parochial Reorganisation

'Open Conversations' initiated by the diocese are moving to planning and implementation. In relation to consultation with laity and clergy upon Deanery restructuring and the formation of a Mission Area conducted to date, 75% of people who attended two consultation meetings had been supportive in principle of the direction being taken: the proposal for a new ministerial structure for the Redditch , Feckenham and Alvechurch area to maximise the deployment of the five full time stipendiary priests (assistant curates are not included in the plan) across the 12 churches and circa 92000+ parishioners with a view to maximising collaborative mission and ministry across the area, with appropriate structures to facilitate this. The aim to establish a planning/implementation group, a broader group of people, to consider how the mission area can be established and how it will work in practice is being given further stimulus from the appointment of a diocesan adviser.

The intent remains to create a new congregation based out of St Stephen's church with the specific objective of reaching out to the circa 98% of people who do not come to church and particularly into a demographic of younger people/ younger families. Work is being carried out as to how it would be structured.

The Holy Trinity PCC will work in positive cooperation with the "Redditch Mission Area" to boost our collaborative ministry and effectiveness in outreach. As preparations continue - for which the legal reorganization will take more than the next 12 months - the PCC will still be the legal identity of the constituent churches. It will continue to be the primary forum in which we can come together and understand what is happening across our churches and where we can be more co-operative.

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	P.A. Mitchell	E.S. Whitfield.
Full name(s)	PHILIP MITCHELL	ELAINE SUSAN WHITFIELD
Position (eg Secretary, Chair, etc)	Lay Chair	SECRETARY.
Date	21th May 2023	

Parish of Redditch Holy Trinity

Financial Statements

For the Year ended 31 December 2022

Charity Number 1134307

Parish Office:

St Stephen's Church

Church Green West

Redditch

B97 4DY

Bankers:

CAF Bank Ltd - West Malling

HSBC plc - Redditch

Lloyds TSB plc- Redditch

Independent Examiner:

Helen Grave BSc FCMA – Birmingham

Parish of Redditch Holy Trinity
Financial Statements for the year ended 31 December 2022

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INDEPENDENT EXAMINER'S REPORT TO THE PAROCHIAL CHURCH COUNCIL ('PCC') OF THE PARISH OF REDDITCH HOLY TRINITY

This report on the financial statements of the PCC for the year ended 31 December 2022, which are set out on pages 2 to 11, is in respect of an examination carried out in accordance with the Church Accounting Regulations ("the regulations") and section 145 of the Charities Act 2011 ("the Charities Act").

Respective responsibilities of the PCC and the Examiner

The members of the PCC are responsible for the preparation of the financial statements; you consider that an audit is not required for this year under the regulations and section 144 of the Charities Act and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 144 of the Charities Act
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the financial statements present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the Charities Act;
   - to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Ms Helen M Grave BSc FCMA

Lombardy House
38 Alcester Road
Hollywood
Birmingham
B47 5NB

11/4/23

STATEMENT OF FINANCIAL ACTIVITIES ('SOFA')

	Notes	Unrestricted £	Designated £	Restricted £	Endowment £	2022 Total £	2021 Total £
INCOME and ENDOWMENTS							
Voluntary Income	**2(a)**	102,776	198	11,909	0	114,883	152,563
Activities for Generating Funds	**2(b)**	50,442	0	645	0	51,087	21,096
Investment Income	**2(c)**	26,770	7,965	25,503	0	60,238	36,517
Church Activities	**2(d)**	19,623	0	2,556	0	22,179	22,250
Grants	**2(e)**	100	11,825	648	0	12,574	71,991
TOTAL INCOME		**199,711**	**19,988**	**41,261**	**0**	**260,960**	**304,417**
EXPENDITURE							
Ministry Share to Diocese	**3(a)**	127,493	0	0	0	127,493	114,769
Church Activities	**3(b)**	49,134	12,666	18,531	0	80,331	293,932
Fundraising & Publicity	**3(c)**	3,692	0	0	0	3,692	1,439
Administration Costs	**3(d)**	6,324	442	19	0	6,785	18,786
Depreciation	**3(e)**	0	0	1,379	0	1,379	1,379
Capital expenditure	**3(f)**	2,260	0	16,621	0	18,881	50,810
TOTAL EXPENDITURE		**188,903**	**13,108**	**36,550**	**0**	**238,560**	**481,115**
NET INCOME/(OUTGOING) BEFORE TRANSFERS		**10,808**	**6,880**	**4,712**	**0**	**22,400**	**(176,698)**
NET TRANSFERS BETWEEN FUNDS	**4**	(2,000)	0	2,000	0	0	(0)
NET INCOMING RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		**8,808**	**6,880**	**6,712**	**0**	**22,400**	**(176,698)**
Investment Gains/(losses)		(5,088)	(38,931)	(72,769)	(412)	(117,200)	143,397
NET MOVEMENT IN FUNDS	**9**	**3,721**	**(32,051)**	**(66,057)**	**(412)**	**(94,800)**	**(33,301)**
BALANCES B/FWD 1 JANUARY	**9**	**108,301**	**443,502**	**998,965**	**59,325**	**1,610,093**	**1,643,394**
BALANCES C/FWD 31 DECEMBER	**9**	**112,021**	**411,451**	**932,908**	**58,913**	**1,515,293**	**1,610,093**

BALANCE SHEET

	Notes	31/12/22 £	31/12/21 £
FIXED ASSETS			
Tangible assets	**5**	3,793	5,172
Investments	**5**	1,053,620	1,072,297
TOTAL FIXED ASSETS		**1,057,413**	**1,077,469**
CURRENT ASSETS			
Debtors	**6**	6,980	4,756
Cash at bank and in hand		469,660	545,208
TOTAL CURRENT ASSETS		**476,639**	**549,964**
TOTAL ASSETS		**1,534,052**	**1,627,433**
CURRENT LIABILITIES			
Amounts falling due within one year	**7**	18,559	16,932
NON-CURRENT LIABILITIES			
Amounts falling due in more than one year	**7**	200	408
TOTAL LIABILITIES		**18,759**	**17,340**
TOTAL NET ASSETS	**8**	**1,515,293**	**1,610,093**
REPRESENTED BY:			
Unrestricted funds	**9**	112,021	108,301
Designated funds	**9**	411,451	443,502
Restricted funds	**9**	932,908	998,965
Endowment funds	**9**	58,913	59,325
TOTAL FUNDS		**1,515,293**	**1,610,093**

Approved by the PCC on and signed on their behalf by:

Philip A Mitchell
Chairman

CASH FLOW STATEMENT

	Notes	2022 £	2022 £	2021 £	2021 £
Net cash from operating activities			(12,263)		(222,905)
Cash flows from investing activities:					
Dividends and interest received		21,291		20,607	
Proceeds from the sale of investment	5			300,000	
Purchase of investments	5	(84,576)			
Net cash provided by/(used in) investing activities			(63,285)		320,607
Change in cash in reporting period			(75,548)		97,702
Cash at 1 January			545,208		447,506
Cash at 31st December			**469,660**		**545,208**
Reconciliation of net income/(expenditure)					
before investment gains:					
Net incoming resources before other recognised gains and losses			22,400		(176,698)
Adjustments for:					
Dividends reinvested	5	(13,947)		(15,911)	
Dividends and interest received from investments		(21,291)		(20,607)	
Depreciation charges	5	1,379		1,379	
(Increase) in debtors	6	(2,223)		(1,076)	
Increase/(Decrease) in creditors	7	1,419		(9,992)	
			(34,663)		(46,207)
Net cash provided by/(used in) operating activities			**(12,263)**		**(222,905)**
Analysis of cash:					
Bank current account			269,666		236,261
CCLA & CAF Deposit Platform deposit accounts			199,543		308,507
Float cash			450		440
			469,660		**545,208**

1 ACCOUNTING POLICIES

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions. The financial statements have been prepared under FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP (FRS102)).

The financial statements have been prepared under the historical cost convention, except for the valuation of investment assets which are shown at market value. 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 main affiliation to another body, nor those that are informal gatherings of church members.

FUNDS

Unrestricted Funds

These represent the remaining income funds of the PCC that are available for spending for general purposes at the discretion of the PCC for furthering the mission and ministry of the Church in the Parish . A General Fund reserve is used to pay all the PCC's 'everyday' expenses.

The PCC may decide to assign some of the 'unrestricted' funds to separate 'designated' funds for future use such as, for building development or maintenance, growing mission and ministry. The value of such funds is reviewed annually in the light of planned or likely actions in the next 5 years. If ‘designated’ funds are found to exceed requirements, then the surplus is released for general use.

Restricted Funds

These are income funds that must be spent on restricted purposes, confined to objectives which have been specified by the donor or the particular fund raising activity, and the PCC cannot use them for general purposes.

Endowment Funds

These are restricted fund that must be retained as trust capital either permanently or subject to a discretionary power to spend capital as income, and where the use of any income or other benefit derived from the capital may be restricted or unrestricted.

INCOME

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when receivable, interest is accrued. All other income is recognised when it is receivable and is accounted for gross.

Agency Fee Income

Certain monies are collected by the District Church Councils within the Parish as agents for other parties. These include fees for vergers, organists, bell ringers, choir, and non-stipendiary ministers, for officiating at Church occasional offices, as well as parochial fees which are remitted to the Worcester Diocesan Board of Finance Limited. These agency collections and remittances are not included in income or expenditure shown in the Statement of Financial Activities ('SOFA').

EXPENDITURE

Grants and donations are accounted for when paid over or when designated for charitable donation, if that designation 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.

FIXED ASSETS

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings

These are not capitalised but all items are included in the Church's inventory in any case.

Tangible fixed assets for use by the charity

Spending on computers, fixtures, fittings and equipment is capitalised where the cost exceeds £1,500. This cost is amortised over the useful life of the asset which is up to 3 years for computers and between 3 and 7 years for other assets.

Investments quoted on a recognised stock exchange or those whose value derives from them are valued at markte value at the year end.

RESERVES POLICY

The PCC policy is to maintain a General Fund reserve that is used to pay all the everyday expenses. The balance on the General Fund will be kept at a level which, where possible, is at least equal to 3 months of future everyday expenses.

The General Fund reserve at the year-end amounted to £112,021 (2021 £108,301), which represents 8 months (2021 8 months) of everyday expenses in the year. In view of the current uncertainties surrounding the energy prices crisis ,together with potential continued loss of income from regular giving, the PCC has determined that this level of General Fund is necessary.

2 INCOME and ENDOWMENTS

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2022 £	TOTAL 2021 £
2(a) Voluntary Income						
Plate collections	12,326	0	1,136	0	13,462	4,801
Planned giving and gift aid donations	69,230	0	1,560	0	70,790	75,738
Tax recoverable	17,537	0	1,314	0	18,852	22,882
Donations and legacies	3,683	198	7,899	0	11,780	49,141
	102,776	198	11,909	0	114,883	152,563
2(b) Activities for Generating Funds						
Summer fete	7,931	0	0	0	7,931	5,115
Christmas fayre	4,703	0	0	0	4,703	3,602
Rent, hall hire & parking	30,968	0	0	0	30,968	8,115
Church on the Green	2,667	0	0	0	2,667	2,011
Other fundraising events	4,173	0	645	0	4,818	2,254
	50,442	0	645	0	51,087	21,096
2(c) Investment Income						
Interest & dividends received	26,770	7,965	25,503	0	60,238	36,517
2(d) Church Activities						
Fees	14,614	0	2,556	0	17,170	15,764
Other	5,009	0	0	0	5,009	6,486
	19,623	0	2,556	0	22,179	22,250
2(e) Grants	100	11,825	648	0	12,574	71,991
TOTAL INCOME	**199,711**	**19,988**	**41,261**	**0**	**260,960**	**304,417**

3 EXPENDITURE

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2022 £	TOTAL 2021 £
3(a) Ministry Share to Diocese	127,493	0	0	0	127,493	114,769
3(b) Church Activities						
Mission & charitable giving	4,542	0	3,085	0	7,627	6,840
Clergy expenses	34	0	0	0	34	2,425
Service fees and expenses	1,323	0	709	0	2,032	2,188
Water, heat & light	13,218	0	0	0	13,218	10,212
Maintenance and Cleaning	15,700	12,590	14,642	0	42,931	257,680
Insurance	10,531	0	0	0	10,531	10,976
Sundry expenses	3,787	77	95	0	3,958	3,611
	49,134	12,666	18,531	0	80,331	293,932
3(c) Fundraising & Publicity						
Summer fete costs	1,027	0	0	0	1,027	1,213
Christmas fayre costs	712	0	0	0	712	211
Church on the Green	1,856	0	0	0	1,856	0
Other fundraising costs	95	0	0	0	95	15
	3,692	0	0	0	3,692	1,439
3(d) Administration Costs						
Office expenses	4,066	0	14	0	4,080	3,472
Independent Examiner honorarium	400	0	0	0	400	350
Professional fees and subscriptions	0	330	0	0	330	13,082
Subscriptions	1,622	0	0	0	1,622	1,122
Bank charges	236	112	5	0	353	761
	6,324	442	19	0	6,785	18,786
3(e) Depreciation						
St. Leonard's Church	0	0	1,379	0	1,379	1,379
	0	0	1,379	0	1,379	1,379
3(f) Capital Expenditure						
St Leonard's Church	0	0	11,905	0	11,905	1,826
St. Philip's Church			4,716		4,716	48,705
St. Stephen's Church	2,260	0	0	0	2,260	279
	2,260	0	16,621	0	18,881	50,810
TOTAL EXPENDITURE	**188,903**	**13,108**	**36,550**	0	**238,560**	**481,115**

In 2022 St. Stephen's Church spent a total of £12,919 (2021 £263,411) on the completion of the Roof Repair project, comprising maintenance costs of £12,589 (2021 £250,329) and professional fees of £330 (2021£13,082).

In 2022 St. Leonard's Church started a project to upgrade their sound system, which is due for completion in early 2023.

St. Philip's Church completed the build and fitting out of their Community Centre in 2021

4 NET TRANSFERS BETWEEN FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	Total £
2022					
St. Philip General Fund to Community Centre (Restricted) Fund	(2,000)		2,000		0
	(2,000)	**0**	**2,000**	**0**	**0**
2021					
St. Leonard Growing Mission & Ministry Fund to General Fund	8,383		(8,383)		0
Other	652	(540)		(112)	(0)
	9,035	**(540)**	**(8,383)**	**(112)**	**(0)**

5 FIXED ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2022 Total £	2021 Total £
Tangible assets						
Cost:						
At 1 January	0	0	6,895	0	6,895	6,895
Additions	0	0		0	0	0
At 31 December	**0**	**0**	**6,895**	**0**	**6,895**	**6,895**
Depreciation:						
At 1 January	0	0	1,723	0	1,723	344
Charge for year	0	0	1,379	0	1,379	1,379
At 31 December	**0**	**0**	**3,102**	**0**	**3,102**	**1,723**
Net Book Value						
At 1 January	0	0	5,172	0	5,172	0
At 31 December	**0**	**0**	**3,793**	**0**	**3,793**	**5,172**
Investments						
Market value at 1 January	21,847	327,955	663,170	59,325	1,072,297	1,212,989
Sales	0	0	0	0	0	(300,000)
Purchases	0	0	84,576	0	84,576	0
Introduce Milward Charity Fund	0	0	0	3,708	3,708	0
Dividends Reinvested	0	7,965	5,982	0	13,947	15,911
Revaluation Loss	(1,186)	(38,931)	(76,671)	(4,120)	(120,907)	143,397
Market Value at 31 December	**20,661**	**296,989**	**677,057**	**58,913**	**1,053,620**	**1,072,297**
TOTAL FIXED ASSETS	**20,661**	**296,989**	**680,850**	**58,913**	**1,057,413**	**1,077,469**

In 2021, St. Stephen's Church sold part of their St. David's, Batchley designated fund investment to raise £300,000 towards the costs of the roof repair project.

6 DEBTORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2022 Total £	2021 Total £
Income Tax Recoverable	2,965		284	0	3,249	2,069
Sundry Debtors & Prepayments	3,731		0	0	3,731	2,587
Accounts Receivable	0	0	0	0	0	100
Total Debtors	**6,696**	**0**	**284**	**0**	**6,980**	**4,756**

7 CREDITORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Due within one year						
Sundry Creditors & Accruals	13,688	0	1,781	0	15,469	13,477
Deposits Received In Advance	1,759	0	0	0	1,759	3,113
Accounts Payable	662	0	670	0	1,331	343
	16,109	0	2,451	0	18,559	16,932
Due in more than one year						
Deposits Received In Advance	200	0	0	0	200	408
Total Creditors	**16,309**	**0**	**2,451**	**0**	**18,759**	**17,340**

8 NET ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2022 Total £	2021 Total £
FIXED ASSETS	20,661	296,989	680,850	58,913	1,057,413	1,077,469
CURRENT ASSETS						
Debtors	6,696	0	284	0	6,980	4,756
Cash at bank and in hand	100,973	114,462	254,225	0	469,660	545,208
CURRENT LIABILITIES	(16,109)	0	(2,451)	0	(18,559)	(16,932)
NON-CURRENT LIABILITIES	(200)	0	0	0	(200)	(408)
	112,021	**411,451**	**932,908**	**58,913**	**1,515,293**	**1,610,093**

9 FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	2022 Total £	2021 Total £
Balance at 1 January	108,301	443,502	998,965	59,325	1,610,093	1,643,394
Incoming resources	199,711	19,988	41,261	0	260,960	304,417
Resources expended	(188,903)	(13,108)	(36,550)	0	(238,560)	(481,115)
	119,109	450,382	1,003,677	59,325	1,632,493	1,466,696
Net Transfers between funds	(2,000)	0	2,000	0	0	(0)
Investment revaluation gains/(losses)	(5,088)	(38,931)	(72,769)	(412)	(117,200)	143,397
Balance at 31 December	**112,021**	**411,451**	**932,908**	**58,913**	**1,515,293**	**1,610,093**

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF REDDITCH HOLY TRINITY

England & Wales - Charity number 1134307

Accounts

CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1 January 2021 Period start date To 31 December 2021 Period end date

Charity name: The Parochial Church Council of the Ecclesiastical Parish of Redditch Holy Trinity

Charity registration number:1134307

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Holy Trinity Redditch PCC has the responsibility of co-operating with the incumbent, the Revd. Richard Clark, in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	The PCC is responsible for the districts of Beoley St Leonard; Redditch St Stephen, St George & St David; Webheath St Philip; all buildings, etc., associated with the churches. The PCC is responsible for the districts of Beoley St Leonard; Redditch St Stephen, St George & St David; Webheath St Philip; all buildings, etc., associated with the continuing churches. St George's, however, already being redundant, was sold by Worcester Diocese during the year, ending the PCC's responsibility for insurance and ground maintenance. We bear in mind the diocesan mission priorities, as contained in its Kingdom Vision initiative, which can be summarised as: Prayer to, and Worship of God the Father, Son and Holy Spirit; Sharing, and helping people to understand, the Faith; Addressing issues of poverty throughout the world; caring for the earth and the responsible management and use of its resources; building inclusive communities. The Diocese is especially concerned that each parish builds its work with children and young people, which we are already eager to do. As part of this concern the diocese deployed a Mission Enabler, Anne Batchelor, to the parish for a year beginning in April 2019 as part of their Calling Young Disciples initiative. As part of this initiative some of those involved in ministry to children has been formed into a Learning Hub to further the work begun by the Mission Enabler to ensure sustainable initiatives are developed. The initiative was effectually in abeyance for much of 2020 owing to the Covid-19 pandemic. The parish remains active in reaching out through school assemblies, including many conducted by Open the Book teams or by Revs Paul Irving and Paul Lawlor. Faith at Work in Worcestershire, led locally by Rev Paul Lawlor, are busy locally, especially in ministry to staff in the Kingfisher Centre, the Civic Centre and to the Police and Emergency Services
Statement confirming whether the trustees have	Para 1.18	When planning our activities for the year, the incumbent and PCC have considered the Commission's guidance on public

had regard to the guidance issued by the Charity Commission on public benefit		benefit and in particular the specific guidance on charities for the advancement of religion. In particular we look to help ordinary people live out their faith as part of the parish community through worship and prayer; living out the gospel; developing knowledge of and trust in Jesus; provision of pastoral care for people living in the parish; missionary and outreach work. To facilitate this work it is important for us to maintain the fabric of, and sympathetically develop our buildings.

Additional information (optional)
You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Each district may make donations to charity as it thinks fit, but the PCC has no mandate to be a grant making body.
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	The churches were staffed by four clergy and many volunteers; the electoral roll in 2021 was 225.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Until the cessation of social distancing worship services were not held in the usual manner. Having focussed our activity on online ministry, we have been in a blended ministry of online and in person worship and other meetings. The shape of mission and ministry of the parish can be said to have been substantially and probably permanently changed through the Covid pandemic. Further scares owing to the Delta and Omicron variants contributed to lower attendances during autumn and Christmas than would have been the case before the pandemic. We are to be a gathered body with an outward focus; working as one, disrupted so that we can grow as the Lord leads. There is a call for direct Christian activity and increased bravery in presenting the

		gospel. There are barriers, real & imagined, that can lead us to water down our message. We recognised the importance of marketing and communication, while the role of our online communication has been important in not only reaching our established congregation but others from outside the local area as well. New equipment that was purchased to facilitate ongoing mission and ministry is used at least once a week, and all three church buildings now have good Wi-Fi broadband connections to facilitate their ministry. We have maintained a rhythm of prayer through the broadcasting of six morning and evening prayer services every week; services at various times have been recorded, or live streamed from St. Stephen's Church in the town centre. Alpha (Youth & Adult), Exploring Discipleship and other courses, Messy Church and Open the Book have all been held online at regular intervals, with people from different congregations, in the parish and beyond, working collaboratively. Despite Covid-19 pandemic restrictions, progress has been made in seeking to become eco-churches; action continues to be taken at St Leonard's and St Philip's to enhance the attractiveness of the churchyards to wildlife. We have been brought up short by the longest period of church building closure since the reign of King John, and the great damage that the nation has suffered because of Covid-19 and the battle to contain it. As we emerge into a "New Day" we will want Jesus to move us to personal renewal & prayer so that we can be incarnational, reflecting who he is to the world in general, wherever we are. We are now in the process of a reorganisation of the churches in Redditch into a "Redditch Mission Area" that will involve the realignment of the churches in mission and ministry. Holy Trinity PCC will work in positive cooperation with this project to boost our collaborative ministry and effectiveness in outreach.

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	It was not possible to set objectives for the year owing to the uncertainty of the national situation in which we were set, but all our objectives in online ministry were met, and

		the churches should be able to move towards a full in person programme in 2022
Performance of fundraising activities against objectives set	Para 1.41	In person fundraising activities only became possible from the summer onwards, but there were positive signs that a return to, or improvement on the 2019 level of fundraising might be possible in 2022.
Investment performance against objectives	Para 1.41	
Other		The Redditch Holy Trinity PCC 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. All required DBS are up to date, there have been no referral to DSA/ADSA. All members of PCC have been reminded of the need to complete safeguarding training (Level 1) accessed on line through the Worcester Diocese website. There have been no situations where advice has been sought from DSA/ADSA this year (Role descriptions are available for every post and Safer Recruitment guidelines are adhered to.

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	***a) Income*** ***Overall income in 2021, at £304,417, was £475,621 lower than the previous year. The level of Income in the previous year was extraordinary due to the receipt of a legacy, amounting to £551,791, from the estate of a former churchwarden at St. Leonard's Church.*** ***Income in 2021 included grants amounting to £71,991 (2020 £43,500) received for major projects to build and fit out St. Philip's Community Centre and the repair of the roof at St. Stephen's church. In addition, St. Philip's church received in the year donations, and gift aid tax refunds, amounting to £48,313 (2020 £10,264), which enabled the Community Centre to be completed and opened.*** ***Unrestricted income, excluding legacies and grants, in 2021 amounted to £137,976, which is £17,730 (13%) higher than the comparable figure for the previous year. The unprecedented, catastrophic impact of the Covid-19 pandemic on the churches income in 2020 continued in the first half of 2021. Whilst plate collections and gift aid envelope donations remained historically low, the level of regular giving remained reasonably constant with donations being made through the Parish Giving Scheme or direct to the churches bank accounts. The gradual easing of Covid-19 restrictions on worship in church in 2021 meant that weddings, fund-raising events, and facilities rental could resume, which contributed to the increase in income.*** ***b) Expenditure*** ***Expenditure in the year totalled £481,115 compared with £271,180 in the previous year.*** ***'Capital expenditure' on completing St. Philip's community centre amounted to £48,705 (2020 £41,053)*** ***St. Stephen's Church spent a total of £263,411 (2020 £50,677) on the Roof Repair project, which started in 2020 and continued throughout 2021. Project expenditure comprised maintenance costs of £250,329 (2020 £46,196) and professional fees of £13,082 (2020 £4,481).*** ***In 2021, everyday expenditure of £155,009 (2020 £152,719) exceeded the income in the unrestricted General Fund by £17,003 (2020 £32,027).***

		c) Net Outgoings ***Net outgoing resources, before other recognised gains, in the year amounted to £176,698 (2020 net incoming resources £508,858). However, excluding the effect of significant receipts from legacies and grants on the one hand and capital expenditure on the other, the deficit turns into a surplus for the year amounting to £16,218 compared to a deficit of £9,114 in the previous year, which is the result of the higher income as described above.*** ***d) Transfers between funds*** ***To comply with the Parochial Church Council's reserves policy, St. Leonard's Church has transferred £8,383 from the Growing Mission & Ministry Fund to the General Fund.*** ***During the year, St. Stephen's Church sold some of the investments that were held by the St. David's, Batchley Designated Fund to raise £300,000, which has been used to fund most of the expenditure on the Roof Repair Project. In the previous year, £18,177 was transferred from the General Fund to the Roof Repair Fund.*** ***e) Balance Sheet*** ***Fixed asset investments*** ***Long-term investments are "marked to market" at year end and any increase or decrease in value from the previous year is shown in the SOFA below the net income or deficit of the period. There was a strong performance on stock markets in the year. Consequently, the value of investments held at the year-end was £143,397 (2020 £64,379) higher than at the start of the year. Some dividends are reinvested in the investment funds from which they have been received. In 2021, reinvested dividends amounted to £15,911 (2020 £19,496). The fall in the value of reinvested dividends is mainly due to the reduction in investments held by the St. David's, Batchley Designated Fund, as described above.*** ***Cash Flow and Cash at Bank*** ***There was a net outflow of cash from operating activities, which includes cash from legacies and grants, in 2021 amounting to £222,905 (2020 net inflow of cash £500,847). Expenditure on the St. Stephen's Roof Repair project, as described above, was the main reason for the cash outflow.***

		At the end of the year, cash held in bank current and savings deposit accounts amounted to £542,508, which is £97,702 higher than at the start of the year. ***At the year-end, £107,678 was held in St. Stephen's Roof Repair Fund bank account, which represents the unspent balance of the proceeds from the sale of investments as described above.*** ***Net Assets and Fund Balances*** ***The overall value of net assets fell by £33,301 in the year to £1,160,093 at the year-end, which compares with a rise of £580,563 in the previous year.*** ***Restricted funds rose by £89,532 in the year to £998,965 at the year-end (2020 rise of £598,817). Endowment funds also rose but by the lesser amount of £4,601 in the year to £59,325 at the year-end.*** ***The strengthening position of restricted and endowment funds was not matched in the other two fund types. Designated funds fell by £121,517 in the year to £443,502 at the year-end (2020 rise of £11,593).*** ***The 5% fall (£5,917) in the value of unrestricted funds in the year was not as great as the 22% fall (£33,174) in the previous year. The value of unrestricted funds at the year-end stood at £108,301, which represents approximately 8 months (2020 9 months) of 'everyday' future expenditure in the year.***
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	***The Trustees' policy is to maintain a General Fund reserve that is used to pay all the everyday expenses. The balance on the General Fund will be kept at a level which, where possible, is at least equal to 3 months of future everyday expenses.*** ***The General Fund reserve at the year-end amounted to £108,301 (2020 £116,738), which represents 8 months (2020 9 months) of everyday expenses in the year. In view of the uncertainties surrounding the COVID-19 pandemic and potential, continued loss of income, the PCC has determined that this level of General Fund is necessary.***
Amount of reserves held	Para 1.22	**At 31/12/2021 the balances on reserves were:** **Unrestricted, General Funds £ 108,301** **Designate Funds £ 443,502** **Restricted Funds £ 998,965** **Endowment Funds £ 59,325**
Reasons for holding zero reserves	Para 1.22	***No zero reserves in the year***

Details of fund materially in deficit	Para 1.24	***No funds materially in deficit in the year***
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	***The Trustees consider that the charity is a going concern.***

Additional information (optional)
You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Holy Trinity PCC is part of the Church of England. The Church of England have agreed with the Charity Commission that for the purposes of agreeing 'governing documents', Parochial Church Councils (PCCs) are governed by two pieces of legislation : the Parochial Church Councils (Powers) Measure 1956 as amended; and the Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended)
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	Holy Trinity PCC is a charitable trust
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	All PCC members are trustees of the charity and appointed or elected according to the rules laid down in the Church Representation Rules and according to our Safer Recruiting policy and procedures.

Additional information (optional)
You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	The Parochial Church Council of the Ecclesiastical Parish of Redditch Holy Trinity
Other name the charity uses	
Registered charity number	1134307
Charity's principal address	The Parish Office St Stephen's Church Church Green Redditch B97 4DY

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Rev Richard Martin Clark	Chair		
2	Keith Carter			
3	Mark James Blamire-Brown	Parish Treasurer		
4	David W Townsend			
5	Rosalind Prentice			
6	Philip Bladon			
7	Philip A Mitchell	Lay Chair		
8	Julie Bird			
9	Irene Yates			
10	Rev Francis Moloney			
11	John Hawkins			
12	Margaret Lloyd			
13	Garry Roberts			
14	Norma Walters			
15	Stewart Mason			
16	Enid Mullis			
17	Margaret Williams			
18	Elaine Susan Whitfield	Secretary		
19	Christopher Prevett			
20	Keith Abbotts			
21	Pauline Bird			
22	Alyson Hawkins			
23	Gail Stone	Electoral Roll & Safeguarding Officer		
24	Rev Paul Lawlor			
25	Bethan Craner			
26	Rev Gail Rogers		8/12/21 - 31/12/21	
27	Rev Paul Irving		1/1/21 – 15/2/21	

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	Richard M Clark	E.S. Whitfield
Full name(s)	The Revd Richard Martin Clark	ELAINE SUSAN WHITFIELD
Position (eg Secretary, Chair, etc)	Chair	Secretary.

Date	25.05.22

Parish of Redditch Holy Trinity

Financial Statements

For the Year ended 31 December 2021

Charity Number 1134307

Parish Office:

St Stephen's Church

Church Green West

Redditch

B97 4DY

Bankers:

CAF Bank Ltd - West Malling

HSBC plc - Redditch

Lloyds TSB plc- Redditch

Independent Examiner:

Helen Grave BSc FCMA – Birmingham

Parish of Redditch Holy Trinity
Financial Statements for the year ended 31 December 2021

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6. Debtors	10
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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	Richard M Clark	E.S. Whitfield
Full name(s)	The Revd Richard Martin Clark	ELAINE SUSAN WHITFIELD
Position (eg Secretary, Chair, etc)	Chair	Secretary.

Date	25.05.22

Parish of Redditch Holy Trinity

Financial Statements

For the Year ended 31 December 2021

Charity Number 1134307

Parish Office:

St Stephen's Church

Church Green West

Redditch

B97 4DY

Bankers:

CAF Bank Ltd - West Malling

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Independent Examiner:

Helen Grave BSc FCMA – Birmingham

Parish of Redditch Holy Trinity
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INDEPENDENT EXAMINER'S REPORT TO THE PAROCHIAL CHURCH COUNCIL ('PCC') OF THE PARISH OF REDDITCH HOLY TRINITY

This report on the financial statements of the PCC for the year ended 31 December 2021, which are set out on pages 2 to 11, is in respect of an examination carried out in accordance with the Church Accounting Regulations ("the regulations") and section 145 of the Charities Act 2011 ("the Charities Act").

Respective responsibilities of the PCC and the Examiner

The members of the PCC are responsible for the preparation of the financial statements; you consider that an audit is not required for this year under the regulations and section 144 of the Charities Act and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 144 of the Charities Act
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the financial statements present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the Charities Act;
   - to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Ms Helen M Grave BSc FCMA

Lombardy House
38 Alcester Road
Hollywood
Birmingham
B47 5NB

24/4/2022

STATEMENT OF FINANCIAL ACTIVITIES ('SOFA')

	Notes	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
INCOME and ENDOWMENTS							
Voluntary Income	2(a)	98,250	213	54,100	0	152,563	683,675
Activities for Generating Funds	2(b)	21,048	0	48	0	21,096	12,405
Investment Income	2(c)	1,728	10,284	24,506	0	36,517	27,772
Church Activities	2(d)	17,950	0	4,300	0	22,250	12,685
Grants	2(e)	0	71,089	902	0	71,991	43,500
TOTAL INCOME		**138,976**	**81,586**	**83,856**	**0**	**304,417**	**780,038**
EXPENDITURE							
Parish Share	3(a)	114,769	0	0	0	114,769	106,835
Church Activities	3(b)	33,562	250,527	9,842	0	293,932	92,620
Fundraising & Publicity	3(c)	1,439	0	0	0	1,439	1,572
Administration Costs	3(d)	5,238	13,092	457	0	18,786	12,962
Depreciation	3(e)	0	0	1,379	0	1,379	344
Capital expenditure	3(f)	279	0	50,531	0	50,810	56,847
TOTAL EXPENDITURE		**155,288**	**263,619**	**62,209**	**0**	**481,115**	**271,180**
NET INCOME/(OUTGOING) BEFORE TRANSFERS		**(16,312)**	**(182,033)**	**21,647**	**0**	**(176,698)**	**508,858**
NET TRANSFERS BETWEEN FUNDS	4	9,035	(540)	(8,383)	(112)	(0)	0
NET INCOMING RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		**(7,276)**	**(182,573)**	**13,264**	**(112)**	**(176,698)**	**508,858**
Gains/(losses) on investment revaluation		1,360	61,056	76,268	4,713	143,397	64,379
Gains on revaluation of fixed assets, charity's own use		0	0	0	0	0	6,895
NET MOVEMENT IN FUNDS	9	**(5,917)**	**(121,517)**	**89,532**	**4,601**	**(33,301)**	**580,132**
BALANCES B/FWD 1 JANUARY	9	**114,217**	**565,019**	**909,433**	**54,724**	**1,643,394**	**1,063,262**
BALANCES C/FWD 31 DECEMBER	9	**108,301**	**443,502**	**998,965**	**59,325**	**1,610,093**	**1,643,394**

BALANCE SHEET

	Notes	31/12/21 £	31/12/20 £
FIXED ASSETS			
Tangible assets	5	5,172	6,551
Investments	5	1,072,297	1,212,989
TOTAL FIXED ASSETS		**1,077,469**	**1,219,540**
CURRENT ASSETS			
Debtors	6	4,756	3,681
Cash at bank and in hand		545,208	447,506
TOTAL CURRENT ASSETS		**549,964**	**451,186**
TOTAL ASSETS		**1,627,433**	**1,670,726**
CURRENT LIABILITIES			
Amounts falling due within one year	7	16,932	27,032
NON-CURRENT LIABILITIES			
Amounts falling due in more than one year	7	408	300
TOTAL LIABILITIES		**17,340**	**27,332**
TOTAL NET ASSETS	8	**1,610,093**	**1,643,394**
REPRESENTED BY:			
Unrestricted funds	9	108,301	114,217
Designated funds	9	443,502	565,019
Restricted funds	9	998,965	909,433
Endowment funds	9	59,325	54,724
TOTAL FUNDS		**1,610,093**	**1,643,394**

Approved by the PCC on 27th April 2022 and signed on their behalf by:

The Reverend Richard Martin Clark
Chairman

CASH FLOW STATEMENT

	Notes	2021 £	2021 £	2020 £	2020 £
Net cash from operating activities			(222,905)		500,847
Cash flows from investing activities:					
Dividends and interest received		20,607		8,275	
Proceeds from the sale of investment	5	300,000		109	
Purchase of investments	5			(363,358)	
Purchase of:					
Tangible fixed assets for use of the PCC	5	0		(6,895)	
Net cash provided by/(used in) investing activities			320,607		(361,869)
Change in cash in reporting period			97,702		138,979
Cash at 1 January			447,506		308,527
Cash at 31st December			**545,208**		**447,506**
Reconciliation of net income/(expenditure) before investment gains:					
Net income before investment gains			(176,698)		508,858
Adjustments for:					
Capitalisation of expenditure	5	0		6,895	
Dividends reinvested	5	(15,911)		(19,497)	
Dividends and interest received from investments		(20,607)		(8,275)	
Depreciation charges	5	1,379		344	
Decrease in debtors	6	(1,076)		5,592	
Increase in creditors	7	(9,992)		6,929	
			(46,207)		(8,011)
Net cash provided by/(used in) operating activities			**(222,905)**		**500,847**
Analysis of cash:					
Bank current account			236,261		142,703
CCLA & CAF Deposit Platform deposit accounts			308,507		304,340
Float cash			440		463
			545,208		**447,506**

1 ACCOUNTING POLICIES

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions. The financial statements have been prepared under FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP (FRS102)).

The financial statements have been prepared under the historical cost convention, except for the valuation of investment assets which are shown at market value. 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 main affiliation to another body, nor those that are informal gatherings of church members.

FUNDS

Unrestricted Funds

These represent the remaining income funds of the PCC that are available for spending for general purposes at the discretion of the PCC for furthering the mission and ministry of the Church in the Parish . A General Fund reserve is used to pay all the PCC's 'everyday' expenses.

The PCC may decide to assign some of the 'unrestricted' funds to separate 'designated' funds for future use such as, for building development or maintenance, growing mission and ministry. The value of such funds is reviewed annually in the light of planned or likely actions in the next 5 years. If 'designated' funds are found to exceed requirements, then the surplus is released for general use.

Restricted Funds

These are income funds that must be spent on restricted purposes, confined to objectives which have been specified by the donor or the particular fund raising activity, and the PCC cannot use them for general purposes.

Endowment Funds

These are restricted fund that must be retained as trust capital either permanently or subject to a discretionary power to spend capital as income, and where the use of any income or other benefit derived from the capital may be restricted or unrestricted.

INCOME

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when receivable, interest is accrued. All other income is recognised when it is receivable and is accounted for gross.

Agency Fee Income

Certain monies are collected by the District Church Councils within the Parish as agents for other parties. These include fees for vergers, organists, bell ringers, choir, and non-stipendiary ministers, for officiating at Church occasional offices, as well as parochial fees which are remitted to the Worcester Diocesan Board of Finance Limited. These agency collections and remittances are not included in income or expenditure shown in the Statement of Financial Activities ('SOFA').

EXPENDITURE

Grants and donations are accounted for when paid over or when designated for charitable donation, if that designation 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.

FIXED ASSETS

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings

These are not capitalised but all items are included in the Church's inventory in any case.

Tangible fixed assets for use by the charity

Spending on computers, fixtures, fittings and equipment is capitalised where the cost exceeds £1,500. This cost is amortised over the useful life of the asset which is up to 3 years for computers and between 3 and 7 years for other assets.

Investments quoted on a recognised stock exchange or those whose value derives from them are valued at markte value at the year end.

RESERVES POLICY

The PCC policy is to maintain a General Fund reserve that is used to pay all the everyday expenses. The balance on the General Fund will be kept at a level which, where possible, is at least equal to 3 months of future everyday expenses.

The General Fund reserve at the year-end amounted to £108,301 (2020 £116,738), which represents 8 months (2020 9 months) of everyday expenses in the year. In view of the uncertainties surrounding the COVID-19 pandemic and potential, continued loss of income, the PCC has determined that this level of General Fund is necessary.

2 INCOME and ENDOWMENTS

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2021 £	TOTAL 2020 £
2(a)	**Voluntary Income**						
	Plate collections	4,143	0	658	0	4,801	4,744
	Planned giving and gift aid donations	73,458	0	2,280	0	75,738	76,008
	Tax recoverable	17,058	0	5,824	0	22,882	18,874
	Donations	3,590	213	45,338	0	49,141	584,049
		98,250	213	54,100	0	152,563	683,675
2(b)	**Activities for Generating Funds**						
	Summer fete	5,115	0	0	0	5,115	0
	Christmas fayre	3,602	0	0	0	3,602	0
	Rent, hall hire & parking	8,115	0	0	0	8,115	8,216
	Church on the Green	2,011	0	0	0	2,011	1,216
	Other fundraising events	2,206	0	48	0	2,254	2,972
		21,048	0	48	0	21,096	12,405
2(c)	**Investment Income**						
	Interest & dividends received	1,728	10,284	24,506	0	36,517	27,772
2(d)	**Church Activities**						
	Fees	11,464	0	4,300	0	15,764	9,861
	Other	6,486	0	0	0	6,486	2,824
		17,950	0	4,300	0	22,250	12,685
2(e)	**Grants**	0	71,089	902	0	71,991	43,500
	TOTAL INCOME	**138,976**	**81,586**	**83,856**	**0**	**304,417**	**780,038**

3 EXPENDITURE

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2021 £	TOTAL 2020 £
3(a) Parish Share	114,769	0	0	0	114,769	106,835
3(b) Church Activities						
Mission & charitable giving	2,983	0	3,857	0	6,840	6,564
Clergy expenses	2,425	0	0	0	2,425	2,926
Service fees and expenses	2,188	0	0	0	2,188	2,038
Water, heat & light	10,212	0	0	0	10,212	9,358
Maintenance and Cleaning	2,521	250,527	4,632	0	257,680	57,669
Insurance	10,976	0	0	0	10,976	11,913
Sundry expenses	2,258	0	1,353	0	3,611	2,151
	33,562	250,527	9,842	0	293,932	92,620
3(c) Fundraising & Publicity						
Summer fete costs	1,213	0	0	0	1,213	0
Christmas fayre costs	211	0	0	0	211	0
Church on the Green	0	0	0	0	0	1,057
Other fundraising costs	15	0	0	0	15	515
	1,439	0	0	0	1,439	1,572
3(d) Administration Costs						
Office expenses	3,440	0	32	0	3,472	5,549
Independent Examiner honorarium	350	0	0	0	350	600
Professional fees and subscriptions	0	13,082	0	0	13,082	6,473
Subscriptions	1,122	0	0	0	1,122	0
Bank charges	326	10	425	0	761	340
	5,238	13,092	457	0	18,786	12,962
3(e) Depreciation						
St. Leonard's Church	0	0	1,379	0	1,379	344
	0	0	1,379	0	1,379	344
3(f) Capital Expenditure						
St Leonard's Church	0	0	1,826	0	1,826	15,793
St. Philip's Church			48,705		48,705	41,053
St. Stephen's Church	279	0	0	0	279	0
	279	0	50,531	0	50,810	56,847
TOTAL EXPENDITURE	**155,288**	**263,619**	**62,209**	0	**481,115**	**271,180**

In 2021 St. Stephen's Church spent a total of £263,411 (2020 £50,677) on a Roof Repair project, comprising maintenance costs of £250,329 (2020 £46,196) and professional fees of £13,082 (2020 £4,481).

St. Philip's Church completed the build and fitting out of their Community Centre in 2021

4 NET TRANSFERS BETWEEN FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	Total £
2021					
St. Leonard Growing Mission & Ministry Fund to General Fund	8,383		(8,383)		0
Other	652	(540)		(112)	(0)
	9,035	**(540)**	**(8,383)**	**(112)**	**(0)**
2020					
St. Stephen's General Fund to Roof Repair Fund	(18,177)	18,177			0
	(18,177)	**18,177**	**0**	**0**	**0**

5 FIXED ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Tangible assets						
Cost:						
At 1 January	0	0	6,895	0	6,895	0
Additions	0	0	0	0	0	6,895
At 31 December	**0**	**0**	**6,895**	**0**	**6,895**	**6,895**
Depreciation:						
At 1 January	0	0	344	0	344	0
Charge for year	0	0	1,379	0	1,379	344
At 31 December	**0**	**0**	**1,723**	**0**	**1,723**	**344**
Net Book Value						
At 1 January	0	0	6,551	0	6,551	0
At 31 December	**0**	**0**	**5,172**	**0**	**5,172**	**6,551**
Investments						
Market value at 1 January	20,487	556,620	581,270	54,612	1,212,989	765,865
Sales	0	(300,000)	0	0	(300,000)	(109)
Purchases	0	0	0	0	0	363,358
Dividends Reinvested	0	10,279	5,632	0	15,911	19,497
Revaluation Gain	1,360	61,056	76,268	4,713	143,397	64,379
Market Value at 31 December	**21,847**	**327,955**	**663,170**	**59,325**	**1,072,297**	**1,212,989**
TOTAL FIXED ASSETS	**21,847**	**327,955**	**668,342**	**59,325**	**1,077,469**	**1,219,540**

In 2021, St. Stephen's Church sold part of their St. David's, Batchley designated fund investment to raise £300,000 towards the costs of the roof repair project.

6 DEBTORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Income Tax Recoverable	1,845	0	224	0	2,069	1,095
Sundry Debtors & Prepayments	2,587	0	0	0	2,587	2,490
Accounts Receivable	100	0	0	0	100	96
Total Debtors	**4,532**	**0**	**224**	**0**	**4,756**	**3,681**

7 CREDITORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Due within one year						
Accruals	10,355	0	3,122	0	13,477	10,101
Deposits Received In Advance	3,113	0	0	0	3,113	5,943
Accounts Payable	333	10	0	0	343	10,988
	13,800	10	3,122	0	16,932	27,032
Due in more than one year						
Deposits Received In Advance	408	0	0	0	408	300
Total Creditors	**14,208**	**10**	**3,122**	**0**	**17,340**	**27,332**

8 NET ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
FIXED ASSETS	21,847	327,955	668,342	59,325	1,077,469	1,219,540
CURRENT ASSETS						
Debtors	4,532	0	224	0	4,756	3,681
Cash at bank and in hand	96,129	115,557	333,522	0	545,208	447,506
CURRENT LIABILITIES	(13,800)	(10)	(3,122)	0	(16,932)	(27,032)
NON-CURRENT LIABILITIES	(408)	0	0	0	(408)	(300)
	108,301	**443,502**	**998,965**	**59,325**	**1,610,093**	**1,643,394**

9 FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Balance at 1 January	114,217	565,019	909,433	54,724	1,643,394	1,063,262
Incoming resources	138,976	81,586	83,856	0	304,417	780,038
Resources expended	(155,288)	(263,619)	(62,209)	0	(481,115)	(271,180)
	97,905	382,986	931,080	54,724	1,466,696	1,572,120
Net Transfers between funds	9,035	(540)	(8,383)	(112)	(0)	0
Investment revaluation gains	1,360	61,056	76,268	4,713	143,397	64,379
Gains on fixed asset revaluation	0	0	0	0	0	6,895
Balance at 31 December	**108,301**	**443,502**	**998,965**	**59,325**	**1,610,093**	**1,643,394**

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	Richard M Clark	E.S. Whitfield
Full name(s)	The Revd Richard Martin Clark	ELAINE SUSAN WHITFIELD
Position (eg Secretary, Chair, etc)	Chair	Secretary.

Date	25.05.22

Parish of Redditch Holy Trinity

Financial Statements

For the Year ended 31 December 2021

Charity Number 1134307

Parish Office:

St Stephen's Church

Church Green West

Redditch

B97 4DY

Bankers:

CAF Bank Ltd - West Malling

HSBC plc - Redditch

Lloyds TSB plc- Redditch

Independent Examiner:

Helen Grave BSc FCMA – Birmingham

Parish of Redditch Holy Trinity
Financial Statements for the year ended 31 December 2021

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INDEPENDENT EXAMINER'S REPORT TO THE PAROCHIAL CHURCH COUNCIL ('PCC') OF THE PARISH OF REDDITCH HOLY TRINITY

This report on the financial statements of the PCC for the year ended 31 December 2021, which are set out on pages 2 to 11, is in respect of an examination carried out in accordance with the Church Accounting Regulations ("the regulations") and section 145 of the Charities Act 2011 ("the Charities Act").

Respective responsibilities of the PCC and the Examiner

The members of the PCC are responsible for the preparation of the financial statements; you consider that an audit is not required for this year under the regulations and section 144 of the Charities Act and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 144 of the Charities Act
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the financial statements present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the Charities Act;
   - to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Ms Helen M Grave BSc FCMA

Lombardy House
38 Alcester Road
Hollywood
Birmingham
B47 5NB

24/4/2022

STATEMENT OF FINANCIAL ACTIVITIES ('SOFA')

	Notes	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
INCOME and ENDOWMENTS							
Voluntary Income	2(a)	98,250	213	54,100	0	152,563	683,675
Activities for Generating Funds	2(b)	21,048	0	48	0	21,096	12,405
Investment Income	2(c)	1,728	10,284	24,506	0	36,517	27,772
Church Activities	2(d)	17,950	0	4,300	0	22,250	12,685
Grants	2(e)	0	71,089	902	0	71,991	43,500
TOTAL INCOME		**138,976**	**81,586**	**83,856**	**0**	**304,417**	**780,038**
EXPENDITURE							
Parish Share	3(a)	114,769	0	0	0	114,769	106,835
Church Activities	3(b)	33,562	250,527	9,842	0	293,932	92,620
Fundraising & Publicity	3(c)	1,439	0	0	0	1,439	1,572
Administration Costs	3(d)	5,238	13,092	457	0	18,786	12,962
Depreciation	3(e)	0	0	1,379	0	1,379	344
Capital expenditure	3(f)	279	0	50,531	0	50,810	56,847
TOTAL EXPENDITURE		**155,288**	**263,619**	**62,209**	**0**	**481,115**	**271,180**
NET INCOME/(OUTGOING) BEFORE TRANSFERS		**(16,312)**	**(182,033)**	**21,647**	**0**	**(176,698)**	**508,858**
NET TRANSFERS BETWEEN FUNDS	4	9,035	(540)	(8,383)	(112)	(0)	0
NET INCOMING RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		**(7,276)**	**(182,573)**	**13,264**	**(112)**	**(176,698)**	**508,858**
Gains/(losses) on investment revaluation		1,360	61,056	76,268	4,713	143,397	64,379
Gains on revaluation of fixed assets, charity's own use		0	0	0	0	0	6,895
NET MOVEMENT IN FUNDS	9	**(5,917)**	**(121,517)**	**89,532**	**4,601**	**(33,301)**	**580,132**
BALANCES B/FWD 1 JANUARY	9	**114,217**	**565,019**	**909,433**	**54,724**	**1,643,394**	**1,063,262**
BALANCES C/FWD 31 DECEMBER	9	**108,301**	**443,502**	**998,965**	**59,325**	**1,610,093**	**1,643,394**

BALANCE SHEET

	Notes	31/12/21 £	31/12/20 £
FIXED ASSETS			
Tangible assets	5	5,172	6,551
Investments	5	1,072,297	1,212,989
TOTAL FIXED ASSETS		**1,077,469**	**1,219,540**
CURRENT ASSETS			
Debtors	6	4,756	3,681
Cash at bank and in hand		545,208	447,506
TOTAL CURRENT ASSETS		**549,964**	**451,186**
TOTAL ASSETS		**1,627,433**	**1,670,726**
CURRENT LIABILITIES			
Amounts falling due within one year	7	16,932	27,032
NON-CURRENT LIABILITIES			
Amounts falling due in more than one year	7	408	300
TOTAL LIABILITIES		**17,340**	**27,332**
TOTAL NET ASSETS	8	**1,610,093**	**1,643,394**
REPRESENTED BY:			
Unrestricted funds	9	108,301	114,217
Designated funds	9	443,502	565,019
Restricted funds	9	998,965	909,433
Endowment funds	9	59,325	54,724
TOTAL FUNDS		**1,610,093**	**1,643,394**

Approved by the PCC on 27th April 2022 and signed on their behalf by:

The Reverend Richard Martin Clark
Chairman

CASH FLOW STATEMENT

	Notes	2021 £	2021 £	2020 £	2020 £
Net cash from operating activities			(222,905)		500,847
Cash flows from investing activities:					
Dividends and interest received		20,607		8,275	
Proceeds from the sale of investment	5	300,000		109	
Purchase of investments	5			(363,358)	
Purchase of:					
Tangible fixed assets for use of the PCC	5	0		(6,895)	
Net cash provided by/(used in) investing activities			320,607		(361,869)
Change in cash in reporting period			97,702		138,979
Cash at 1 January			447,506		308,527
Cash at 31st December			**545,208**		**447,506**
Reconciliation of net income/(expenditure) before investment gains:					
Net income before investment gains			(176,698)		508,858
Adjustments for:					
Capitalisation of expenditure	5	0		6,895	
Dividends reinvested	5	(15,911)		(19,497)	
Dividends and interest received from investments		(20,607)		(8,275)	
Depreciation charges	5	1,379		344	
Decrease in debtors	6	(1,076)		5,592	
Increase in creditors	7	(9,992)		6,929	
			(46,207)		(8,011)
Net cash provided by/(used in) operating activities			**(222,905)**		**500,847**
Analysis of cash:					
Bank current account			236,261		142,703
CCLA & CAF Deposit Platform deposit accounts			308,507		304,340
Float cash			440		463
			545,208		**447,506**

1 ACCOUNTING POLICIES

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions. The financial statements have been prepared under FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP (FRS102)).

The financial statements have been prepared under the historical cost convention, except for the valuation of investment assets which are shown at market value. 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 main affiliation to another body, nor those that are informal gatherings of church members.

FUNDS

Unrestricted Funds

These represent the remaining income funds of the PCC that are available for spending for general purposes at the discretion of the PCC for furthering the mission and ministry of the Church in the Parish . A General Fund reserve is used to pay all the PCC's 'everyday' expenses.

The PCC may decide to assign some of the 'unrestricted' funds to separate 'designated' funds for future use such as, for building development or maintenance, growing mission and ministry. The value of such funds is reviewed annually in the light of planned or likely actions in the next 5 years. If 'designated' funds are found to exceed requirements, then the surplus is released for general use.

Restricted Funds

These are income funds that must be spent on restricted purposes, confined to objectives which have been specified by the donor or the particular fund raising activity, and the PCC cannot use them for general purposes.

Endowment Funds

These are restricted fund that must be retained as trust capital either permanently or subject to a discretionary power to spend capital as income, and where the use of any income or other benefit derived from the capital may be restricted or unrestricted.

INCOME

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resources to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when receivable, interest is accrued. All other income is recognised when it is receivable and is accounted for gross.

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Certain monies are collected by the District Church Councils within the Parish as agents for other parties. These include fees for vergers, organists, bell ringers, choir, and non-stipendiary ministers, for officiating at Church occasional offices, as well as parochial fees which are remitted to the Worcester Diocesan Board of Finance Limited. These agency collections and remittances are not included in income or expenditure shown in the Statement of Financial Activities ('SOFA').

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FIXED ASSETS

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings

These are not capitalised but all items are included in the Church's inventory in any case.

Tangible fixed assets for use by the charity

Spending on computers, fixtures, fittings and equipment is capitalised where the cost exceeds £1,500. This cost is amortised over the useful life of the asset which is up to 3 years for computers and between 3 and 7 years for other assets.

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2 INCOME and ENDOWMENTS

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2021 £	TOTAL 2020 £
2(a)	**Voluntary Income**						
	Plate collections	4,143	0	658	0	4,801	4,744
	Planned giving and gift aid donations	73,458	0	2,280	0	75,738	76,008
	Tax recoverable	17,058	0	5,824	0	22,882	18,874
	Donations	3,590	213	45,338	0	49,141	584,049
		98,250	213	54,100	0	152,563	683,675
2(b)	**Activities for Generating Funds**						
	Summer fete	5,115	0	0	0	5,115	0
	Christmas fayre	3,602	0	0	0	3,602	0
	Rent, hall hire & parking	8,115	0	0	0	8,115	8,216
	Church on the Green	2,011	0	0	0	2,011	1,216
	Other fundraising events	2,206	0	48	0	2,254	2,972
		21,048	0	48	0	21,096	12,405
2(c)	**Investment Income**						
	Interest & dividends received	1,728	10,284	24,506	0	36,517	27,772
2(d)	**Church Activities**						
	Fees	11,464	0	4,300	0	15,764	9,861
	Other	6,486	0	0	0	6,486	2,824
		17,950	0	4,300	0	22,250	12,685
2(e)	**Grants**	0	71,089	902	0	71,991	43,500
	TOTAL INCOME	**138,976**	**81,586**	**83,856**	**0**	**304,417**	**780,038**

3 EXPENDITURE

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2021 £	TOTAL 2020 £
3(a) Parish Share	114,769	0	0	0	114,769	106,835
3(b) Church Activities						
Mission & charitable giving	2,983	0	3,857	0	6,840	6,564
Clergy expenses	2,425	0	0	0	2,425	2,926
Service fees and expenses	2,188	0	0	0	2,188	2,038
Water, heat & light	10,212	0	0	0	10,212	9,358
Maintenance and Cleaning	2,521	250,527	4,632	0	257,680	57,669
Insurance	10,976	0	0	0	10,976	11,913
Sundry expenses	2,258	0	1,353	0	3,611	2,151
	33,562	250,527	9,842	0	293,932	92,620
3(c) Fundraising & Publicity						
Summer fete costs	1,213	0	0	0	1,213	0
Christmas fayre costs	211	0	0	0	211	0
Church on the Green	0	0	0	0	0	1,057
Other fundraising costs	15	0	0	0	15	515
	1,439	0	0	0	1,439	1,572
3(d) Administration Costs						
Office expenses	3,440	0	32	0	3,472	5,549
Independent Examiner honorarium	350	0	0	0	350	600
Professional fees and subscriptions	0	13,082	0	0	13,082	6,473
Subscriptions	1,122	0	0	0	1,122	0
Bank charges	326	10	425	0	761	340
	5,238	13,092	457	0	18,786	12,962
3(e) Depreciation						
St. Leonard's Church	0	0	1,379	0	1,379	344
	0	0	1,379	0	1,379	344
3(f) Capital Expenditure						
St Leonard's Church	0	0	1,826	0	1,826	15,793
St. Philip's Church			48,705		48,705	41,053
St. Stephen's Church	279	0	0	0	279	0
	279	0	50,531	0	50,810	56,847
TOTAL EXPENDITURE	**155,288**	**263,619**	**62,209**	0	**481,115**	**271,180**

In 2021 St. Stephen's Church spent a total of £263,411 (2020 £50,677) on a Roof Repair project, comprising maintenance costs of £250,329 (2020 £46,196) and professional fees of £13,082 (2020 £4,481).

St. Philip's Church completed the build and fitting out of their Community Centre in 2021

4 NET TRANSFERS BETWEEN FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	Total £
2021					
St. Leonard Growing Mission & Ministry Fund to General Fund	8,383		(8,383)		0
Other	652	(540)		(112)	(0)
	9,035	**(540)**	**(8,383)**	**(112)**	**(0)**
2020					
St. Stephen's General Fund to Roof Repair Fund	(18,177)	18,177			0
	(18,177)	**18,177**	**0**	**0**	**0**

5 FIXED ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Tangible assets						
Cost:						
At 1 January	0	0	6,895	0	6,895	0
Additions	0	0	0	0	0	6,895
At 31 December	**0**	**0**	**6,895**	**0**	**6,895**	**6,895**
Depreciation:						
At 1 January	0	0	344	0	344	0
Charge for year	0	0	1,379	0	1,379	344
At 31 December	**0**	**0**	**1,723**	**0**	**1,723**	**344**
Net Book Value						
At 1 January	0	0	6,551	0	6,551	0
At 31 December	**0**	**0**	**5,172**	**0**	**5,172**	**6,551**
Investments						
Market value at 1 January	20,487	556,620	581,270	54,612	1,212,989	765,865
Sales	0	(300,000)	0	0	(300,000)	(109)
Purchases	0	0	0	0	0	363,358
Dividends Reinvested	0	10,279	5,632	0	15,911	19,497
Revaluation Gain	1,360	61,056	76,268	4,713	143,397	64,379
Market Value at 31 December	**21,847**	**327,955**	**663,170**	**59,325**	**1,072,297**	**1,212,989**
TOTAL FIXED ASSETS	**21,847**	**327,955**	**668,342**	**59,325**	**1,077,469**	**1,219,540**

In 2021, St. Stephen's Church sold part of their St. David's, Batchley designated fund investment to raise £300,000 towards the costs of the roof repair project.

6 DEBTORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Income Tax Recoverable	1,845	0	224	0	2,069	1,095
Sundry Debtors & Prepayments	2,587	0	0	0	2,587	2,490
Accounts Receivable	100	0	0	0	100	96
Total Debtors	**4,532**	**0**	**224**	**0**	**4,756**	**3,681**

7 CREDITORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Due within one year						
Accruals	10,355	0	3,122	0	13,477	10,101
Deposits Received In Advance	3,113	0	0	0	3,113	5,943
Accounts Payable	333	10	0	0	343	10,988
	13,800	10	3,122	0	16,932	27,032
Due in more than one year						
Deposits Received In Advance	408	0	0	0	408	300
Total Creditors	**14,208**	**10**	**3,122**	**0**	**17,340**	**27,332**

8 NET ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
FIXED ASSETS	21,847	327,955	668,342	59,325	1,077,469	1,219,540
CURRENT ASSETS						
Debtors	4,532	0	224	0	4,756	3,681
Cash at bank and in hand	96,129	115,557	333,522	0	545,208	447,506
CURRENT LIABILITIES	(13,800)	(10)	(3,122)	0	(16,932)	(27,032)
NON-CURRENT LIABILITIES	(408)	0	0	0	(408)	(300)
	108,301	**443,502**	**998,965**	**59,325**	**1,610,093**	**1,643,394**

9 FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Balance at 1 January	114,217	565,019	909,433	54,724	1,643,394	1,063,262
Incoming resources	138,976	81,586	83,856	0	304,417	780,038
Resources expended	(155,288)	(263,619)	(62,209)	0	(481,115)	(271,180)
	97,905	382,986	931,080	54,724	1,466,696	1,572,120
Net Transfers between funds	9,035	(540)	(8,383)	(112)	(0)	0
Investment revaluation gains	1,360	61,056	76,268	4,713	143,397	64,379
Gains on fixed asset revaluation	0	0	0	0	0	6,895
Balance at 31 December	**108,301**	**443,502**	**998,965**	**59,325**	**1,610,093**	**1,643,394**

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF REDDITCH HOLY TRINITY

England & Wales - Charity number 1134307

Accounts

The Parish of Redditch Holy Trinity.
Annual Report for 2020

Descriptive and Administrative Information

Redditch Holy Trinity has a parish inhabited by more than 35,000 people covering the north, central and west of the Borough of Redditch, and the northeast and eastern edges of Bromsgrove District. The parish population is set to rise by at least 7,000 people by 2030, owing to new housing developments; the first two phases of new housing in Webheath district was completed by the end of 2019 and there is continued new building at the north end of St Stephen's district. The parish is part of the diocese of Worcester, and the deanery of Redditch and Bromsgrove. It borders on the diocese of Birmingham to the north, and the diocese of Coventry at its farthest point east, in Beoley district. Although there have been settlements in the area that are mentioned in the Domesday records, the Borough of Redditch was founded in 1964 to facilitate the building of a new town, which forms much of north, east and south east of the present borough. The parish includes both old and new parts of the Borough. Bromsgrove District borders the Borough boundary to cover semi-rural areas to the north and west; part of the parish falls within its boundary, including Beoley church and vicarage. The two local authorities operate in partnership. Redditch itself is the second largest town or city in Worcestershire. It is the terminus for a direct train line through central Birmingham that ends at the north of the greater Birmingham area at Lichfield, while the M42 motorway crosses the most northerly part of Beoley district.

Each district within the parish has a distinct profile, ranging from the urban deprivation of St Stephen's and the diverse communities that form Beoley district, which includes urban deprivation, to the comparatively comfortable suburbia of Webheath. The parish ranks 2,023 out of 12,382 in England where 1 is the most deprived parish, putting it in the bottom 16% in the country. Poverty issues among pensioners, and the percentage of people with no qualifications are significant reasons for this rating. Areas of especial concern are Batchley, Abbeydale and Church Hill South

Tardebigge St Bartholomew left the parish at the end of March 2015 although they remain part of the wider team ministry, sharing team clergy and, de facto, Licensed Lay Ministers. The parish of St Bartholomew's covers the Brockhill area of Redditch and the semi-rural area between Redditch and Bromsgrove and has a growing population of over 6,000.

Until the beginning of Covid-19 pandemic restrictions in March 2020, the parish conducted worship at least once a week at St David's Batchley (meeting in small numbers at St David's Care Home); St Leonard's Beoley; St Stephen's Redditch; and St Philip's Webheath. We also led some of the services of worship at St Andrew's Methodist Church. There was an extensive ministry to care homes, nursing homes and schools. Some of the schools' ministry has been continued online during the pandemic.

St George's Church is now redundant and no longer has representatives on the parochial church council; the diocese of Worcester is administering the sale of the church building, grounds and hall. In the meantime, the parish is responsible for the care, maintenance and security of church grounds and hall.

Structure, Governance and Management

Redditch Holy Trinity Parochial Church Council ('PCC') is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council (Powers) Measure 1956. The PCC is a registered charity, number 1134307; the parish office is situated in St Stephen's Church, Church Green, Redditch, B97 4DY. As a charity, the PCC must comply with the Charity Commission guidance and legislation in relation to charities.

Legally, the PCC is responsible for the finances of the parish. It also has ultimate responsibility for the care and maintenance of all church buildings and their contents. The PCC and the incumbent have a duty of care to ensure the protection of the vulnerable in their church community. Although these responsibilities are executed by the churchwardens, all PCC members must share in the oversight. It has a voice in the forms of Service used by the church, although the priest is

responsible for services of worship, and may make representations to the bishop on matters that affect the welfare of the parish. A "Rule 18" document has been enacted, delegating some of the PCCs powers to the constituent District Church Councils.

Members of the PCC are also trustees of the charity. The method of appointment of PCC members is set out in the Church Representation Rules. PCC members are elected by those members of congregations that are on the electoral roll of the church. All baptized Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

The full PCC met four times during the year with an average level of attendance of 16 (59%). In between PCC meetings, the business of the Parish is conducted by the PCC Standing Committee, which met four times during 2020. Their deliberations were received by the full PCC and discussed where necessary. During the Covid-19 pandemic, online Zoom video conferencing has been used for meetings.

The Annual Parochial Meeting for 2020 was delayed by five months to 11th November 2020 owing to the Covid-19 pandemic and was held online using Zoom video conferencing.

PCC Members who have served at any time from 1st January 2020 until the date this report was approved are:

Officers of the Council

Chair: The Revd Richard Clark
Lay Chair: Rhiannon Walpole (Until 11/11/2020), Philip Mitchell (From 11/11/2020)
Secretary: Elaine Whitfield
Treasurer: Stewart Mason (Until 13/01/2021), Mark Blamire-Brown (From 13/01/2021

Members of the Council

Team Clergy
The Revd Paul Lawlor's ministry is shared between St Stephen's, Faith at Work in Worcestershire and St John the Evangelist Church, Greenlands, which is in the parish of Ipsley. He is also Area Dean for Redditch and Bromsgrove Deanery.
The Revd Richard Clark is Team Rector and has special responsibility for St Philip's, Webheath and St Bartholomew's, Tardebigge
The Revd Francis Moloney is an Assistant Curate serving in the team
The Revd Paul Irving had special responsibility for St Leonard's, Beoley and for Parish Education.

Parish Wardens
Christopher Prevett (Until 08/11/2020)
Rosalind Prentice (From 08/11/2020)
Ann Simmons
Keith Abbotts
Lady Elaine Whitfield
John Hawkins
Keith Carter (Until 11/11/2020)

Deanery Synod Representatives
Alyson Hawkins
Jaquii Hearnshaw (Until 11/11/2020)
Jules Bird (From 11/11/2020)
Gail Stone
Susan Clarke (Until 11/11/2020)
Elaine Whitfield
Pauline Bird
Norma Walters (Until 11/11/2020)

Licensed Lay Ministers

Enid Mullis
Margaret Lloyd
Norma Walters

Bryan Allbut is the Chair of the Diocesan Board of Education and a member of Diocesan Synod and is therefore an ex-officio member of the council.

Members Elected from the District Churches not otherwise listed

Mark Blamire-Brown (From 08/11/20)–
Rosemary Davis (Until 08/11/2020)
Philip Mitchell (From 08/11/2020)
Michael Preston (From 08/11/20)
Christopher Prevett (From 08/11/20)
Robin Simmons (Until 08/11/2020)
Susan Watkins (Until 08/11/2020)
Karen Collett (Until 11/11/2020)
Bethan Craner
Elizabeth Herbert (Until 11/11/2020)
Gail Stone
Garry Roberts
Margaret Williams
Stewart Mason
Irene Yates
Philip Bladon
David Townsend
Keith Carter

Objectives and Activities

The role of the PCC has the responsibility, along with the incumbent, the Revd Richard Clark, to promote the mission of God in its parish, pastoral, evangelistic, social and ecumenical. The PCC and the incumbent have a duty of care to ensure the protection of the vulnerable in their church community.

The PCC is responsible for the districts of Beoley St Leonard; Redditch St Stephen, St George & St David; Webheath St Philip; and all buildings, etc., associated with the churches.

We bear in mind the diocesan mission priorities, as contained in its Kingdom Vision initiative, which can be summarised as: Prayer to, and Worship of God the Father, Son and Holy Spirit; Sharing, and helping people to understand, the Faith; Addressing issues of poverty throughout the world; caring for the earth and the responsible management and use of its resources; building inclusive communities. The Diocese is especially concerned that each parish builds its work with children and young people, which we are already eager to do. As part of this concern the diocese deployed a Mission Enabler, Anne Batchelor, to the parish for a year beginning in April 2019 as part of their Calling Young Disciples initiative. As part of this initiative some of those involved in ministry to children has been formed into a Learning Hub to further the work begun by the Mission Enabler to ensure sustainable initiatives are developed. The initiative was effectually in abeyance for much of 2020 owing to the Covid-19 pandemic. The parish remains active in reaching out through school assemblies, including many conducted by Open the Book teams or by Revs Paul Irving and Paul Lawlor. Faith at Work in Worcestershire, led locally by Rev Paul Lawlor, are busy locally, especially in ministry to staff in the Kingfisher Centre, the Civic Centre and to the Police and Emergency Services

The Electoral Roll in 2020 is 223. St Stephen’s has worked at ensuring that it has a central place in community life; St Leonard’s has been active in Church Hill and further afield; St Philip’s has sought to draw local people to church. We have two Messy Churches, an ecumenical meeting based in the town centre, and another based in Church Hill. It is hoped to grow these congregations, meeting on a more regular basis when it is possible to do so.

Review of the Year

With the advent of social distancing, worship services have not been held in the usual manner. We have focussed our activity on online ministry, which, after some challenges in getting ourselves set up and becoming accustomed to the new way of doing things, has changed the shape of mission and ministry of the parish. On those occasions when 'in-person' worship services were allowed in church buildings, capacity constraints due to social distancing rules meant that the number of places available to worshippers was severely reduced.

We are to be a gathered body with an outward focus; working as one, disrupted so that we can grow as the Lord leads. There is a call for direct Christian activity and increased bravery in presenting the gospel. There are barriers, real & imagined, that can lead us to water down our message. We recognised the importance of marketing and communication, while the role of our online communication has been important in not only reaching our established congregation but others from outside the local area as well. New equipment has been purchased to facilitate ongoing mission and ministry.

We have established a rhythm of prayer through the broadcasting of six morning and evening prayer services every week; services at various times have been recorded, or live streamed from St. Stephen's Church in the town centre. Alpha (Youth & Adult), Exploring Discipleship and other courses, Messy Church and Open the Book have all been held online at regular intervals, with people from different congregations, in the parish and beyond, working collaboratively.

Despite Covid-19 pandemic restrictions, progress has been made in seeking to become eco-churches and action has been taken at St Leonard's and St Philip's to enhance the attractiveness of the churchyards to wildlife.

We recognise that people are in different places; before the pandemic, some were in complacency or denial while others were in confusion, reaching towards renewal. Since that time, we have been brought up short by the longest period of church building closure since the reign of King John, and the great damage that the nation has suffered because of Covid-19 and the battle to contain it. As we emerge into a "New Day" we will want Jesus to move us to personal renewal & prayer so that we can be incarnational, reflecting who he is to the world in general, wherever we are.

Financial Review

Parish of Redditch Holy Trinity Trustees Annual Report 2020 Report and Financial Statements Financial Review a) Income Overall income in 2020, at £780,038, was £481,482 higher than the previous year. This included a legacy of £551,791 received from the estate of a former churchwarden at St. Leonard's Church, which compares to legacies and other donations received in the previous year amounting to £94,825. Income in 2020 also included grants amounting to £43,500 (2019 £6,608) received for major building improvement and roof repair projects being carried out at St. Philip's Church and St. Stephen's Church.

Unrestricted income, excluding legacies and grants, in 2020 amounted to £120,245, which is £42,860 (36%) lower than the comparable figure for the previous year. The unprecedented closure of church buildings and surrounding grounds due to the COVID-19 pandemic, which came into force at the end of March 2020, has resulted in a severe loss of income from plate collections, fund raising activities and weddings.

b) Expenditure

Expenditure in the year totalled £271,180 compared with £255,985 in the previous year.

St. Philip's Church has completed the construction of their new annex and is currently in the process of fitting out the building. To date the project expenditure has totalled £363,065, of which £40,153 was spent in 2020 (2019 £56,182). An estimated £60,000 is required to

complete the project. £6,719 was held in the project bank account at the year end, and donations totalling £41,155 have been received since the year end.

St. Stephen's Church embarked on a major project in 2020 to carry out roof repair and other building repair work that has been identified by a Quinquennial Inspection of the building. The overall project expenditure is budgeted to be £260.000, of which £46,196 was spent in 2020. The project is to be funded partially by grants and the remainder from the unrestricted General Fund, with the balance being funded by the designated St. David's Batchley Fund.

St. Leonard's Church spent £15,793 on two major expenditure projects in 2020: £8,858 for a new video projector and electric screen, and £6,935 on extending and landscaping the footpath in the lower churchyard. Both projects were funded from the restricted, Growing Mission & Ministry Fund.

In 2020, everyday expenditure of £152,719 exceeded the income in the unrestricted General Fund by £32,473 (2019 £22,521).

c) Net Outgoings

Net incoming resources, before other recognised gains, in the year amounted to £508,843 (2019 £42,571). However, excluding the effect of significant receipts from legacies and grants on the one hand and capital expenditure on the other, the surplus turns into a deficit for the year amounting to £49,542 compared with a surplus of £11,968 in the previous year, which is the result of the lower income as described above.

d) Transfers between funds

At the year end, St. Stephen's Church transferred £18,177 from their unrestricted, General Fund to a newly created designated fund for the roof and other building repairs project, as described above.

At the beginning of the year, St. Philip's Church closed the designated fund for organ restoration, transferring the balance of £6,951 to a newly created restricted fund for organ restoration.

e) Balance Sheet Fixed asset investments

Long-term investments are "marked to market" at year end and any increase or decrease in value from the previous year is shown in the SOFA below the net income or deficit of the period. Stock markets did not perform as well in 2020 as the strong market performance in 2019. However, share prices did rise in 2020, consequently the value of investments held at the year-end was £64,379 (2019 £116,184) higher than at the start of the year. Some dividends are reinvested in the investment funds from which they have been received. In 2020, reinvested dividends totalled £19,496 (2019 £19,192). Investments have been made in funds that are in accordance with the Church's principles and beliefs. These include the CBF Church of England Funds, which are managed by CCLA Investment Management Limited and EdenTree funds for charities which are managed by EdenTree Investment Management Limited, part of the Ecclesiastical Insurance Group, who are owned by Allchurches Charity Trust.

Cash Flow and Cash at Bank

Net cash from operating activities, including cash from legacies and grants, in 2020 amounted to £500,832 (2019 £31,230). Of this, £363,358 has been invested in income funds managed by CCLA and Eden Tree Investment Management. The balance of the legacy money mentioned above has been placed in shorter-term deposit accounts held with CCLA and the CAF Deposit Platform.

At the end of year, cash held in bank current and, the above mentioned, deposit accounts amounted to £447,506 (2019 £308,542).

Net Assets and Fund Balances

The Balance Sheet ended the year in a far stronger position than at the beginning of the year. The value of net assets rose by £580,117 in the year to £1,643,394 (2019 - £1,063,277) at the year end. Restricted funds rose by £607,058 to £909,432 (2019 - £302,374). Designated funds rose by £3,352 to £565,020 (2019 - £561,668), whilst the value of endowment funds rose by £3,326 to £54,724 (2019 - £51,398).

However, the strengthening position of overall funds during the year was not experienced in all funds. Unrestricted, General funds fell £33,620 during the year to £114,217 (2019 - £147,837) at the year end. That is a fall of 23% in the year. The General funds reserve at the year-end represents approximately 9 months (2019 – 12 months) of ‘everyday’ future expenditure.

Mark Blamire-Brown Treasurer, Redditch Holy Trinity PCC 21st April 2021

Role of the Laity

A time of change and uncertainty, which began for the nation in March 2020, is now being added to by significant changes in the Church of England’s ministry across the diocese. It is the role of the laity that is crucial in this as they have the capacity to be advocates for the changes as they happen. Pastorally, the role of the laity is vital in helping each other to come to terms with new realities and to become accustomed to the changes as they unfold, upholding our faith in Jesus as Lord of His Church amid ongoing uncertainties on the one hand and a sense of loss on the other. It is also hoped that lay leaders can get something of a sense of excitement and energy from the process, and a sense of hope for future mission and ministry together.

Church Activities

Due to Covid-19 pandemic restrictions many church activities were curtailed in 2020 with all meetings and courses being held on Zoom. A rhythm of worship was developed so that Sunday Services, Daily Morning and Evening Prayer were broadcast online via the Holy Trinity Redditch Facebook page and YouTube Channel and livestreamed where possible.

St Stephen’s has done its best to remain a focal point for Christianity in the town and will continue to seek to be on a journey towards being a visible and vibrant presence working with, and at the heart of, the community. St Stephen’s was open for prayer as soon as it was permitted and has hosted many joint services. It has been the first church to be able to livestream its worship, although having installed a new projector and electric screen in the church building in 2020, St. Leonard’s will install a livestreaming facility, together with an improved sound system in 2021 St Stephen’s has also made significant progress in the renewal of its building by completing major repair work on its roof. While the condition of St Stephen’s remains concerning in view of the large size of its building and its low capacity to fund repairs and maintenance through congregational giving, plans for the rest of a major refurbishment are progressing. The diocese of Worcester continues to give active help and guidance in this respect.

The Messy Church team have created many online activities, including activities throughout Advent, and will be working hard again in the coming year to provide a growing, Christ-centred church for families involving fun, creativity, hospitality and celebration. Messy Church is a flagship example of collaborative mission.

Church members at St. Leonard’s remained active as a worshipping community determined to serve and care for their neighbours. The church building was occasionally open for prayer, however, opening times were limited due to the number of funerals that took place during the week.

The Pastoral Care Team was expanded to provide a network of support for church members with regular telephone calls to ensure communication and mutual care, supporting the clergy in this ministry. House groups remain an integral part of St. Leonard's worshipping community, continuing to meet online to share fellowship, prayer, and Bible study and in some cases have increased in frequency. Groups included members from across the parish. Care to the wider community has been provided through collections for the Redditch Foodbank and increasing charitable giving. There was a strong response to the Christmas appeal to provide book tokens to children of prisoners at Hewell Prison, working closely with Beoley Mother's Union branch in this respect.

The St. Leonard's organist recorded an extensive catalogue of worship songs for use in the parish wide video recordings and live worship services. When the opportunity arose to hold worship 'in person' rather than online, then creative approaches were taken to hold services in the church grounds, at Harvest and Christmas. Sadly, the annual Snowdrop Weekend fundraising event in February 2020 had to be abandoned on the Sunday because of Storm Ciaira. Despite the Covid-19 pandemic restrictions, improvements to access and landscaping of the lower churchyard were completed in the year.

Happily, the delayed ordination to the priesthood of Rev Francis Moloney was able to take place in person, although in a more limited way than is usual. Francis has brought fresh life and perspective into parochial ministry, as well as considerable gifts and talents. He has been a considerable asset during the pandemic because of his ability to work confidently and effectively online, especially in concert with Rev. Paul Lawlor. He has also been as active in evangelism as he can and has co-hosted several Alpha courses. The Revd Francis Moloney is a member of the Interim Executive Board of St George's School, and a Joint Diocesan CMEAC rep and UKME Vocations Champion.

St Philip's church building is, unlike the others in the team, located in the single housing district that they serve; members of the congregation often walk to church, and few live more than a mile away. It is, however, the least visible of the church buildings, having no tower or spire. In view of this, the church usually has a programme of exhibitions and events to draw people onto the church site. This was completely lost because of the pandemic. Private donations plus a transfer generously given by St Stephen's mean that the annex will be completed before the end of social distancing. This project will serve to enhance the context of mission from the church building, which is the only congregation of any denomination that meet in the local area. St Philip's does not receive income through historic trusts set up to benefit the church, nor does it have unrestricted reserves with which to respond to any unusual liabilities that may occur. Thankfully, it has a strong group of volunteers whose work helps to defray the cost of maintenance and repairs.

Education & Safeguarding

The parish seeks to be involved as possible in local schools as part of its ministry to children. Due to the closures of schools during the pandemic this has proved more difficult, though many assemblies or contributions to collective worship were recorded by the clergy, especially the Revd. Paul Irving; some were also recorded by Open the Book teams for use in several local schools. St Stephen's hosted a weekly Young Bell Ringers group. We have once again held educational courses across the parish on zoom this year to encourage mutual learning and fellowship. Messy Church in the town centre has used zoom and Facebook to reach families with younger children.

Trained Safeguarding Officers are in place for all district churches. The clergy are up to date with Safeguarding training; all required safeguarding policies have been adopted and are in place; ICT policy is being reviewed. Worcester diocese are currently ensuring that training has been given regarding Safer Recruitment and Data Protection; PCC have reviewed and amended their practice in the light of the forthcoming implementation of new legislation.

Other Leadership Roles and Activities

The clergy team was fully staffed until February 2021. In addition, they have had the opportunity to be involved in training an Assistant Curate, Revd Francis Maloney, throughout 2020. The parish has maintained its role in the community through supporting community-based activities, the conduct of many occasional offices, and the involvement in ecumenical outreach and other activities. Two Licensed Lay Ministers are licensed by the bishop to take funerals, while the third, Norma Walters, co-ordinates a pastoral team. Laity are actively involved in pastoral care and ministry in residential care homes when permitted to do so.

The Revd Paul Lawlor has continued to foster civic links through involvement in major civic and community events in the town centre, and he has a strong relationship with the local press.

The Revd Paul Lawlor was Rural Dean of Bromsgrove and is now Area Dean of an enlarged Redditch and Bromsgrove Deanery. He is also a member of the Diocesan Mission and Pastoral Committee, a trustee of Faith at Work in Worcestershire and of the Word Christian Bookshop. He is a governor of St Stephen's School

The Revd. Richard Clark has a chaplaincy role at Redditch United Football Club where he has encouraged the community work of the club, been a pastoral presence for directors, staff, volunteers and their families and shared Christian-based messages in programme articles for every home match, although the club was closed for half of 2020 because of the pandemic.

The Revd. Richard Clark is a member of Bishop's Council and Standing Committee, Chair of the Commission of Social Responsibility and a trustee of the Worcester Diocesan Academies Trust. He is a governor of Tardebigge School and a member of the Shires Multi Academy Trust

The Revd Paul Irving is a Bishop's Representative at Bishops Advisory Panels for the Candidates for Ordained Ministry. He was a governor of St George's School.

The Revd Francis Moloney is a governor of St George's School

Bryan Allbut is Chair of the Diocesan Board of Education and of Worcester Diocese Multi Academy Trust.

The Reverends Paul Lawlor, and Richard Clark are members of Diocesan Synod.

Clergy have also undertaken other commitments which have helped them grow personally and in their contribution to parish life, which have in turn expanded the horizons of church members. This includes conferences and meetings run by New Wine, Naturally Supernatural and World Prayer Centre. Richard Clark usually undertakes an annual mission trip to support a "Fresh Expressions" outreach based at Boat of Garton near Aviemore, giving encouragement, support and guidance in shaping this new work, although he was only able to offer support by zoom in 2020.

These conferences and trips serve to refresh the clergy and renew their vision, giving them much to share when they return to the parish.

Plans for Future Periods

It is the usual practice for an annual report to provide the reader with an explanation of the PCC's plans for the including the key objectives and activities planned to support them. This is complicated by the pandemic and the restructuring of the ministry of the Church of England in Redditch and Alvechurch, so that there are more unknown factors than would normally be the case.

Mission and Ministry

We hope to make all our churches warm, welcoming and family friendly; churches that are active in our efforts to reach out to the community, meeting the needs of the people and

helping them to discover God's Love we will do this together, while being unique and distinct from one another, in creative collaboration and outward focused mission.

Tasks for 2021:

1. Re-establish worship in the church building. We have begun with a single service every Sunday until the government end social distancing restrictions. It will, however, be impossible to return to the pre-lockdown pattern as we do not have the people available to take the services. This is an opportunity for the church to gather closer together as a single Christian community as the New Testament envisages. A reduction in the number of services at St Leonard's will in any case be necessary given the forthcoming combining of that church with St Laurence's Alvechurch; no incumbent, however gifted and energetic, can be in two places at once.

2. Re-establish occasional offices. Some people took their funerals to the crematorium because they did not feel they could have "proper" church service; weddings have been moved, and the first baptisms of the year will not take place until 13th June 2021. We will not know until the summer of 2022, when we can review a year without social distancing, to know what impact the pandemic has made on the incidence of occasional offices.

3. Draw together the community. There are key events that take place during the summer that will serve to help re-establish links between the community and our church buildings. The relationship between the church and schools will be more challenging without the expertise of The Revd Paul Irving which makes the work of the Calling Youth Disciples Learning Hub, Open the Book and Messy Church all the more important in the future. We look forward to a full celebration of Christmas and will consider investing in additional publicity to reconnect with the people of our districts.

4. Review our mission in a post-pandemic world. In general terms, mission is defined as: "an important assignment given to a person or group of people, or the vocation or calling of a religious organization, especially a Christian one, to go out into the world and spread its faith." Jesus said to His disciples at the end of His time on earth,
"All authority in heaven and on earth has been given to me. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you." (Matthew 28:18b-20a)
This passage, known as the Great Commission, was the mission that Christ left for His Church to fulfil. We are also mindful that Jesus states in Luke 4:18 that part of his mission is to evangelise the poor.

Jesus' strategy began with the calling of his disciples; any church growth strategy must include the development of a core group committed to train and to act as they are led by, and in the power of, the Holy Spirit to extend the Kingdom of God in Jesus' name and to devote themselves to church growth. It will, however, be the responsibility of all those associated with the team parish to be committed to this objective, and to support one another in that task.

Parochial Reorganisation

The Revd Paul Irving, Team Vicar for St. Leonard's Church moved to a new position in Taunton, Somerset in February 2021. Plans are in place to recruit a priest who will be shared between St. Leonard's Church and the neighbouring parish of Alvechurch St. Laurence where the vicar is to retire in July. The post will be advertised shortly. The new priest will be licensed as a team vicar to this team but also priest in charge of St Laurence's, which is not part of the team. The second half of 2021 could be a time of discovery for the members of St. Leonard's Church in developing new ways to work in partnership with St. Laurence's Church.

By the end of 2021, following a consultation with laity and clergy, we will also have a proposal for a new ministerial structure for the Redditch and Alvechurch area to maximise the deployment of the five full time stipendiary priests (assistant curates are not included in the

plan) across the 12 churches and 92000+ parishioners with a view to maximising collaborative mission and ministry across the area. Above all, it is intended that there will be an increase of collaborative ministry across the churches, with appropriate structures to facilitate this.

Parish of Redditch Holy Trinity
Trustees Annual Report
2020 Report and Financial Statements

Financial Review

a) Income

Overall income in 2020, at £780,038, was £481,482 higher than the previous year. This included a legacy of £551,791 received from the estate of a former churchwarden at St. Leonard's Church, which compares to legacies and other donations received in the previous year amounting to £94,825. Income in 2020 also included grants amounting to £43,500 (2019 £6,608) received for major building improvement and roof repair projects being carried out at St. Philip's Church and St. Stephen's Church.

Unrestricted income, excluding legacies and grants, in 2020 amounted to £120,245, which is £42,860 (36%) lower than the comparable figure for the previous year. The unprecedented closure of church buildings and surrounding grounds due to the COVID-19 pandemic, which came into force at the end of March 2020, has resulted in a severe loss of income from plate collections, fund raising activities and weddings.

b) Expenditure

Expenditure in the year totalled £271,180 compared with £255,985 in the previous year.

St. Philip's Church has completed the construction of their new annex and is currently in the process of fitting out the building. To date the project expenditure has totalled £363,065, of which £40,153 was spent in 2020 (2019 £56,182). An estimated £60,000 is required to complete the project. £6,719 was held in the project bank account at the year end, and donations totalling £41,155 have been received since the year end.

St. Stephen's Church embarked on a major project in 2020 to carry out roof repair and other building repair work that has been identified by a Quinquennial Inspection of the building. The overall project expenditure is budgeted to be £260.000, of which £46,196 was spent in 2020. The project is to be funded partially by grants and the remainder from the unrestricted General Fund, with the balance being funded by the designated St. David's Batchley Fund.

St. Leonard's Church spent £15,793 on two major expenditure projects in 2020: £8,858 for a new video projector and electric screen, and £6,935 on extending and landscaping the footpath in the lower churchyard. Both projects were funded from the restricted, Growing Mission & Ministry Fund.

In 2020, everyday expenditure of £152,719 exceeded the income in the unrestricted General Fund by £32,473 (2019 £22,521).

c) Net Outgoings

Net incoming resources, before other recognised gains, in the year amounted to £508,843 (2019 £42,571). However, excluding the effect of significant receipts from legacies and grants on the one hand and capital expenditure on the other, the surplus turns into a deficit for the year amounting to £49,542 compared with a surplus of £11,968 in the previous year, which is the result of the lower income as described above.

d) Transfers between funds

At the year end, St. Stephen's Church transferred £18,177 from their unrestricted, General Fund to a newly created designated fund for the roof and other building repairs project, as described above.

At the beginning of the year, St. Philip's Church closed the designated fund for organ restoration, transferring the balance of £6,951 to a newly created restricted fund for organ restoration.

e) Balance Sheet

Fixed asset investments

Long-term investments are "marked to market" at year end and any increase or decrease in value from the previous year is shown in the SOFA below the net income or deficit of the period. Stock markets did not perform as well in 2020 as the strong market performance in 2019. However, share prices did rise in 2020, consequently the value of investments held at the year-end was £64,379 (2019 £116,184) higher than at the start of the year. Some dividends are reinvested in the

investment funds from which they have been received. In 2020, reinvested dividends totalled £19,496 (2019 £19,192).

Investments have been made in funds that are in accordance with the Church's principles and beliefs. These include the CBF Church of England Funds, which are managed by CCLA Investment Management Limited and EdenTree funds for charities which are managed by EdenTree Investment Management Limited, part of the Ecclesiastical Insurance Group, who are owned by Allchurches Charity Trust.

Cash Flow and Cash at Bank

Net cash from operating activities, including cash from legacies and grants, in 2020 amounted to £500,832 (2019 £31,230). Of this, £363,358 has been invested in income funds managed by CCLA and Eden Tree Investment Management. The balance of the legacy money mentioned above has been placed in shorter-term deposit accounts held with CCLA and the CAF Deposit Platform.

At the end of year, cash held in bank current and, the above mentioned, deposit accounts amounted to £447,506 (2019 £308,542).

Net Assets and Fund Balances

The Balance Sheet ended the year in a far stronger position than at the beginning of the year. The value of net assets rose by £580,117 in the year to £1,643,394 (2019 - £1,063,277) at the year end. Restricted funds rose by £607,058 to £909,432 (2019 - £302,374). Designated funds rose by £3,352 to £565,020 (2019 - £561,668), whilst the value of endowment funds rose by £3,326 to £54,724 (2019 - £51,398).

However, the strengthening position of overall funds during the year was not experienced in all funds. Unrestricted, General funds fell £33,620 during the year to £114,217 (2019 - £147,837) at the year end. That is a fall of 23% in the year. The General funds reserve at the year-end represents approximately 9 months (2019 – 12 months) of 'everyday' future expenditure.

Mark Blamire-Brown
Treasurer, Redditch Holy Trinity PCC
21st April 2021

HOLY TRINITY PCC ACCOUNTS 2020 – EXAMINERS REPORT TO THE PCC TREASURER

THE YEAR

It is almost impossible to find the right words to comment on such a difficult year. There is no need to repeat the impact that Covid 19 has had on everyone both personally and professionally with many individual tragedies.

With regard to Holy Trinity the only appropriate term I could come up with is the “Curates Egg” (Punch cartoon 1895 where a meek curate who, given a stale egg at the bishop's table, assures his host that ‘parts of it are excellent’)

Despite all the difficulties faced in fundraising and loss of wedding revenue and other income the parish has shown itself resilient - in the hard work of the volunteers and particularly the treasurers; and lucky - in the legacies and grants received.

Out of these difficulties there has been pressure for change and adaptability and it is this change and adaptability that I see as the good parts of the “Curate’s Egg”.

PEOPLE

Last year I emphasised the need for a qualified accountant at PCC treasurer level and many thanks are due to Mark Blamire-Brown for taking on this role in addition to his role as treasurer (thus providing him a significant work load).

I note that the problems at St Stephen’s are on the way towards resolution but I have to reaffirm my comments in last years report that as finances become more complex the need for a succession plan with people working alongside the existing treasurers is hugely important. I am not oblivious to the situation of a limited number of volunteers taking on every role at some time or other. I hope that maybe more volunteers from outside the church / faith can be encouraged to help and to appreciate the good work that goes on within the individual churches and feel thus emboldened to join.

CONSOLIDATION OF SKILLS AND RESOURCES AND MEETINGS

As the C of E is faced with the search for economies and the clergy’s responsibilities become increasingly spread over

communities so the financial resources of the parish will need to bring together individual tasks wherever economies of scale can be achieved.

One particular benefit from lockdown has been the bringing together of the treasurers through Zoom meetings and the ability to share problems and knowledge more easily. There are a number of policies in existence and in need of constant update and such meetings can ensure there is common recognition and education throughout both diocese and parish.

I refer specifically to:

Project and Financial Management of Major Maintenance and Capital Expenditure projects

Legacy Investment planning and monitoring

Charities Commission and C of E policy changes and Accounting Standards

Asset registers

Reserves

In allowing people to attend meetings from home, Zoom also saves travel time. There is current duplication of topics across the current meetings and I fully support efforts to reduce this duplication.

DIGITAL CASH GIVING AND MANAGEMENT

The lockdown church closures have focussed the need for alternative arrangements. I was pleased to see that many envelope users had accepted alternative means of giving and would hope that all the churches will grasp this opportunity to make paying in books as redundant as the chequebooks have become. The Parish Giving Scheme is also proving a huge benefit for the management of Direct Debit donations and Gift Aid.

Streamed services which I understand are planned to continue have also brought new watchers and an opportunity to widen the internet base for donations through Give Net, Just Giving and the other net based donation sites.

CHURCHES AND USE OF BUILDINGS

Whilst endeavouring to retain those aspects of faith and ritual which make the church a location for reflection and prayer the response by younger generations to the ending of lockdown highlights the importance of social gatherings to the secular world.

All the parishes within the C of E have the identical problem – very expensive and often heritage linked buildings with high costs and decreasing congregations. Acknowledging that it is the past loyalty and sentiment that is currently bringing in large legacies does not remove the annual need to fund these buildings with activities which may conflict with the concept of silent prayer and traditional rituals. If these activities can bring in new listeners to the moral and social messages as well as the religious aspect of Christ's teachings then I think the secular challenge can be addressed.

EXAMINATION QUERIES

There were no major queries to the individual and consolidated accounts and those queries which arose have been discussed with the individual treasurers. The PCC Examiners report in the accounts has accordingly been signed.

FUTURE APPROACH

Those plans which were scuppered by the lockdown can now (deo volente!) be resurrected,

Completion and editing of manual by MBB and DR.

6 monthly examination of the DCC and PCC accounts targeted for September 2021.

Interim discussion by the DCC treasurers in meeting to agree on cross parish methods and sharing of duties.

Finally thanks to all the treasurers for their time and patience as my Long Covid disappears to be a faint memory.

HELEN M GRAVE
21.04.2020