



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 20 th 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 3 rd 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 devastating 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 than 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 Garlon 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

24th 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 Mallong
HSBC plc - Redditch
Lloyds TSB plc- Redditch

Independent Examiner:
Helen Grave BSc FCMA – Birmingham

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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')

		Unrestricted	Designated	Restricted	Endowment	2022 Total £	2021 Total £
		£	£	£	£		
INCOME and ENDOWMENTS	Notes						
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		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. **Page 5**

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 market 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

2022

St. Philip General Fund to Community Centre (Restricted) Fund

Unrestricted £	Designated £	Restricted £	Endowment £	Total £
(2,000)		2,000		0
(2,000)	0	2,000	0	0

2021

St. Leonard Growing Mission & Ministry Fund to General Fund
Other

8,383		(8,383)		0
652	(540)		(112)	(0)
9,035	(540)	(8,383)	(112)	(0)

5 FIXED ASSETS

Tangible assets

Cost:

At 1 January
Additions
At 31 December

Depreciation:

At 1 January
Charge for year
At 31 December

Net Book Value

At 1 January
At 31 December

Investments

Market value at 1 January
Sales
Purchases
Introduce Milward Charity Fund
Dividends Reinvested
Revaluation Loss

Market Value at 31 December

TOTAL FIXED ASSETS

Unrestricted £	Designated £	Restricted £	Endowment £	2022 Total £	2021 Total £
0	0	6,895	0	6,895	6,895
0	0		0	0	0
0	0	6,895	0	6,895	6,895
0	0	1,723	0	1,723	344
0	0	1,379	0	1,379	1,379
0	0	3,102	0	3,102	1,723
0	0	5,172	0	5,172	0
0	0	3,793	0	3,793	5,172
21,847	327,955	663,170	59,325	1,072,297	1,212,989
0	0	0	0	0	(300,000)
0	0	84,576	0	84,576	0
0	0	0	3,708	3,708	0
0	7,965	5,982	0	13,947	15,911
(1,186)	(38,931)	(76,671)	(4,120)	(120,907)	143,397
20,661	296,989	677,057	58,913	1,053,620	1,072,297
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