

**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**

**Parish of Redditch Holy Trinity**  
**Financial Statements for the year ended 31 December 2023**

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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')

		Unrestricted				Designated		Restricted		Endowment		2023	2022
		£	£	£	£	£	£	£	£	£	£	Total	Total
INCOME and ENDOWMENTS		Notes											
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		(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		(5,236)	15,962	79,396	1,692							91,814	(94,800)
BALANCES B/FWD 1 JANUARY		112,021	32,259	1,312,100	58,913							1,515,293	1,610,093
BALANCES C/FWD 31 DECEMBER		106,786	48,221	1,391,496	60,605							1,607,107	1,515,293

Parish of Redditch Holy Trinity  
Financial Statements for the year ended 31 December 2023

**BALANCE SHEET**

	Notes	31/12/23 £	31/12/22 £
<b>FIXED ASSETS</b>			
Tangible assets	5	24,554	3,793
Investments	5	1,153,568	1,053,620
<b>TOTAL FIXED ASSETS</b>		<b><u>1,178,122</u></b>	<b><u>1,057,413</u></b>
<b>CURRENT ASSETS</b>			
Debtors	6	9,140	6,980
Cash at bank and in hand		433,053	469,660
<b>TOTAL CURRENT ASSETS</b>		<b><u>442,193</u></b>	<b><u>476,639</u></b>
<b>TOTAL ASSETS</b>		<b><u>1,620,315</u></b>	<b><u>1,534,052</u></b>
<b>CURRENT LIABILITIES</b>			
Amounts falling due within one year	7	13,208	18,559
<b>NON-CURRENT LIABILITIES</b>			
Amounts falling due in more than one year	7	0	200
<b>TOTAL LIABILITIES</b>		<b><u>13,208</u></b>	<b><u>18,759</u></b>
<b>TOTAL NET ASSETS</b>	8	<b><u>1,607,107</u></b>	<b><u>1,515,293</u></b>
<b>REPRESENTED BY:</b>			
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
<b>TOTAL FUNDS</b>		<b><u>1,607,107</u></b>	<b><u>1,515,293</u></b>

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

Philip A Mitchell  
Chairman

# CASH FLOW STATEMENT

	2023		2022	
	£	£	£	£
	Notes			
<b>Net cash outflow from operating activities</b>		(63,650)		(12,263)
<b>Cash flows from investing activities:</b>				
Dividends and interest received		27,043		21,291
Purchase of investments	5	0		(84,576)
<b>Net cash provided by/(used in) investing activities</b>		27,043		(63,285)
<b>Change in cash in reporting period</b>		(36,607)		(75,548)
<b>Cash at 1 January</b>		469,660		545,208
<b>Cash at 31st December</b>		<b>433,053</b>		<b>469,660</b>
<b>Reconciliation of net income/(expenditure) before investment gains:</b>				
<b>Net (outgoing)/ incoming resources before other recognised gains and losses</b>		(19,751)		22,400
<b>Adjustments for:</b>				
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)
<b>Net cash provided by/(used in) operating activities</b>		(63,650)		(12,263)
<b>Analysis of cash:</b>				
Bank current account		230,491		269,666
CCLA & CAF Deposit Platform deposit accounts		202,096		199,543
Float cash		465		450
		<b>433,053</b>		<b>469,660</b>

## 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 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 £106,786 (2022 £112,021), which represents 8 months (2022 8 months) of everyday expenses in the year. In view of the current geopolitical 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
	£		£		£		£	£	£
<b>2(a) Voluntary Income</b>									
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
<b>2(b) Activities for Generating Funds</b>									
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
<b>2(c) Investment Income</b>									
Interest & dividends received	26,975		0		40,045		0	67,020	60,238
<b>2(d) Church Activities</b>									
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
<b>2(e) Grants</b>									
	0		1,262		0		0	1,262	12,574
<b>TOTAL INCOME</b>	<b>182,072</b>		<b>1,292</b>		<b>54,376</b>		<b>0</b>	<b>237,740</b>	<b>260,960</b>

### 3 EXPENDITURE

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2023 £	TOTAL 2022 £
<b>3(a) Ministry Share to Diocese</b>	104,332	0	0	0	104,332	122,797
<b>3(b) Church Activities</b>						
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
<b>3(c) Fundraising &amp; Publicity</b>						
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
<b>3(d) Administration Costs</b>						
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
<b>3(e) Depreciation</b>						
St. Leonard's Church	0	0	5,286	0	5,286	1,379
	0	0	5,286	0	5,286	1,379
<b>3(f) Capital Expenditure</b>						
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
<b>TOTAL EXPENDITURE</b>	<b>186,751</b>	<b>10,050</b>	<b>60,689</b>	<b>0</b>	<b>257,491</b>	<b>238,560</b>

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 £
<b>2023</b>					
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)	<b>22,426</b>	(19,926)	0	0
<b>2022</b>					
St. Philip General Fund to Community Centre (Restricted) Fund	(2,000)		2,000		0
	(2,000)	0	<b>2,000</b>	0	0

#### 5 FIXED ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
<b>Tangible assets</b>						
<b>Cost:</b>						
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	<b>32,943</b>	0	<b>32,943</b>	<b>6,895</b>
<b>Depreciation:</b>						
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	<b>8,388</b>	0	<b>8,388</b>	<b>3,102</b>
<b>Net Book Value</b>						
At 1 January	0	0	3,793	0	3,793	0
At 31 December	0	0	<b>24,554</b>	0	<b>24,554</b>	<b>3,793</b>
<b>Investments</b>						
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	
Purchases	20,661	24,380	949,665	58,913	1,053,620	1,072,297
Introduce Milward Charity Fund	0	0	0	0	0	84,576
Dividends Reinvested	0	0	0	0	0	3,708
Revaluation Gain/(Loss)	1,944	2,294	79,588	1,692	14,430	13,947
<b>Market Value at 31 December</b>	<b>22,605</b>	<b>26,674</b>	<b>1,043,684</b>	<b>60,605</b>	<b>1,153,568</b>	<b>1,053,620</b>
<b>TOTAL FIXED ASSETS</b>	<b>22,605</b>	<b>26,674</b>	<b>1,068,238</b>	<b>60,605</b>	<b>1,178,122</b>	<b>1,057,413</b>

**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 ecclesiastical 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
<b>Total Debtors</b>	<b>1,380</b>	<b>0</b>	<b>7,760</b>	<b>0</b>	<b>9,140</b>	<b>6,980</b>

## 7 CREDITORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
<b>Due within one year</b>						
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
<b>Due in more than one year</b>						
Deposits Received In Advance	0	0	0	0	0	200
<b>Total Creditors</b>	<b>9,916</b>	<b>0</b>	<b>3,292</b>	<b>0</b>	<b>13,208</b>	<b>18,759</b>

## 8 NET ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
<b>FIXED ASSETS</b>	22,605	26,674	1,068,238	60,605	1,178,122	1,057,413
<b>CURRENT ASSETS</b>						
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
<b>CURRENT LIABILITIES</b>	(9,916)	0	(3,292)	0	(13,208)	(18,559)
<b>NON-CURRENT LIABILITIES</b>	0	0	0	0	0	(200)
	<b>106,786</b>	<b>48,221</b>	<b>1,391,496</b>	<b>60,605</b>	<b>1,607,107</b>	<b>1,515,293</b>

## 9 FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
<b>Balance at 1 January</b>	112,021	411,450	932,908	58,913	1,515,293	1,610,093
Prior Year Adjustment	0	(379,192)	379,192	0	0	
<b>Adjusted Balance at 1 January</b>	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 Revuuation Fixed Assets, Charities Own Use	0	0	26,048	0	26,048	
<b>Balance at 31 December</b>	<b>106,786</b>	<b>48,221</b>	<b>1,391,496</b>	<b>60,605</b>	<b>1,607,107</b>	<b>1,515,293</b>

**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



## CHARITY COMMISSION FOR ENGLAND AND WALES

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



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
<b>WARDENS:</b>		
Ros Prentice	John Hawkins	Elaine Whitfield
<b>PCC</b>		
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
<b>DEANERY SYNOD</b>		
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, due mainly 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, Greedy 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



## CHARITY COMMISSION FOR ENGLAND AND WALES

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 3<sup>rd</sup> 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 5<sup>th</sup> Sundays in the month at 8.00am and on the 1<sup>st</sup> 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.



## CHARITY COMMISSION FOR ENGLAND AND WALES

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 11 am, 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.



## CHARITY COMMISSION FOR ENGLAND AND WALES

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 Quinquennial inspection took place in October.

On 13<sup>th</sup> 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.



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

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 2<sup>nd</sup> 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.



## CHARITY COMMISSION FOR ENGLAND AND WALES

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 1<sup>st</sup> 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:-

No. Entries:	Resident	Non-resident	Total
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 7<sup>th</sup> 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**

<b>Signature(s)</b>	<i>E.S. Whitfield.</i>	<i>P.A. Mitchell</i>
<b>Full name(s)</b>	ELAINE SUSAN WHITFIELD.	PHILIP MITCHELL
<b>Position (eg Secretary, Chair, etc)</b>	SECRETARY.	LAY CHAIR.

**Date** *23/5/2024*