

WATCH (WOMEN AND THE CHURCH)

England & Wales · Charity number 1171267

Details

Status Registered

Legal form CIO

Registered 2017-01-24

Register [View on the Charity Commission register](#)

Contact

Address 14 Ashford Close
Fordingbridge
Hampshire
SP6 1DH

Phone 07853302841

Email secretary@womenandthechurch.org

Website www.womenandthechurch.org

Activities

Objects: THE PROMOTION OF GENDER EQUALITY AND DIVERSITY WITHIN THE CHURCH OF ENGLAND AS EXPERIENCED BY BOTH LAY AND ORDAINED PEOPLE FOR THE PUBLIC BENEFIT BY: A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF GENDER; B) ADVANCING EDUCATION AND RAISING AWARENESS IN GENDER EQUALITY AND DIVERSITY; C) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC; AND D) CULTIVATING A SENTIMENT IN FAVOUR OF GENDER EQUALITY AND DIVERSITY.

Activities: In furtherance of its objects the Charity organises events and meetings alongside the meetings of the General Synod of the Church of England and on other occasions, responds to issues raised by members and others, and publishes articles, reports and analysis with a particular focus on the role of women at all levels in the church. We also participate in consultations and working groups.

Classification

- **How:** Provides Other Finance, Provides Advocacy/advice/information
- **What:** Education/training, Religious Activities, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£45,319	£30,186	-	-
2024-06-30	£25,166	£32,859	-	-
2023-06-30	£19,797	£31,055	-	-
2022-06-30	£20,339	£22,240	-	-
2021-06-30	£20,024	£16,526	-	-

Trustees

Name	Role	Appointed
Rev Martine Amelia Osborne	Chair	2025-10-11
Canon Elizabeth Lawes Taylor		2025-10-11
Jane Oldham		2025-10-11
Matthew Peter John Wilke		2025-10-11
Philip Christopher Baldwin		2025-10-11
Rev Canon Jennifer Thomas Vice Chair		2024-10-12
Rev Dr Mary Kells		2023-11-04
Rev FRANCES ANNE PEGGY JACKSON		2023-11-04
Rev Georgia Anne Ashwell		2024-10-12
Rev Isobel Rathbone		2025-10-11
Rev Kristin Lynn Breuss Vice Chair		2024-10-12
Rev Michael John Hampson		2025-10-11
Rev Ruth Elizabeth Chapman		2025-10-11
Rev Yvonne Clarke		2023-11-04
Susan Claire Creese		2025-10-11

WATCH (WOMEN AND THE CHURCH)

England & Wales - Charity number 1171267

Accounts

WATCH (Women and the Church) CIO

CIO Accounts and Trustees Report

30 June 2025

Registered Charity number 1171267

WATCH (Women and the Church) CIO

Trustees Report for the year ended 30 June 2025

The Trustees have pleasure in presenting their report, together with the accounts for the year ended 30 June 2025.

Registered address

14 Ashford Close
Fordingbridge
Hampshire
SP6 1DH

Trustees

The Trustees during the year were as follows:

Martine Osborne (Chair)
Kristin Breuss (Vice Chair)
Jennifer Thomas (Vice Chair)
Peggy Jackson (Treasurer)
Georgia Ashwell
Yvonne Clarke
Mike Firbank
Sue Hammersley
Mary Kells
Helen King - *resigned 22 May 2025*
Naomi Nixon - *resigned 16 June 2025*
Jane Oldham
Cathy Rhodes – *coopted 21 October 2024; resigned 30 June 2025*
Lizzie Taylor - *coopted 21 October 2024*

The appointment of additional trustees is considered on a regular basis. There is a 1/3 annual rotation. In addition to the above listed trustees, Claire Creese is the WATCH Secretary and an Officer of the CIO.

Objectives and Activities

The objects of the charity for the public benefit are the promotion of gender equality and diversity within the Church of England as experienced by both lay and ordained people. This is sought through

- (a) The elimination of discrimination on the grounds of gender
- (b) Advancing education and raising awareness in gender equality and diversity
- (c) Conducting or commissioning research on equality and diversity issues and publishing the results to the public
- (d) Cultivating a sentiment in favour of gender equality and diversity

The Charity was registered with the Charity Commission on 24 January 2017 with the registered number 1171267

WATCH (Women and the Church) CIO

Trustees Report for the year ended 30 June 2025

1. The trustees have continued to be active through the year in each of the following areas of work, identified in the Strategic Action Plan adopted in 2023:
 1. To raise awareness of ongoing discrimination and sexism and to support and promote the well-being of women in the Church
 2. To respond to appointments and actions that impact on the flourishing of women in the Church
 3. To monitor the outworking of the Five Guiding Principles (5GPs) and 2014 House of Bishops Declaration
 4. To work for transparency about limits that some churches place on women's ministry
 5. To broaden our membership, both lay and ordained
 6. To improve communications
 7. To develop liturgy, theology and general language of the Church

In pursuance of these:

2. The trustees have clarified their belief that it is time to find a generous way to bring to and end the arrangements set out in the Five Guiding Principles and House of Bishops Declaration of 2014. Under the heading of the "Not Equal Yet" campaign, they have continued to investigate possible strategies, by which this can be achieved, for the sake of the wellbeing of women in the church, and to restore the unity of the Church of England.
3. Opportunity was taken in October 2024 to precede the AGM with two public presentations, in furtherance of the Not Equal Yet campaign: Dr Sharon Jagger presented her research into the harmful effect of gendered power, abuse and non-transparency in the Church; and Revd Preb. Dr Sarah Schofield related the Five Guiding Principles to wider issues of institutional discrimination.
4. A second Not Equal Yet Conference was held, online and at St John's Church Waterloo, on 29th March 2025, with keynote speakers: Rt Revd Dr Rosemarie Mallett, Bishop of Croydon, the Revd Dr Liz Shercliff and the Revd Dr Leah Robinson.
5. Following the Conference, the first of a series of diocesan 'roadshows' was held, for women in Southwark Diocese, to discover their experience in practice of the operation of the Five Guiding Principles, and discuss ways to address common concerns. The trustees aim to replicate this in the current year, with further 'roadshows' in other dioceses.
6. In July 2024, WATCH co-hosted with Student Christian Movement a General Synod fringe event, furthering the Honest Church project, aimed at improving transparency in churches and organisations across the church. And throughout the year, WATCH has continued to be in conversation with other inclusive organisations, including NADAWM (National Association of Diocesan Advisers on Women's Ministry)-
7. During the year, the Trustees undertook a major review of WATCH's communications policy and presentation strategy. A new website was commissioned, and a new social media strategy put in place, to enable WATCH to reach a wider audience, and respond effectively to

relevant issues arising in the church. As part of this a new mailing list was launched for non-WATCH members, which currently has just under 100 subscribers.

8. Liturgy Online, a new initiative in 2023 to promote inclusive language worship, has continued to attract an appreciative following throughout this year. A Liturgy-Writing Workshop in September 2024 was followed up by a further four Liturgy Online sessions on the theme of Wisdom during the different liturgical seasons.
9. A subcommittee of trustees reviewed WATCH's current spending commitments, and on their recommendation, a number of financial adjustments were made, to help realign WATCH's spending with its future sustainable income. Further details are found in the Treasurer's report.
10. Martine Osborne (Chair of WATCH) and Yvonne Clarke (WATCH trustee) continued to serve on the Transformations Steering Group (TSG) which reports to the College of Bishops, and on the Transformations Research and Implementation Group (TRIG), a sub group of TSG, until these were suspended pending a restructuring of the work of both these groups.

Report on Membership:

During the year the work of membership administration was moved from being a separate role, to be incorporated, with book-keeping, into the role of Treasurer. This has brought savings benefits in terms of both time and money.

75 new members joined WATCH in the year to 30th June 2025. We were notified sadly of the deaths of 11 members, whose names included some of the earliest and most stalwart of our members; and 22 members terminated their membership. The total of current subscribing members at 30th June 2025 stood at 643.

Financial Report - Treasurer

I have pleasure in presenting the Treasurer's report for the year ended 30 June 2025, together with a Report from the Independent Examiner.

Income during this year was boosted by two non-recurring items: (a) a legacy gift of £5,000 by Canon Robert Cotton, from the estate of his mother, the Revd Margaret Cotton, one of the first women to be priested in 1994 and a stalwart supporter of WATCH; and (b) the recovery of four past years of Gift Aid tax on members' subscriptions paid other than through the Charities Aid Foundation.

The Not Equal Yet Conference in March 2025 was able once again to attract a generous sponsorship, £10,000, which enabled it to generate a surplus of £3,291. This will be carried forward to support the continuing activity around the Not Equal Yet campaign.

The trustees have made significant efforts during this year to rebalance WATCH's expenditure commitments, to ensure that committed expenses in future is adequately covered by regular income. Cost reductions were made, particularly to administration and committee expenses, and a decision to pause for this year the publication of Outlook magazine in hard copy. As a result, we

now have secure finances, and are able to plan for the future, drawing chiefly on appropriate designated reserves.

There were no research projects in progress this year, which would have needed to draw on our two available funds: the Hodel-Jones Legacy and the balance from funds restricted to Transformations/TRIG related research. Trustees remain open to allocating grants from these funds to any research proposals, which meet the eligibility criteria.

CONT'D OVER



WATCH (Women and the Church) CIO Registered Charity No: 1171267

Receipts and Payments Account: 1st July 2024 to 30th June 2025

	2024-2025	2023-2024
	£	£
Receipts		
Subscriptions	21,510	21,675
Donations and other income	1,644	0
Additional (non CAF) Gift Aid Tax recovered	3,655	0
Bank interest received	662	816
Events - Not Equal Yet Conference Income	12,848	13,728
Legacy	5,000	0
Other Grants / Sponsorship	0	0
	<u>45,319</u>	<u>36,219</u>
Payments		
Events - Not Equal Yet Conference expenditure	9,557	11,052
Other Events (General Synod & Greenbelt)	521	2,471
Website & Communications	3,754	892
Outlook Print & Distribution	2,340	4,805
Research Projects	270	3,162
AGM	2,320	1,337
Committee expenses	2,029	5,186
Administration expenses	9,231	14,850
Bank Charges	164	159
	<u>30,186</u>	<u>43,912</u>
Surplus/(Deficit) of Receipts over Payments	15,133	(7,693)
Funds brought forward	37,073	44,766
Funds carried forward	<u>52,206</u>	<u>37,073</u>

WATCH (Women and the Church) CIO Registered Charity No: 1171267

Statement of Assets at 30th June 2025

Cash at Bank		52,206	37,073
represented by:			
Fund balances			
General Fund		31,076	19,232
Hodel Jones Legacy (designated fund)		6,391	6,392
Research Fund (restricted)		8,773	8,773
Not Equal Yet Conference (£121 restricted; £5845 design		5,966	2,676
		<u>52,206</u>	<u>37,073</u>
Signed on behalf of the Trustees			
			
.....		
Martine Osborne (Chair)		Peggy Jackson (Treasurer)	
Date8 September, 2025.....		

WATCH (Women and the Church) CIO

Registered Charity 1171267

Independent examiner's report to the trustees of WATCH (Women and the Church) CIO

I report to the trustees on my examination of the accounts of WATCH (Women and the Church) CIO for the year ended 30 June 2025.

Responsibilities and basis of report

As the charity trustees of WATCH, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

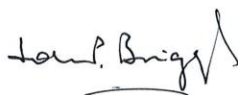
Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Name: John P. Briggs

Relevant professional qualification: FCA

Address: 81 Bainton Road, Oxford, OX2 7AG

Date: 11 October 2025

WATCH (WOMEN AND THE CHURCH)

England & Wales - Charity number 1171267

Accounts

WATCH (Women and the Church) CIO

Trustees Report for the year ended 30 June 2024

1. The Trustees have been active throughout the year in each of the following seven areas of work, identified in the 2023 Strategic Action Plan:
 1. To raise awareness of ongoing discrimination and sexism and to support and promote the well-being of women in the Church
 2. To respond to appointments and actions that impact on the flourishing of women in the Church
 3. To monitor the outworking of the Five Guiding Principles (5GPs) and House of Bishops Declaration
 4. To work for transparency about limits that some churches place on women's ministry
 5. To broaden our membership, both lay and ordained
 6. To improve communications
 7. To develop liturgy, theology and general language of the ChurchIn pursuance of these:

2. In September 2023, WATCH adopted the following position "that it is time to find a generous way to bring the arrangements set out in the 2014 Settlement to an end. Underlying this position is a desire for the unity of the Church".
3. In November 2023, following the WATCH AGM, the public talk at St John's Waterloo was given by the Revd Professor Dr Maggi Dawn, on the topic "Resistance and Response: the gospel as a long game".
4. In April 2024, WATCH welcomed the Report of the Independent Reviewer into "the Referral by WATCH (April 2023) regarding the appointment of Diocesan Bishops who do not ordain women". The Trustees hope that its recommendations will be taken seriously and followed up by the Church of England.
5. On 20th April 2024 WATCH sponsored the "Not Equal Yet" Conference" at St John's Waterloo, and online. The keynote address was given by the Rt Revd Rose Hudson Wilkin. A wide variety of speakers followed, from within and outside the church, a number of whom subsequently engaged in further public online discussions, hosted by WATCH.
6. Throughout the year, WATCH has continued to be in conversation with other inclusive organisations, including NADAWM (National Association of Diocesan Advisers in Women's Ministry), SCM (Student Christian Movement), particularly in relation to the Honest Church campaign, and Inclusive Church, where a WATCH representative holds a trustee place.
7. Work continues to gather evidence across the Church of England of the working in practice of the Five Guiding Principles, with the expectation of a future submission to the Standing Commission on the 2014 House of Bishops' Declaration & 5GP

8. Research projects, continuing and new, were supported by grants awarded to:
 1. Dr Sharon Jagger for publication of research on 'Non-Transparency of Positions on Gender Roles in C of E Churches'.
 2. Revd Caroline Taylor, for an audit of the maternity provisions in Church of England dioceses.
 3. Canon Amanda Barraclough, for research into bullying and harassment of women in the Church of England.
 4. Charlotte Hobson, to compile a list of research linked to WATCH's aims.
9. Other continuing work during the year has included:
 1. Publication of the annual OUTLOOK Magazine (edition 40 - A4 colour, 24 pages) in July 2023.
 2. Hosting a stand at the 2023 Greenbelt festival.
 3. Submission of written questions by Committee members serving on General Synod at the July 2023 and February 2024 sessions.
10. A new initiative, Liturgy Online, was launched this year to promote inclusive language worship. Three online events were held during the year, which were very well received.
11. Martine Osborne (Chair of WATCH) and Yvonne Clarke (WATCH trustee) continued to serve on the Transformations Steering Group (TSG) which reports to the College of Bishops, and the Transformations Research and Implementation Group (TRIG), a sub group of TSG.
12. In line with other administrative changes in the organisation, the Charity's registered address was changed to 14 Ashford Close, Fordingbridge SP6 1DH.

Financial Report - Treasurer

I have pleasure in presenting the Treasurer's report for the year ended 30 June 2024.

The rise in Subscriptions income reflects a 12% rise in membership, particularly coinciding with the Not Equal Yet Conference, and its follow-up events. Surplus funds of £2,676 generated by the Conference have been designated by the Trustees for continuing work on the issues raised at the Conference.

Expenditure of £32,859, compared with £31,055 in the previous year, reflects the increased costs associated with an expanding membership, as well as an increase in both the number of trustees and the range of their activities.

Research projects expenditure included a grant under Transformations Research programme for an audit of maternity provisions in Church of England dioceses, completed in the summer of 2023, and continuing work by Dr Sharon Jagger on laywomen's experiences in parishes where there are objections to women's ordination or women in leadership roles.

WATCH (Women and the Church) CIO
Registered Charity No: 1171267
Receipts and Payments Account: 1 July 2023 to 30th June 2024

	2023-2024 £	2022-2023 £
Receipts		
Subscriptions	21,674	19,381
Donations and other income	816	416
Events - Not Equal Yet Conference (surplus)	2,676	0
	<u>25,166</u>	<u>19,797</u>
Payments		
Events (General Synod & Greenbelt)	2,471	1,163
Website & Communications	892	2,387
Print & Distribution	4,805	1,533
Research Projects	3,162	7,500
AGM	1,337	1,363
Committee expenses	5,186	3,203
Administration expenses	15,008	13,906
	<u>32,859</u>	<u>31,055</u>
Surplus/(Deficit) of Receipts over Payments	(7,693)	(11,258)
Funds brought forward	44,766	56,024
Funds carried forward	<u>37,073</u>	<u>44,766</u>

WATCH (Women and the Church) CIO
Registered Charity No: 1171267

Statement of Assets at 30th June 2024

	30th June 2024 £	30th June 2023 £
Cash at Bank	<u>37,073</u>	<u>44,766</u>
represented by:		
Fund balances		
General Fund	19,232	27,069
Hodel Jones Legacy (designated fund)	6,392	8,427
Research Fund (restricted)	8,773	9,270
Not Equal Yet Conference (designated)	2,676	0
	<u>37,073</u>	<u>44,766</u>

Signed on behalf of the Trustees



.....
Martine Osborne (Chair)



.....
Peggy Jackson (Treasurer)

Date23rd July, 2024.....

WATCH (Women and the Church) CIO

Registered Charity 1171267

Independent examiner's report to the trustees of WATCH (Women and the Church)

I report to the trustees on my examination of the accounts of WATCH (Women and the Church) for the year ended 30 June 2024.

Responsibilities and basis of report

As the charity trustees of WATCH you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Name:

MARTIN. R. CALVER

Relevant professional qualification or membership of professional bodies (if any):

Address:

THE ORCHARD, 21 BRIDGE STREET, FORDINGBRIDGE
SP6 1AH

Date:

21st Aug 2024

WATCH (WOMEN AND THE CHURCH)

England & Wales - Charity number 1171267

Accounts

WATCH (Women and the Church) CIO

CIO Accounts and Trustees Report

30 June 2023

Registered Charity number 1171267

WATCH (Women and the Church) CIO

Trustees Report for the year ended 30 June 2023

The Trustees have pleasure in presenting their report, together with the accounts for the year ended 30 June 2023.

Registered address

1 Gog Magog Way
Stapleford
Cambridge
CB22 5BQ

Office (Membership Administrator)

PO Box 75
Upper Rissington
Cheltenham
GL54 2XR

Trustees

The Trustees during the year were as follows:

Revd Martine Osborne (Chair)
Revd Rosalind Rutherford (Vice Chair)
Roger Neill (Vice Chair)
John Briggs (Treasurer)
Lay Canon Dr Felicity Cooke
Nicolas Denyer
Revd Dr Isabelle Hamley [elected 8.10.2022; resigned 4.11.2022]
Revd Canon [Peggy] Frances Jackson [coopted March 2023]
Revd Dr Mary Kells
Professor Helen King
Jane Oldham
Lay Canon Elizabeth Taylor
Revd Canon Jennifer Thomas
Revd Imogen Vibert
Revd Sally Wright

The appointment of additional trustees is considered on a regular basis. There is a 1/3 annual rotation. In addition to the above listed Trustees, Claire Creese is the WATCH Secretary and is an Officer of the CIO.

Objectives and Activities

The objects of the charity for the public benefit are the promotion of gender equality and diversity within the Church of England as experienced by both lay and ordained people. This is sought through

- (a) The elimination of discrimination on the grounds of gender
- (b) Advancing education and raising awareness in gender equality and diversity
- (c) Conducting or commissioning research on equality and diversity issues and publishing the results to the public
- (d) Cultivating a sentiment in favour of gender equality and diversity

The Charity was registered with the Charity Commission on 24 January 2017 with the registered number 1171267

WATCH (Women and the Church) CIO

Trustees Report for the year ended 30 June 2023

1. **2022.** In July the annual OUTLOOK Magazine (edition 39 – A4 colour, 32 pages) was published.
2. In August, WATCH had a stand at the 2022 Greenbelt festival.
3. In September, a £10K grant was awarded from the Rebecca Hodel Jones designated fund to Sharon Jagger, PhD, Senior lecturer, York St John University to research “*Lay women’s experiences in parishes where there are objections to women’s ordination and lay leadership*”.
4. In October, as part of a public event, The Rt Revd Christine Hardman was interviewed by Emily Howarth; a video recording of the is available on the website; and
5. *A Short Guide to Resolutions, Letters of Request, Bishops and Parishes* was published, and is available free to download at <https://womenandthechurch.org/resources/a-short-guide-to-resolutions-letters-of-request-bishops-and-parishes/>.
6. In November, a public talk marking the 30th Anniversary of General Synod passing in 1992 the Measure allowing women to be ordained as priests was offered online by historian Grace Heaton, D. Phil: *A woman’s place is in the House of Bishops: Remembering the Church of England’s Campaign for Women’s Ordination*; a video recording in available at <https://youtu.be/wle2JZFTqdU>
7. **2023.** In January a position statement was issued about how the provisions of the 2014 House of Bishops Declaration are not working in practice.
8. WATCH entered into a partnership with the Student Christian Movement (SCM) in promotion of SCM’s Honest Church campaign.
9. In March, a free online Liturgy Writing Workshop was held generating new gender-inclusive liturgical resources, free to use.
10. Committee members serving on General Synod submitted written questions at the July 2022 and February 2023 sessions.
11. The Chair, served on the Transformations Steering Group (TSG) which reports to the College of Bishops. Transformations consists of different groups representing women clergy in all parts of the church.
12. The Chair of WATCH sits on the Transformations Research and Implementation Group (TRIG), a sub group of TSG, working with the C of E Division of Ministry, among other national church committees.
13. The Chair represented WATCH at the annual conference of the National Association of Diocesan Advisors in Women’s Ministry, NADAWM (May 2023).
14. A trustee serves on the board of the Inclusive Church charity (1102676) representing WATCH.
15. The Chair sent a letter of concern on behalf of WATCH to the Independent Reviewer, Maggie Swinson, regarding the appointment of the Rt Revd Philip North as Bishop of Blackburn.

Financial Report - Treasurer

I have pleasure in presenting the Treasurer’s report for the year ended 30 June 2023.

Subscriptions and donations remained relatively constant at around £20,000. The charity’s subscriber base remains stable.

Expenditure was £31,055 compared to £22,240 in the previous year primarily as a result of the investment in the Research project referred to above and a return to in person meetings. Overall, the accumulated funds of the charity fell by £11,258.

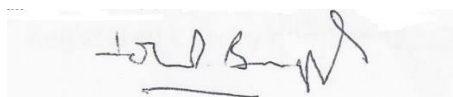
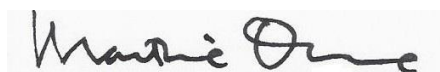
WATCH (Women and the Church) CIO
Receipts and Payments Account
for the year ended 30 June 2023

	2023 £ General Funds	2022 £ General Funds
Receipts		
Subscriptions	19,381	19,495
Donations and other income	416	844
	<hr/> 19,797	<hr/> 20,339
Payments		
Events	2,022	774
Communications	2,387	2,417
Print & Distribution	1,533	5,253
Research project	7,500	
Administration and other	17,613	13,796
	<hr/> 31,055	<hr/> 22,240
Excess of payments over receipts	(11,258)	(1,901)
Funds brought forward	56,024	57,925
Funds carried forward	<hr/> 44,766	<hr/> 56,024

WATCH (Women and the Church) CIO
Statement of assets at 30 June 2023

	2023	2022
	£	£
Fund balances		
General funds	27,069	30,827
Hodel Jones legacy (designated fund)	8,427	15,927
Restricted research fund	9,270	9,270
	<u>44,766</u>	<u>56,024</u>
Represented by		
Cash at bank	<u>44,766</u>	<u>56,024</u>

Signed on behalf of the Trustees



Revd M. Osborne (Chair)

J Briggs (Treasurer)

4 November 2023

WATCH (WOMEN AND THE CHURCH)

England & Wales - Charity number 1171267

Accounts

WATCH (Women and the Church) CIO

CIO Accounts and Trustees Report

30 June 2022

Registered Charity number 1171267

WATCH (Women and the Church) CIO

Trustees Report for the year ended 30 June 2022

The Trustees have pleasure in presenting their report, together with the accounts for the year ended 30 June 2022.

Registered address	Office (Membership Administrator)
1 Gog Magog Way Stapleford Cambridge CB22 5BQ	PO Box 75 Upper Rissington Cheltenham GL54 2XR

Trustees

The Trustees during the year were as follows*:

Revd Canon Dr Emma Percy (Chair)
Revd Rosalind Rutherford (Vice Chair)
Ms. Cath Williamson (Vice Chair, Co-opted November 2022)
Mr John Briggs (Treasurer)
Revd Tracey Byrne (resigned June 2022)
Revd Yvonne Clarke
Dr Felicity Cooke
Lay Canon Jenny Humphreys (stepped down, November 2022)
Revd Dr Mary Kells
Revd Michèle Kitto
Mr Roger Neill
Revd Michael Smith
Lay Canon Elizabeth Taylor
Revd Sally Wright

The appointment of additional trustees is considered on a regular basis. There is a 1/3 annual rotation.

*Claire Creese, Secretary - *not a trustee*.

Objectives and Activities

The objects of the charity for the public benefit are the promotion of gender equality and diversity within the Church of England as experienced by both lay and ordained people. This is sought through

- (a) The elimination of discrimination on the grounds of gender
- (b) Advancing education and raising awareness in gender equality and diversity
- (c) Conducting or commissioning research on equality and diversity issues and publishing the results to the public
- (d) Cultivating a sentiment in favour of gender equality and diversity

The Charity was registered with the Charity Commission on 24 January 2017 with the registered number 1171267

WATCH (Women and the Church) CIO

Trustees Report for the year ended 30 June 2022

1. In July (2021) the annual OUTLOOK Magazine (edition 38 – A4 colour, 24 pages) was published.
2. A fringe event was held online for WATCH General Synod (GS) members in preparation for July 2021 GS.
3. *A Statement from WATCH on the Implementation and Dialogue Group's report on the [2014] House of Bishops' Declaration [on the Ministry of Bishops and Priests]* was released ahead of the July 2021 GS.
4. WATCH partnered with Inclusive Church on matters of common interest regarding the 2021 elections to General Synod.
5. In October we hosted a talk by Revd Dr Miranda Threlfall-Holmes on her new book, *How to Eat Bread: 21 Nourishing Ways to Read the Bible*. Hodder & Stoughton (June 2021).
6. In February, we produced the annual *Report on Statistics for Women in Ordained ministry (2021)* distributed to 44 diocesan Bishops, to members of GS, and available upon request.
7. Inclusive-language online worship services were held at the 2021 AGM and at the March Liturgy Writing Day.
8. A Liturgy Writing Day, open to the public, generated new gender-inclusive liturgical resources, free to use. The day included a presentation on the commission of a new inclusive-themed hymnal, by Louise Stewart, director of Multitude of Voyces.
9. WATCH members serving on GS posed written questions at the November 2021 and February 2022 Synod meetings.
10. Two members of the national committee served on the Transformations Steering Group (TSG) which reports to the College of Bishops. Transformations consists of different groups representing women clergy in all parts of the church. It recently contributed to the first ever set of nationally adopted Family Friendly Policies (maternity/paternity leave). The work is ongoing to implement the policies across 42 dioceses of the C of E.
11. The Chair of WATCH sits on the Transformations Research and Implementation Group (TRIG), a sub group of TSG, working with the C of E Division of Ministry, among other national church committees.
12. The Chair represented WATCH at the annual conference of the National Association of Deans of Women's Ministries, NADAWM (May 2022).
13. WATCH was part of the group that facilitated an evening for the Women Bishops at the Lambeth Conference 2022. Yvonne Clarke attended to represent WATCH, and Christina Rees, member and former Chair, was one of the speakers.
14. Governance: the adoption of procedures for reporting incidents to trustees and for seeking related legal advice; updates were made to the Strategic Plan.

Financial Report

Subscriptions and donations remained relatively constant at around £20,000. The charity's subscriber base remains stable.

Expenditure was £22,240 compared to £16,526 in the previous year as a result of the resumption of in-person events and meetings and most particularly by the production, printing and distribution of two editions of Outlook as the previous year's edition was delayed. Overall, the accumulated funds of the charity fell by £1,901 as anticipated in the previous report.

It is expected that a significant portion of the Hodel Jones legacy will be used by research projects in the coming financial year.

WATCH (Women and the Church) CIO
Receipts and Payments Account
for the year ended 30 June 2022

	2022 £ General Funds	2021 £ General Funds
Receipts		
Subscriptions	19,495	19,999
Donations and other income	844	25
	20,339	20,024
Payments		
Events	774	163
Communications	2,417	4,659
Print & Distribution	5,253	1,841
Administration and other	13,796	9,863
	22,240	16,526
Excess (deficit) of receipts over payments	(1,901)	3,498
Funds brought forward	57,925	54,427
Funds carried forward	56,024	57,925

Note – General funds include the Hodel Jones legacy fund of £15,927 in which there was no movement in the year.

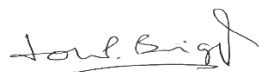
WATCH (Women and the Church) CIO
Statement of assets at 30 June 2022

	2022	2021
	£	£
Fund balances		
General funds	30,827	32,728
Hodel Jones legacy (designated fund)	15,927	15,927
Restricted research fund	9,270	9,270
	<u>56,024</u>	<u>57,925</u>
Represented by		
Cash at bank	<u>56,024</u>	<u>57,925</u>

Signed on behalf of the Trustees



.....
Revd Dr E. Percy (Chair)



.....
J Briggs (Treasurer)

8 October 2022

WATCH (WOMEN AND THE CHURCH)

England & Wales - Charity number 1171267

Accounts

WATCH (Women and the Church) CIO

CIO Accounts and Trustees Report

30 June 2021

Registered Charity number 1171267

WATCH (Women and the Church) CIO

Trustees Report for the year ended 30 June 2021

The Trustees have pleasure in presenting their report, together with the accounts for the year ended 30 June 2021.

Registered address

1 Gog Magog Way
Stapleford
Cambridge
CB22 5BQ

Office (Membership Administrator)

PO Box 75
Upper Rissington
Cheltenham
GL54 2XR

Trustees

The Trustees during the year were as follows:

Revd Canon Dr Emma. Percy (Chair)
Dr Felicity Cooke (Vice Chair)
Dr Esther Elliott (Vice Chair)
Mr John Briggs (Treasurer)
Revd Yvonne Clarke
Canon Jenny Humphreys
Revd Dr Mary Kells
Revd Michèle Kitto
Mr Roger Neill (co-opted January 2021)
Revd Rosalind Rutherford
Revd Canon Liz Shercliff (co-opted November 2020)
Revd Michael Smith
Canon Lizzie Taylor
Ms. Cath Williamson
Revd Sally Wright (co-opted April 2021)

The appointment of additional Trustees is considered on a regular basis

Objectives and Activities

The objects of the charity for the public benefit are the promotion of gender equality and diversity within the Church of England as experienced by both lay and ordained people. This is sought through

- (a) The elimination of discrimination on the grounds of gender
- (b) Advancing education and raising awareness in gender equality and diversity
- (c) Conducting or commissioning research on equality and diversity issues and publishing the results to the public
- (d) Cultivating a sentiment in favour of gender equality and diversity

The Charity was registered with the Charity Commission on 24 January 2017 with the registered number 1171267

WATCH (Women and the Church) CIO

Trustees Report for the year ended 30 June 2021

Trustee Report

1. In July WATCH released a public statement about the consecration of the Bishops of Horsham and Lewes, Diocese of Chichester.
2. In August we published the annual OUTLOOK Magazine (edition 37 – A4 colour, 24 pages).
3. In October we hosted a Lecture by Prof Linda Woodhead MBE, “*God-change: from God the Father to animism – and more*”.
4. An inclusive-language online worship service was held for members.
5. WATCH published and distributed three papers: a) *Five Guiding Principles: an Introduction and Guide*, b) *A Code of Behaviour in support of mutual flourishing*, and c) *Applying the Five Guiding Principles: questions and suggestions for best practice*. Trustees offered presentations on these materials to groups in the Diocese of Chester.
6. In November, WATCH ran a Liturgy Writing Day which generated new gender-inclusive liturgical resources.
7. In February, we produced the annual *Report on Statistics for Women in Ordained ministry (2020)*.
8. Trustees developed a workshop preparing worship for a conference, *Responding to the Sacred: Gender and Liturgy in Conversation* (April).
9. At the April meeting of General Synod, WATCH hosted a fringe event on the Crown Nomination Committee; questions about gender related statistics and transparency among “resolution” parishes were raised at the General Synod meeting.
10. Two members of the national committee serve on the Transformations Steering Group which reports to the College of Bishops. The Chair of WATCH sits on the Transformation Research and Implementation Group.
11. WATCH partnered with Inclusive Church on matters of common interest.

Financial Report

I have pleasure in presenting the Treasurer’s report for the year ended 30 June 2021. In the face of the Pandemic with many activities transferred on line, the charity had a successful year.

Subscriptions and donations, which constitute the vast majority of revenues, were £20k compared with £22.6k in 2019/20. The Charity’s subscriber base is stable.

Expenditure was £16.5k compared to £21.2k in the prior year, a fall of 22%. The main reasons were lower website costs, a lack of in person events and the absence of the one-off donation to Inclusive Church (£1.5k in 2019/20). Overall, the accumulated funds that the charity holds rose by £3.5k to £57.9k.

The Trustees anticipate additional expenditure in 2021/22 with the return of the annual residential conference. This may result in a modest reduction in the level of the Charity’s funds in the current financial year.

As the Charity’s income remains below £25k, there is no requirement for an independent examiners report.

WATCH (Women and the Church) CIO
Receipts and Payments Account
for the year ended 30 June 2021

	2021 £ General Funds	2020 £ General Funds
Receipts		
Subscriptions	19,999	19,350
Donations and other income	25	3,267
	20,024	22,617
Payments		
Events	163	2,798
Communications	4,659	6,233
Print & Distribution	1,841	-
Administration and other	9,863	10,659
Donation to Inclusive Church	-	1,500
	16,526	21,190
Excess (deficit) of receipts over payments	3,498	1,427
Funds brought forward	54,427	53,000
Funds carried forward	57,925	54,427

Note – General funds include the Hodel Jones legacy fund of £15,927 in which there was no movement in the year.

WATCH (Women and the Church) CIO
Statement of assets at 30 June 2021

	2021	2020
	£	£
Fund balances		
General funds	32,728	29,230
Hodel Jones legacy (designated fund)	15,927	15,927
Restricted research fund	9,270	9,270
	<u>57,925</u>	<u>54,427</u>
Represented by		
Cash at bank	<u>57,925</u>	<u>54,427</u>

Signed on behalf of the Trustees

Revd Dr E. Percy (Chair)

J Briggs (Treasurer)

6 September 2021