

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.



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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
	45,319	36,219
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
	30,186	43,912
Surplus/(Deficit) of Receipts over Payments	15,133	(7,693)
Funds brought forward	37,073	44,766
Funds carried forward	52,206	37,073

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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
		52,206		37,073
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.

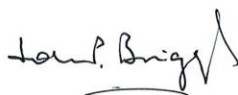
Independent examiner's statement

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