

The Parish of Redditch Holy Trinity.

Annual Report for 2019

Descriptive and Administrative Information

Redditch Holy Trinity has a parish inhabited by in excess of 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 7000 people by 2025 owing to new housing developments; the first phase of new housing in Webheath district was completed by the end of 2018 and there is continued new building at the north end of St Stephen's district. The parish is part of the diocese of Worcester, and the deanery of Bromsgrove. It borders on the diocese of Birmingham to the north, and the diocese of Coventry at its farthest point east, in Beoley district. Although there have been settlements in the area since before 1137, Redditch Borough was founded in 1964 to facilitate the building of a new town which forms much of north, east and south east of the present borough. The parish includes both old and new parts of the borough. Bromsgrove District borders the borough boundary to cover semi-rural areas to the north and west; part of the parish falls within its boundary, including Beoley church and vicarage. The two local authorities operate in partnership. Redditch itself is the second largest town or city in Worcestershire. It is the terminus for a direct train line through central Birmingham that ends at the north of the greater Birmingham area at Lichfield, while the M42 motorway crosses through 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 mixed communities that form Beoley district to the comparatively comfortable suburbia of Webheath. It ranks 2,249 out of 12,599, where 1 is the most deprived parish, putting us in the bottom 18% in the country. Poverty issues among pensioners, and the percentage of people with no qualifications are significant reasons for this rating. Areas of especial concern are Batchley, Abbeydale, and Church Hill South.

St Bartholomew's Tardebigge left the team parish at the end of March 2015 although they remain part of the wider team ministry, sharing team clergy and, de facto, Licensed Lay Ministers. The parish covers the Brockhill area of Redditch and the semi-rural area between Redditch and Bromsgrove and has a growing population of over 6000.

Holy Trinity parish conducts worship at least once a week at St David's Batchley (meeting in small numbers at St David's Care Home); St Leonard's Beoley; St Stephen's Redditch; and St Philip's Webheath. We also lead some of the services of worship at St Andrew's Methodist Church. There is an extensive ministry to care homes, nursing homes and schools.

St George's Church is now redundant and no longer has representatives on the council; Worcester diocese are administering the sale of the church building, grounds and hall.

Redditch Holy Trinity PCC is a registered charity, number 1134307; the parish office is situated in St Stephen's Church, Church Green, Redditch, B97 4DY. A "Rule 18" document has been enacted delegating powers to the District Church Councils.

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Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules. All baptized Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

The full PCC met four times during the year with an average level of attendance of 15.5. Standing Committee met three times during 2019. Their deliberations were received by the full PCC and discussed where necessary.

PCC Members who have served during 2019 are:

Officers of the Council

Chair Rev Richard Clark
Lay Chair Rhiannon Walpole
Secretary Elaine Whitfield
Treasurer David Rood (Co-opted) until April 2019
Treasurer Stewart Mason from April 2019

Members of the Council

Team Clergy

Rev Paul Irving has special responsibility for St Leonard's Beoley and Education
Rev Paul Lawlor's ministry is shared between St Stephen's, Faith at Work in Worcestershire and St John's Greenlands. He is also Rural Dean.
Rev Richard Clark is Team Rector and has special responsibility for St Philip's Webheath and St Bartholomew's, Tardebigge
Rev Allison Davies until July 2019 (Assistant Curate)
Rev Francis Moloney from July 2019 (Assistant Curate)

Parish Wardens

Chris Prevett
Ann Simmons
Bethan Craner until April 2019
Keith Abbotts from April 2019
Elaine Whitfield
David Townsend until April 2019
Jane Hall until April 2019
John Hawkins from April 2019
Keith Carter from April 2019

Deanery Synod Representatives

Alyson Hawkins
Jaquii Hearnshaw
Gail Stone
Sue Clarke
Pauline Bird
Norma Walters
Heather Hill (until August 2019)

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Licensed Lay Ministers

Enid Mullis
Margaret Lloyd
Norma Walters

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

Members Elected from the District Churches not otherwise listed

Pauline Bird
Karen Collett
Bethan Craner
Rosemary Davis
Elizabeth Herbert
Garry Roberts
Robin Simmons
Gail Stone
Sue Watkins
Margaret Williams

Objectives and Activities

The role of the Parochial Church Council is to share leadership responsibility for the Parish with its Incumbent, the Revd Richard Clark, in promoting in the ecclesiastical parish, the whole mission of the church: pastoral, evangelistic, social and ecumenical.

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

The Electoral Roll in 2019 is 212 following the major revision that takes place every six years. St Stephen's has worked at ensuring that it has a central place in community life; St Leonard's has been active in Church Hill and further afield; St Philip's has sought to draw local people onto its premises through a programme of events. We have two Messy Churches, an ecumenical meeting based in the town centre, and another based in Church Hill. It is hoped to grow these congregations, meeting on a more regular basis when it is possible to do so.

Review of the year

Parish Vision

In order to move forward a united parish vision a day was held in March from which a report and booklet were produced, with additional material from our Mission Enabler. The Vision Day focused on the relational aspects of our discipleship, firstly with respect to Jesus and secondly to the way in which the community of the faithful relate to one another.

We felt that we would be stronger together, that is, as a team, and that joint services have been valuable. We said that we need more focus on prayer to find out where God wants us to go. We were encouraged to build up one another, be welcoming, build a better fellowship; to encourage everyone to use their talents; to be more devotional, have more Bible studies and prayer sessions; to make sure we are genuinely asking God and not just telling him what we want; to pray, individually & corporately and talk about answers to prayer.

We talked about being more outward looking, to share more experiences and learn from others; to create opportunities to talk about the faith within the parish; share breadth of faith; enable opportunities for mission; have a sense of urgency in outreach and mission, and to be brave about saying God is our Saviour, being recognisably Christian where ever we are placed.

We are to be a gathered body with an outward focus; working as one, disrupted so that we can grow in spiritual energy, but content with God. There is a call for directly Christian activity and increased bravery in presenting the gospel. There are barriers, real & imagined, that can lead us to water down our message. We recognised the importance of marketing and communication, and the role of our websites, Facebook pages, etc.

We recognised, however, that people were in different places; some were in complacency or denial while others were in confusion, reaching towards renewal. Out of confusion, recognising that we want to grow spiritually and numerically but needing effective ways of achieving this, we will want Jesus to move us to personal renewal & prayer so that we can be incarnational, reflecting who he is to the world in general, wherever we are.

One outcome from the Day was that Anne Batchelor recommended the course, "Holy Habits", which we chose to be our Lent course for 2019.

Church Activities

Being situated in the Centre of Redditch St Stephen's is fundamental to Civic life, hosting the Mayor's Civic service and facilitated the extremely well- supported Town Centre Remembrance Day commemoration, and other major services in and outside the church building. St Stephen's has sought to create and sustain ecumenical partnerships with Churches Together in Redditch and the Town Centre Partnership; the clergy attend a monthly ecumenical ministers' prayer breakfast; while the Revd Paul Lawlor seeks to promote ecumenical lay ministry in the context of his work as part of Faith at Work in Worcestershire. He also leads the monthly Prayer for Redditch. St Stephen's, as a venue and through its members, is part of the Ecumenical Town Centre Messy Church. And part of our shared prayer life by facilitating Morning Prayer each day.

In 2019 the focus for St Stephen's was on making church a visible and vibrant presence working with, and at the heart of, the community. Redditch Borough Council bandstand events, the Tour Series bike race day, Pentecost on the Green celebrations, Redditch Carnival along with the Heritage Open Day and a diverse range of concerts and events

within the church went some way to achieving this. The Easter Story Passion Play in Holy Week was enjoyed by folk from all denominations with an ecumenical cast too and featured on BBC Local News. The Messy Church team held their third annual Light Party in October and are working hard at providing a growing, Christ-centred church for families involving fun, creativity, hospitality and celebration. The Crafty Friends Group created a wall of poppies to decorate church for Remembrance Sunday, the first St Stephen's Christmas Tree Festival was popular and successful with thousands of visitors and raising over £900 for charities around Redditch. The aim is to continue to make St Stephen's warm, welcoming and family friendly; a church that is active in its efforts to reach out to the community, meeting the needs of the people and helping them to discover God's Love.

St Leonard's has continued to run a successful music group in addition to the choir to enhance its church worship, including contributing to Combined Parish Services. St Leonard's has taken action to install a fixed-screen and projector which will enhance the church's worship and audio-visual capacity. At the same time, the informal worship has been prepared and led by young people on a regular basis. The bell ringing team has attracted new members and continues to be strong. House groups meet regularly to share fellowship, prayer, and Bible study, including members from across the parish, and we continue to enjoy close links with the Beoley Mothers' Union branch.

St Leonard's has taken time to consider how best to implement the Parish's Vision in their context, encouraging an attitude of Prayer, Share and Declare, with the intention of working this out in practical terms from 2020. A number of different local groups visited the church for Sunday worship to promote their work and foster a sense of engagement: Redditch Foodbank, YMCA, Church Hill Big Local, and these visits have since led to new opportunities for community links which will hopefully be built upon.

St Leonard's has provided the principal context for Rev Francis Moloney's first stage of training as Assistant Curate in the parish. Following his ordination as deacon, Francis has taken an active part in all aspects of church and wider parish life as he has established himself in Redditch and ordained life. Living in Brockhill, Francis' service involvement has been almost exclusively based at St Leonard's so far and he will continue to do so in the majority, although he will also benefit from experience at other churches especially when priested in 2020. Francis has brought fresh life and perspective into parochial ministry, as well as considerable gifts and talents.

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 has a programme of exhibitions and events to draw people onto the church site. In 2019 the feature event was the D Day 75th Anniversary exhibition, which included a fly past by a Spitfire, which was viewed by many hundreds of people. The church is now open daily and holds midweek evening prayer three days each week. It has begun to be used all day every Wednesday by Slimming World, drawing many new visitors to the church building and helping to increase the church's income.

St Philip's Webheath have begun to build their awaited church extension but do not yet have all the funding in place, although all external work and most of the internal work has been completed. Plans for a major refurbishment of St Stephens have progressed only a little in 2019, however Worcester Diocese have been giving active help and guidance. These projects will serve to enhance the context of mission from the respective buildings, not merely improve the general surroundings. Both, however, require considerable financial outlay; external fundraising for the St Philip's project has continued to be slow. It is St Philip's 150th anniversary year in 2020, and it is hoped that this may be useful in raising amount required to complete the project.

Allison Davies completed her ministry with the team ministry as an assistant curate in July. Allison ministered in all the churches of the team, learning new skills as she did so, contributing in a cheerful, pastoral manner to the ministry of the parish. Allison regularly ministered at St Philip's, especially in the leadership of service, in pastoral care, and with Bumps, Babies and Toddlers, her leadership skills increasingly coming to the fore.

The condition of St Stephen's remains concerning in view of the large size of its building and its low capacity to fund repairs and maintenance through congregational giving, although significant repair work was carried out during the year. St Philip's does not receive income through historic trusts set up to benefit the church, nor does it have unrestricted reserves with which to respond to any unusual liabilities that may occur. Thankfully, it has a strong group of volunteers whose work helps to defray the cost of maintenance and repairs.

Education & Safeguarding

The parish seeks to be involved as possible in local schools as part of its ministry to children. The clergy hold five school governorships between them; Open the Book groups have been busy in local schools, introducing many children to stories from the Bible. This ministry has been welcomed by children and teachers; some children have told us they see OtB visits as a highlight of their time at school. Rev Paul Irving visits five schools as part of his role as team vicar with special responsibility for parish education. St Philip's have established a group for children who are growing out of the successful Toddler Group held at that church; St Leonard's have Sunday School on a fortnightly basis and a Messy Church that meets bi-monthly as well as the established town centre ecumenical Messy Church with Holy Trinity Parish. St Stephen's also hosts a weekly Young Bell Ringers group (ages 2-10). We have once again held educational courses across the parish this year to encourage mutual learning and fellowship.

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

Other Leadership Roles and Activities

The clergy team is fully staffed. In addition, they have had the opportunity to be involved in training an Assistant Curate throughout 2019. The parish has maintained its role in the community through supporting community-based activities, the conduct of many occasional offices, and the involvement in ecumenical outreach and other activities. Two Licensed Lay Ministers are licensed by the bishop to take funerals, while the third, Norma Walters, co-ordinates a pastoral team. A former LLM in Coventry Diocese, Karen Collett has led some services in the team ministry. Laity are active and involved in pastoral care and ministry in residential care homes.

The Revd Paul Lawlor has continued to foster civic links and have been involved in major civic and community events in the town centre and has a strong relationship with the local press, while the Revd. Richard Clark has a chaplaincy role at Redditch United Football Club where he has encouraged the community work of the club, been a pastoral presence for directors, staff, volunteers and their families and share Christian-based messages in programme articles for every home match, being a Christian presence for the hundreds of weekly users of the club's facilities.

Revd Paul Irving is a Bishop's Representative at Bishops Advisory Panels for the Candidates for Ordained Ministry; Bryan Allbut is Chair of the Diocesan Board of Education and of Worcester Diocese Multi Academies Trust. The Revd Paul Lawlor is Rural Dean of Bromsgrove and a member of the Diocesan Mission and Pastoral Committee; he is also a

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trustee of Faith at Work in Worcestershire and of the Word Christian Bookshop. The Revd. Richard Clark is a member of Bishop's Council and Chair of the Commission of Social Responsibility. The Revds Paul Lawlor, Allison Davies and Richard Clark are members of Diocesan Synod.

Clergy have also undertaken other commitments which have helped them grow personally and in their contribution to parish life, which have in turn expanded the horizons of church members. This includes conferences and meetings run by New Wine, Naturally Supernatural and World Prayer Centre. Richard Clark undertakes an annual mission trip to support a "Fresh Expressions" outreach near Aviemore, giving encouragement, support and guidance in shaping this new work, as he has previously done with respect to a related effort in Val d'Isere and across the Espace Killy ski area in the French Alps.

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

Parish of Redditch Holy Trinity
Draft Financial Review and Statements
For the Year ended 31 December 2019
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
Nationwide Building Society – Swindon

Independent Examiner:
Helen Grave BSc FCMA – Birmingham

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FINANCIAL REVIEW

Composition of the Parish.

There has been no change in the composition of the parish during 2019.

Accounting and Disclosure Matters

Fee Income

Certain monies are collected by churches within the Parish as agents for other parties. These include fees for vergers, organists, bell ringers and non-stipendiary ministers for officiating at Church ceremonies as well as parochial fees which are remitted to the Worcester Diocesan Board. These agency collections and remittances are not included in income or expenditure of the year.

Financial overview

a) Income

Overall revenue in 2019 at £298,556 was £36,976 higher than the previous year with the increase more than accounted for by legacies and donations.

Unrestricted income totalled £245,206 (2018 - £174,778) with the increase largely due to a substantial legacy to St Stephen's. Elsewhere, Plate collections and tax recoveries were somewhat lower.

Designated and Restricted income totalled £53,350 compared with £86,802 in 2018. The main reason for the reduction was a lower level of donations in respect of the development of St Philip's as the project neared completion.

b) Expenditure

Expenditure in the year totalled £255,985 compared with £232,269 in 2018. Expenditure from unrestricted funds was £189,908, an increase of £9,259 over 2018. The main factors were higher Parish Share (£3,425) and maintenance and cleaning costs (£6453). Expenditure from Designated and Restricted funds totalled £66,077 compared with £51,620 last year as a result of higher capital expenditure at St Philip's.

c) Net Outgoings

Total net surplus for the year before revaluations was £42,571 (2018 - £29,311). However, excluding the effect of significant receipts from legacies and other donations on the one hand and capital expenditure at St Philip's on the other, surplus for the year reduced to £3,928 compared with £17,895 in 2018, reflecting the lower income and higher costs discussed above.

d) Transfers between funds

The significant net transfer from unrestricted to restricted funds mainly reflected £50,000 in respect of the St Philip's annexe.

e) Balance Sheet

Fixed asset investments

Long-term investments are “marked to market” at year end and any increase or decrease in value from the previous year is shown in the SOFA below the net income or deficit of the period. During 2019 share prices generally improved strongly and as a consequence there was an increase £116,184 on revaluation of assets (2018 - £10919 reduction). Certain dividends totalling £19,192 were reinvested so that at the year end the value of investments was £765,865 (2018 - £630,489) of which £225,891 (2018 - £188,225) is categorized as restricted or endowment.

Cash at Bank

The figure of cash at bank and in hand was £308,542 (2018- £273,504), a significant proportion of which is held in current or low interest accounts.

Net Assets and Fund Balances

Net assets increased by £158,755 to £1,063,277. Unrestricted and designated funds increased by £110,389 to a total of £709,505 while the value of endowment funds was £51,398 (2018 - £45,650) Restricted funds increased by £42,618 to £302,374.

INDEPENDENT EXAMINER'S REPORT TO THE PCC OF REDDITCH HOLY TRINITY

This report on the financial statements of the PCC for the year ended 31 December 2019, which are set out on pages 13 to 20, is in respect of an examination carried out in accordance with the Church Accounting Regulations ("the regulations") and section 145 of the Charities Act 2011 ("the Charities Act").

Respective responsibilities of the PCC and the examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. which gives me reasonable cause to believe that, in any material respect, the requirements;
 - to keep accounting records in accordance with section 130 of the Charities Act;
 - to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Ms Helen M. Grave BSc FCMA



Date: 8 November 2020

Lombardy House
38 Alcester Road
Hollywood
Birmingham
B47 5NB

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STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2019

		Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
INCOME and ENDOWMENTS	Notes						
Voluntary income	2(a)	185,353	6,098	13,254	-	204,705	165,366
Activities for generating funds	2(b)	39,761	1,946	4,489	-	46,196	44,944
Investment income	2(c)	2,030	14,378	6,592	-	23,000	21,413
Church activities	2(d)	15,247	-	2,800	-	18,047	17,366
Grants	2(e)	2,815	663	3,130	-	6,608	12,491
TOTAL INCOME		245,206	23,085	30,265	-	298,556	261,580
EXPENDITURE							
Parish share	3(a)	110,788	-	-	-	110,788	107,363
Church activities	3(b)	63,635	1,041	8,272	-	72,948	73,126
Fundraising and publicity	3(c)	3,941	363	-	-	4,304	5,414
Administration costs	3(d)	7,262	-	92	-	7,354	9,074
Depreciation	3(e)	-	-	-	-	-	696
Capital expenditure	3(e)	4,282	106	56,203	-	60,591	36,596
TOTAL EXPENDITURE		189,908	1,510	64,567	-	255,985	232,269
NET INCOMING/(OUTGOING)							
RESOURCES BEFORE TRANSFERS		55,298	21,575	(34,302)	-	42,571	29,311
Net transfers between funds		(49,322)	(658)	49,980	-	-	-
NET INCOMING RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		5,976	20,917	15,678	-	42,571	29,311
Gains on investment assets:							
On revaluation		3,020	80,476	26,940	5,748	116,184	(10,919)
NET MOVEMENT IN FUNDS		8,996	101,393	42,618	5,748	158,755	18,392
BALANCES B/FWD 1 JANUARY		138,841	460,275	259,756	45,650	904,522	886,129
BALANCES C/FWD 31 DECEMBER		147,837	561,668	302,374	51,398	1,063,277	904,521

The notes on pages 15 to 20 form part of these financial statement

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Balance Sheet As at 31 December 2019

	Notes	2019 £	2018 £
FIXED ASSETS			
Investments	4	765,865	630,489
TOTAL FIXED ASSETS		765,865	630,489
CURRENT ASSETS			
Traidcraft stocks		-	333
Debtors	5	9,273	13,048
Cash at bank and in hand		308,542	273,504
TOTAL CURRENT ASSETS		317,815	286,885
TOTAL ASSETS		1,083,680	917,374
CURRENT LIABILITIES			
Amounts falling due within one year	6	(19,503)	(12,252)
NON-CURRENT LIABILITIES			
Amounts falling due in more than one year	6	(900)	(600)
TOTAL LIABILITIES		(20,403)	(12,852)
TOTAL NET ASSETS		1,063,277	904,522
REPRESENTED BY:			
Unrestricted funds	7	147,837	138,841
Designated funds	7	561,668	460,275
Restricted funds	7	302,374	259,756
Endowment funds	7	51,398	45,650
TOTAL FUNDS		1,063,277	904,522

Approved by the PCC on

2020 and signed on their behalf by:

Richard Clark
Chairman

The notes on pages 15 to 20 form part of these financial statements

Notes to the Financial Statements
For the year ended 31 December 2019

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, the relevant provisions of the Charities Act 2011, applicable accounting standards and conform with the Statement of Recommended Practice on Accounting and Reporting by Charities SORP (FRS 102).

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

The parish has certain reserves which are categorised as 'Restricted' or 'Endowment'. As their name implies, their use is confined to objectives which have been specified by the donor or the particular fund raising activity and the Parish cannot use them for general purposes. Other reserves are 'unrestricted', to be used at the discretion of the PCC for furthering the mission and ministry of the Church.

The PCC may decide to place some of the 'unrestricted' fund money in separate 'designated' funds for use in the future e.g. for building development or maintenance, local mission and outreach projects. 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.

Parish 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

INCOME

Planned giving, collections and donations are recognised when received. Tax funds 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. All incoming resources are accounted for gross.

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.

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

FIXED ASSETS

Consecrated and benefice property is not included in the accounts in accordance with section 10(2) of the Charities Act 2011.

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 are shown at market value as at 31 December 2018.

2 INCOME

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2019 £	TOTAL 2018 £
Voluntary income						
Plate collections	26,784	-	3,379	-	30,163	39,268
Planned giving and gift aid donations	58,457	-	405	-	58,862	56,301
Tax recoverable	18,767	231	1,857	-	20,855	24,050
Donations	81,345	5,867	7,613	-	94,825	45,747
	185,353	6,098	13,254	-	204,705	165,366
Activities for generating funds						
Summer fayre	8,339	-	1,000	-	9,339	8,134
Christmas fayre	4,199	-	500	-	4,699	4,879
Rent, hall hire & parking	14,960	-	-	-	14,960	16,096
Church on the Green	3,845	-	-	-	3,845	3,797
Other fundraising events	8,418	1,946	2,989	-	13,353	12,038
	39,761	1,946	4,489	-	46,196	44,944
Investment income						
Interest & dividends received	2,030	14,378	6,592	-	23,000	21,413
Church activities						
Fees	13,127	-	2,800	-	15,927	14,386
Other	2,120	-	-	-	2,120	2,980
	15,247	-	2,800	-	18,047	17,366
Grants	2,815	663	3,130	-	6,608	12,491
INCOME and ENDOWMENTS	245,206	23,085	30,265	-	298,556	261,580

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

3. EXPENDITURE

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	TOTAL 2019	TOTAL 2018
	£	£	£	£	£	£
3(a) Parish Share	110,788	-	-	-	110,788	107,363
3(b) Church Activities						
Mission & charitable giving	4,664	-	2,820	-	7,484	7,639
Clergy expenses	6,023	-	-	-	6,023	5,844
Service fees and expenses	4,169	-	-	-	4,169	4,544
Water, heat & light	12,396	-	-	-	12,396	12,096
Maintenance and Cleaning	23,061	941	5,398	-	29,400	29,912
Insurance	11,058	-	-	-	11,058	10,831
Sundry expenses	2,264	100	54	-	2,418	2,260
	63,635	1,041	8,272	-	72,948	73,126
3(c) Fundraising & Publicity						
Church on the Green	290	-	-	-	290	1,909
Other fundraising costs	3,651	363	-	-	4,014	3,505
	3,941	363	-	-	4,304	5,414
3(d) Administration Costs						
Office expenses	5,544	-	92	-	5,636	6,916
Independent Examiner honorarium	300	-	-	-	300	300
Professional fees and subscriptions	1,238	-	-	-	1,238	1,678
Bank charges	180	-	-	-	180	180
	7,262	-	92	-	7,354	9,074
3(e) Capital Expenditure						
St. Stephen's	4,282	-	-	-	4,282	2,041
St. Philip's	-	-	56,182	-	56,182	34,331
St Leonard's	-	106	21	-	127	224
St. Leonard's Shed depreciation	-	-	-	-	-	696
	4,282	106	56,203	-	60,591	37,292
EXPENDITURE	189,908	1,510	64,567	-	255,985	232,269

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

4. Fund Transfers

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £
St. Leonard's	678	(658)	(20)	-	-
PCC	(50,000)	-	50,000	-	-
	(49,322)	(658)	49,980	-	-

5. FIXED ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	Total 2019 £
Investments					
Market value at 1 January	16,148	426,116	142,575	45,650	630,489
Sales	-	-	-	-	-
Dividends reinvested	-	14,214	4,978	-	19,192
Revaluation gain	3,020	80,476	26,940	5,748	116,184
Market value at 31 December	19,168	520,806	174,493	51,398	765,865
Total Fixed Assets	19,168	520,806	174,493	51,398	765,865

New investments by way of reinvested dividends were made at various times in the year in the CBF Church of England Investment Fund

6. DEBTORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
Outstanding fees	1,321	-	-	-	1,321	1,315
Income tax recoverable	4,382	-	913	-	5,295	9,136
Prepayments	841	-	100	-	941	928
Other	1,716	-	-	-	1,716	1,669
Total Debtors	8,260	-	1,013	-	9,273	13,048

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

7. CREDITORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
Due within one year						
Accruals	4,534	-	-	-	4,534	9,819
Deposits received in advance	3,141	-	-	-	3,141	1,500
Other creditors	11,313	-	515	-	11,828	933
	18,988	-	515	-	19,503	12,252
Due in more than one year						
Deposits received in advance	900	-	-	-	900	600
Total Creditors	19,888	-	515	-	20,403	12,852

No amounts are included within other creditors in respect of Parish Share

8. FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
Balance at 1 January	138,841	460,275	259,756	45,650	904,522	886,130
Incoming resources	245,206	23,085	30,265	-	298,556	261,580
Resources expended	(189,908)	(1,510)	(64,567)	-	(255,985)	(232,269)
	194,139	481,850	225,454	45,650	947,093	915,441
Net Transfers between funds	(49,322)	(658)	49,980	-	-	-
Investment revaluation gains	3,020	80,476	26,940	5,748	116,184	(10,919)
Balance at 31 December	147,837	561,668	302,374	51,398	1,063,277	904,522

Parish of Redditch Holy Trinity
Annual Report and Financial Statements for the year ended 31 December 2019

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

9. ANALYSIS OF NET ASSETS BY FUND

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
NET ASSETS						
Fixed assets & investments	19,168	520,806	174,493	51,398	765,865	630,489
Current assets	148,557	40,862	128,396	-	317,815	286,885
Creditors	(19,888)	-	(515)	-	(20,403)	(12,852)
Balance at 31 December	147,837	561,668	302,374	51,398	1,063,277	904,522

The Parish of Redditch Holy Trinity.

Annual Report for 2019

Descriptive and Administrative Information

Redditch Holy Trinity has a parish inhabited by in excess of 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 7000 people by 2025 owing to new housing developments; the first phase of new housing in Webheath district was completed by the end of 2018 and there is continued new building at the north end of St Stephen's district. The parish is part of the diocese of Worcester, and the deanery of Bromsgrove. It borders on the diocese of Birmingham to the north, and the diocese of Coventry at its farthest point east, in Beoley district. Although there have been settlements in the area since before 1137, Redditch Borough was founded in 1964 to facilitate the building of a new town which forms much of north, east and south east of the present borough. The parish includes both old and new parts of the borough. Bromsgrove District borders the borough boundary to cover semi-rural areas to the north and west; part of the parish falls within its boundary, including Beoley church and vicarage. The two local authorities operate in partnership. Redditch itself is the second largest town or city in Worcestershire. It is the terminus for a direct train line through central Birmingham that ends at the north of the greater Birmingham area at Lichfield, while the M42 motorway crosses through 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 mixed communities that form Beoley district to the comparatively comfortable suburbia of Webheath. It ranks 2,249 out of 12,599, where 1 is the most deprived parish, putting us in the bottom 18% in the country. Poverty issues among pensioners, and the percentage of people with no qualifications are significant reasons for this rating. Areas of especial concern are Batchley, Abbeydale, and Church Hill South.

St Bartholomew's Tardebigge left the team parish at the end of March 2015 although they remain part of the wider team ministry, sharing team clergy and, de facto, Licensed Lay Ministers. The parish covers the Brockhill area of Redditch and the semi-rural area between Redditch and Bromsgrove and has a growing population of over 6000.

Holy Trinity parish conducts worship at least once a week at St David's Batchley (meeting in small numbers at St David's Care Home); St Leonard's Beoley; St Stephen's Redditch; and St Philip's Webheath. We also lead some of the services of worship at St Andrew's Methodist Church. There is an extensive ministry to care homes, nursing homes and schools.

St George's Church is now redundant and no longer has representatives on the council; Worcester diocese are administering the sale of the church building, grounds and hall.

Redditch Holy Trinity PCC is a registered charity, number 1134307; the parish office is situated in St Stephen's Church, Church Green, Redditch, B97 4DY. A "Rule 18" document has been enacted delegating powers to the District Church Councils.

Parish of Redditch Holy Trinity
Annual Report and Financial Statements for the year ended 31 December 2019

Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules. All baptized Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

The full PCC met four times during the year with an average level of attendance of 15.5. Standing Committee met three times during 2019. Their deliberations were received by the full PCC and discussed where necessary.

PCC Members who have served during 2019 are:

Officers of the Council

Chair Rev Richard Clark
Lay Chair Rhiannon Walpole
Secretary Elaine Whitfield
Treasurer David Rood (Co-opted) until April 2019
Treasurer Stewart Mason from April 2019

Members of the Council

Team Clergy

Rev Paul Irving has special responsibility for St Leonard's Beoley and Education
Rev Paul Lawlor's ministry is shared between St Stephen's, Faith at Work in Worcestershire and St John's Greenlands. He is also Rural Dean.
Rev Richard Clark is Team Rector and has special responsibility for St Philip's Webheath and St Bartholomew's, Tardebigge
Rev Allison Davies until July 2019 (Assistant Curate)
Rev Francis Moloney from July 2019 (Assistant Curate)

Parish Wardens

Chris Prevett
Ann Simmons
Bethan Craner until April 2019
Keith Abbotts from April 2019
Elaine Whitfield
David Townsend until April 2019
Jane Hall until April 2019
John Hawkins from April 2019
Keith Carter from April 2019

Deanery Synod Representatives

Alyson Hawkins
Jaquii Hearnshaw
Gail Stone
Sue Clarke
Pauline Bird
Norma Walters
Heather Hill (until August 2019)

Parish of Redditch Holy Trinity
Annual Report and Financial Statements for the year ended 31 December 2019

Licensed Lay Ministers

Enid Mullis
Margaret Lloyd
Norma Walters

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

Members Elected from the District Churches not otherwise listed

Pauline Bird
Karen Collett
Bethan Craner
Rosemary Davis
Elizabeth Herbert
Garry Roberts
Robin Simmons
Gail Stone
Sue Watkins
Margaret Williams

Objectives and Activities

The role of the Parochial Church Council is to share leadership responsibility for the Parish with its Incumbent, the Revd Richard Clark, in promoting in the ecclesiastical parish, the whole mission of the church: pastoral, evangelistic, social and ecumenical.

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

The Electoral Roll in 2019 is 212 following the major revision that takes place every six years. St Stephen's has worked at ensuring that it has a central place in community life; St Leonard's has been active in Church Hill and further afield; St Philip's has sought to draw local people onto its premises through a programme of events. We have two Messy Churches, an ecumenical meeting based in the town centre, and another based in Church Hill. It is hoped to grow these congregations, meeting on a more regular basis when it is possible to do so.

Review of the year

Parish Vision

In order to move forward a united parish vision a day was held in March from which a report and booklet were produced, with additional material from our Mission Enabler. The Vision Day focused on the relational aspects of our discipleship, firstly with respect to Jesus and secondly to the way in which the community of the faithful relate to one another.

We felt that we would be stronger together, that is, as a team, and that joint services have been valuable. We said that we need more focus on prayer to find out where God wants us to go. We were encouraged to build up one another, be welcoming, build a better fellowship; to encourage everyone to use their talents; to be more devotional, have more Bible studies and prayer sessions; to make sure we are genuinely asking God and not just telling him what we want; to pray, individually & corporately and talk about answers to prayer.

We talked about being more outward looking, to share more experiences and learn from others; to create opportunities to talk about the faith within the parish; share breadth of faith; enable opportunities for mission; have a sense of urgency in outreach and mission, and to be brave about saying God is our Saviour, being recognisably Christian where ever we are placed.

We are to be a gathered body with an outward focus; working as one, disrupted so that we can grow in spiritual energy, but content with God. There is a call for directly Christian activity and increased bravery in presenting the gospel. There are barriers, real & imagined, that can lead us to water down our message. We recognised the importance of marketing and communication, and the role of our websites, Facebook pages, etc.

We recognised, however, that people were in different places; some were in complacency or denial while others were in confusion, reaching towards renewal. Out of confusion, recognising that we want to grow spiritually and numerically but needing effective ways of achieving this, we will want Jesus to move us to personal renewal & prayer so that we can be incarnational, reflecting who he is to the world in general, wherever we are.

One outcome from the Day was that Anne Batchelor recommended the course, "Holy Habits", which we chose to be our Lent course for 2019.

Church Activities

Being situated in the Centre of Redditch St Stephen's is fundamental to Civic life, hosting the Mayor's Civic service and facilitated the extremely well- supported Town Centre Remembrance Day commemoration, and other major services in and outside the church building. St Stephen's has sought to create and sustain ecumenical partnerships with Churches Together in Redditch and the Town Centre Partnership; the clergy attend a monthly ecumenical ministers' prayer breakfast; while the Revd Paul Lawlor seeks to promote ecumenical lay ministry in the context of his work as part of Faith at Work in Worcestershire. He also leads the monthly Prayer for Redditch. St Stephen's, as a venue and through its members, is part of the Ecumenical Town Centre Messy Church. And part of our shared prayer life by facilitating Morning Prayer each day.

In 2019 the focus for St Stephen's was on making church a visible and vibrant presence working with, and at the heart of, the community. Redditch Borough Council bandstand events, the Tour Series bike race day, Pentecost on the Green celebrations, Redditch Carnival along with the Heritage Open Day and a diverse range of concerts and events

within the church went some way to achieving this. The Easter Story Passion Play in Holy Week was enjoyed by folk from all denominations with an ecumenical cast too and featured on BBC Local News. The Messy Church team held their third annual Light Party in October and are working hard at providing a growing, Christ-centred church for families involving fun, creativity, hospitality and celebration. The Crafty Friends Group created a wall of poppies to decorate church for Remembrance Sunday, the first St Stephen's Christmas Tree Festival was popular and successful with thousands of visitors and raising over £900 for charities around Redditch. The aim is to continue to make St Stephen's warm, welcoming and family friendly; a church that is active in its efforts to reach out to the community, meeting the needs of the people and helping them to discover God's Love.

St Leonard's has continued to run a successful music group in addition to the choir to enhance its church worship, including contributing to Combined Parish Services. St Leonard's has taken action to install a fixed-screen and projector which will enhance the church's worship and audio-visual capacity. At the same time, the informal worship has been prepared and led by young people on a regular basis. The bell ringing team has attracted new members and continues to be strong. House groups meet regularly to share fellowship, prayer, and Bible study, including members from across the parish, and we continue to enjoy close links with the Beoley Mothers' Union branch.

St Leonard's has taken time to consider how best to implement the Parish's Vision in their context, encouraging an attitude of Prayer, Share and Declare, with the intention of working this out in practical terms from 2020. A number of different local groups visited the church for Sunday worship to promote their work and foster a sense of engagement: Redditch Foodbank, YMCA, Church Hill Big Local, and these visits have since led to new opportunities for community links which will hopefully be built upon.

St Leonard's has provided the principal context for Rev Francis Moloney's first stage of training as Assistant Curate in the parish. Following his ordination as deacon, Francis has taken an active part in all aspects of church and wider parish life as he has established himself in Redditch and ordained life. Living in Brockhill, Francis' service involvement has been almost exclusively based at St Leonard's so far and he will continue to do so in the majority, although he will also benefit from experience at other churches especially when priested in 2020. Francis has brought fresh life and perspective into parochial ministry, as well as considerable gifts and talents.

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 has a programme of exhibitions and events to draw people onto the church site. In 2019 the feature event was the D Day 75th Anniversary exhibition, which included a fly past by a Spitfire, which was viewed by many hundreds of people. The church is now open daily and holds midweek evening prayer three days each week. It has begun to be used all day every Wednesday by Slimming World, drawing many new visitors to the church building and helping to increase the church's income.

St Philip's Webheath have begun to build their awaited church extension but do not yet have all the funding in place, although all external work and most of the internal work has been completed. Plans for a major refurbishment of St Stephens have progressed only a little in 2019, however Worcester Diocese have been giving active help and guidance. These projects will serve to enhance the context of mission from the respective buildings, not merely improve the general surroundings. Both, however, require considerable financial outlay; external fundraising for the St Philip's project has continued to be slow. It is St Philip's 150th anniversary year in 2020, and it is hoped that this may be useful in raising amount required to complete the project.

Allison Davies completed her ministry with the team ministry as an assistant curate in July. Allison ministered in all the churches of the team, learning new skills as she did so, contributing in a cheerful, pastoral manner to the ministry of the parish. Allison regularly ministered at St Philip's, especially in the leadership of service, in pastoral care, and with Bumps, Babies and Toddlers, her leadership skills increasingly coming to the fore.

The condition of St Stephen's remains concerning in view of the large size of its building and its low capacity to fund repairs and maintenance through congregational giving, although significant repair work was carried out during the year. St Philip's does not receive income through historic trusts set up to benefit the church, nor does it have unrestricted reserves with which to respond to any unusual liabilities that may occur. Thankfully, it has a strong group of volunteers whose work helps to defray the cost of maintenance and repairs.

Education & Safeguarding

The parish seeks to be involved as possible in local schools as part of its ministry to children. The clergy hold five school governorships between them; Open the Book groups have been busy in local schools, introducing many children to stories from the Bible. This ministry has been welcomed by children and teachers; some children have told us they see OtB visits as a highlight of their time at school. Rev Paul Irving visits five schools as part of his role as team vicar with special responsibility for parish education. St Philip's have established a group for children who are growing out of the successful Toddler Group held at that church; St Leonard's have Sunday School on a fortnightly basis and a Messy Church that meets bi-monthly as well as the established town centre ecumenical Messy Church with Holy Trinity Parish. St Stephen's also hosts a weekly Young Bell Ringers group (ages 2-10). We have once again held educational courses across the parish this year to encourage mutual learning and fellowship.

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

Other Leadership Roles and Activities

The clergy team is fully staffed. In addition, they have had the opportunity to be involved in training an Assistant Curate throughout 2019. The parish has maintained its role in the community through supporting community-based activities, the conduct of many occasional offices, and the involvement in ecumenical outreach and other activities. Two Licensed Lay Ministers are licensed by the bishop to take funerals, while the third, Norma Walters, co-ordinates a pastoral team. A former LLM in Coventry Diocese, Karen Collett has led some services in the team ministry. Laity are active and involved in pastoral care and ministry in residential care homes.

The Revd Paul Lawlor has continued to foster civic links and have been involved in major civic and community events in the town centre and has a strong relationship with the local press, while the Revd. Richard Clark has a chaplaincy role at Redditch United Football Club where he has encouraged the community work of the club, been a pastoral presence for directors, staff, volunteers and their families and share Christian-based messages in programme articles for every home match, being a Christian presence for the hundreds of weekly users of the club's facilities.

Revd Paul Irving is a Bishop's Representative at Bishops Advisory Panels for the Candidates for Ordained Ministry; Bryan Allbut is Chair of the Diocesan Board of Education and of Worcester Diocese Multi Academies Trust. The Revd Paul Lawlor is Rural Dean of Bromsgrove and a member of the Diocesan Mission and Pastoral Committee; he is also a

Parish of Redditch Holy Trinity

Annual Report and Financial Statements for the year ended 31 December 2019

trustee of Faith at Work in Worcestershire and of the Word Christian Bookshop. The Revd. Richard Clark is a member of Bishop's Council and Chair of the Commission of Social Responsibility. The Revds Paul Lawlor, Allison Davies and Richard Clark are members of Diocesan Synod.

Clergy have also undertaken other commitments which have helped them grow personally and in their contribution to parish life, which have in turn expanded the horizons of church members. This includes conferences and meetings run by New Wine, Naturally Supernatural and World Prayer Centre. Richard Clark undertakes an annual mission trip to support a "Fresh Expressions" outreach near Aviemore, giving encouragement, support and guidance in shaping this new work, as he has previously done with respect to a related effort in Val d'Isere and across the Espace Killy ski area in the French Alps.

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

Parish of Redditch Holy Trinity
Draft Financial Review and Statements
For the Year ended 31 December 2019
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
Nationwide Building Society – Swindon

Independent Examiner:
Helen Grave BSc FCMA – Birmingham

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Balance Sheet	14
Notes forming part of the financial statements	15- 20

FINANCIAL REVIEW

Composition of the Parish.

There has been no change in the composition of the parish during 2019.

Accounting and Disclosure Matters

Fee Income

Certain monies are collected by churches within the Parish as agents for other parties. These include fees for vergers, organists, bell ringers and non-stipendiary ministers for officiating at Church ceremonies as well as parochial fees which are remitted to the Worcester Diocesan Board. These agency collections and remittances are not included in income or expenditure of the year.

Financial overview

a) Income

Overall revenue in 2019 at £298,556 was £36,976 higher than the previous year with the increase more than accounted for by legacies and donations.

Unrestricted income totalled £245,206 (2018 - £174,778) with the increase largely due to a substantial legacy to St Stephen's. Elsewhere, Plate collections and tax recoveries were somewhat lower.

Designated and Restricted income totalled £53,350 compared with £86,802 in 2018. The main reason for the reduction was a lower level of donations in respect of the development of St Philip's as the project neared completion.

b) Expenditure

Expenditure in the year totalled £255,985 compared with £232,269 in 2018. Expenditure from unrestricted funds was £189,908, an increase of £9,259 over 2018. The main factors were higher Parish Share (£3,425) and maintenance and cleaning costs (£6453). Expenditure from Designated and Restricted funds totalled £66,077 compared with £51,620 last year as a result of higher capital expenditure at St Philip's.

c) Net Outgoings

Total net surplus for the year before revaluations was £42,571 (2018 - £29,311). However, excluding the effect of significant receipts from legacies and other donations on the one hand and capital expenditure at St Philip's on the other, surplus for the year reduced to £3,928 compared with £17,895 in 2018, reflecting the lower income and higher costs discussed above.

d) Transfers between funds

The significant net transfer from unrestricted to restricted funds mainly reflected £50,000 in respect of the St Philip's annexe.

e) Balance Sheet

Fixed asset investments

Long-term investments are “marked to market” at year end and any increase or decrease in value from the previous year is shown in the SOFA below the net income or deficit of the period. During 2019 share prices generally improved strongly and as a consequence there was an increase £116,184 on revaluation of assets (2018 - £10919 reduction). Certain dividends totalling £19,192 were reinvested so that at the year end the value of investments was £765,865 (2018 - £630,489) of which £225,891 (2018 - £188,225) is categorized as restricted or endowment.

Cash at Bank

The figure of cash at bank and in hand was £308,542 (2018- £273,504), a significant proportion of which is held in current or low interest accounts.

Net Assets and Fund Balances

Net assets increased by £158,755 to £1,063,277. Unrestricted and designated funds increased by £110,389 to a total of £709,505 while the value of endowment funds was £51,398 (2018 - £45,650) Restricted funds increased by £42,618 to £302,374.

INDEPENDENT EXAMINER'S REPORT TO THE PCC OF REDDITCH HOLY TRINITY

This report on the financial statements of the PCC for the year ended 31 December 2019, which are set out on pages 13 to 20, is in respect of an examination carried out in accordance with the Church Accounting Regulations ("the regulations") and section 145 of the Charities Act 2011 ("the Charities Act").

Respective responsibilities of the PCC and the examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. which gives me reasonable cause to believe that, in any material respect, the requirements;
 - to keep accounting records in accordance with section 130 of the Charities Act;
 - to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Ms Helen M. Grave BSc FCMA



Date: 8 November 2020

Lombardy House
38 Alcester Road
Hollywood
Birmingham
B47 5NB

Parish of Redditch Holy Trinity
Annual Report and Financial Statements for the year ended 31 December 2019

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2019

		Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
INCOME and ENDOWMENTS	Notes						
Voluntary income	2(a)	185,353	6,098	13,254	-	204,705	165,366
Activities for generating funds	2(b)	39,761	1,946	4,489	-	46,196	44,944
Investment income	2(c)	2,030	14,378	6,592	-	23,000	21,413
Church activities	2(d)	15,247	-	2,800	-	18,047	17,366
Grants	2(e)	2,815	663	3,130	-	6,608	12,491
TOTAL INCOME		245,206	23,085	30,265	-	298,556	261,580
EXPENDITURE							
Parish share	3(a)	110,788	-	-	-	110,788	107,363
Church activities	3(b)	63,635	1,041	8,272	-	72,948	73,126
Fundraising and publicity	3(c)	3,941	363	-	-	4,304	5,414
Administration costs	3(d)	7,262	-	92	-	7,354	9,074
Depreciation	3(e)	-	-	-	-	-	696
Capital expenditure	3(e)	4,282	106	56,203	-	60,591	36,596
TOTAL EXPENDITURE		189,908	1,510	64,567	-	255,985	232,269
NET INCOMING/(OUTGOING)							
RESOURCES BEFORE TRANSFERS		55,298	21,575	(34,302)	-	42,571	29,311
Net transfers between funds		(49,322)	(658)	49,980	-	-	-
NET INCOMING RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		5,976	20,917	15,678	-	42,571	29,311
Gains on investment assets:							
On revaluation		3,020	80,476	26,940	5,748	116,184	(10,919)
NET MOVEMENT IN FUNDS		8,996	101,393	42,618	5,748	158,755	18,392
BALANCES B/FWD 1 JANUARY		138,841	460,275	259,756	45,650	904,522	886,129
BALANCES C/FWD 31 DECEMBER		147,837	561,668	302,374	51,398	1,063,277	904,521

The notes on pages 15 to 20 form part of these financial statement

Parish of Redditch Holy Trinity
Annual Report and Financial Statements for the year ended 31 December 2019

Balance Sheet As at 31 December 2019

	Notes	2019 £	2018 £
FIXED ASSETS			
Investments	4	765,865	630,489
TOTAL FIXED ASSETS		765,865	630,489
CURRENT ASSETS			
Traidcraft stocks		-	333
Debtors	5	9,273	13,048
Cash at bank and in hand		308,542	273,504
TOTAL CURRENT ASSETS		317,815	286,885
TOTAL ASSETS		1,083,680	917,374
CURRENT LIABILITIES			
Amounts falling due within one year	6	(19,503)	(12,252)
NON-CURRENT LIABILITIES			
Amounts falling due in more than one year	6	(900)	(600)
TOTAL LIABILITIES		(20,403)	(12,852)
TOTAL NET ASSETS		1,063,277	904,522
REPRESENTED BY:			
Unrestricted funds	7	147,837	138,841
Designated funds	7	561,668	460,275
Restricted funds	7	302,374	259,756
Endowment funds	7	51,398	45,650
TOTAL FUNDS		1,063,277	904,522

Approved by the PCC on

2020 and signed on their behalf by:

Richard Clark
Chairman

The notes on pages 15 to 20 form part of these financial statements

Notes to the Financial Statements
For the year ended 31 December 2019

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, the relevant provisions of the Charities Act 2011, applicable accounting standards and conform with the Statement of Recommended Practice on Accounting and Reporting by Charities SORP (FRS 102).

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

The parish has certain reserves which are categorised as 'Restricted' or 'Endowment'. As their name implies, their use is confined to objectives which have been specified by the donor or the particular fund raising activity and the Parish cannot use them for general purposes. Other reserves are 'unrestricted', to be used at the discretion of the PCC for furthering the mission and ministry of the Church.

The PCC may decide to place some of the 'unrestricted' fund money in separate 'designated' funds for use in the future e.g. for building development or maintenance, local mission and outreach projects. 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.

Parish 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

INCOME

Planned giving, collections and donations are recognised when received. Tax funds 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. All incoming resources are accounted for gross.

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.

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

FIXED ASSETS

Consecrated and benefice property is not included in the accounts in accordance with section 10(2) of the Charities Act 2011.

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 are shown at market value as at 31 December 2018.

2 INCOME

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2019 £	TOTAL 2018 £
Voluntary income						
Plate collections	26,784	-	3,379	-	30,163	39,268
Planned giving and gift aid donations	58,457	-	405	-	58,862	56,301
Tax recoverable	18,767	231	1,857	-	20,855	24,050
Donations	81,345	5,867	7,613	-	94,825	45,747
	185,353	6,098	13,254	-	204,705	165,366
Activities for generating funds						
Summer fayre	8,339	-	1,000	-	9,339	8,134
Christmas fayre	4,199	-	500	-	4,699	4,879
Rent, hall hire & parking	14,960	-	-	-	14,960	16,096
Church on the Green	3,845	-	-	-	3,845	3,797
Other fundraising events	8,418	1,946	2,989	-	13,353	12,038
	39,761	1,946	4,489	-	46,196	44,944
Investment income						
Interest & dividends received	2,030	14,378	6,592	-	23,000	21,413
Church activities						
Fees	13,127	-	2,800	-	15,927	14,386
Other	2,120	-	-	-	2,120	2,980
	15,247	-	2,800	-	18,047	17,366
Grants	2,815	663	3,130	-	6,608	12,491
INCOME and ENDOWMENTS	245,206	23,085	30,265	-	298,556	261,580

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

3. EXPENDITURE

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	TOTAL 2019	TOTAL 2018
	£	£	£	£	£	£
3(a) Parish Share	110,788	-	-	-	110,788	107,363
3(b) Church Activities						
Mission & charitable giving	4,664	-	2,820	-	7,484	7,639
Clergy expenses	6,023	-	-	-	6,023	5,844
Service fees and expenses	4,169	-	-	-	4,169	4,544
Water, heat & light	12,396	-	-	-	12,396	12,096
Maintenance and Cleaning	23,061	941	5,398	-	29,400	29,912
Insurance	11,058	-	-	-	11,058	10,831
Sundry expenses	2,264	100	54	-	2,418	2,260
	63,635	1,041	8,272	-	72,948	73,126
3(c) Fundraising & Publicity						
Church on the Green	290	-	-	-	290	1,909
Other fundraising costs	3,651	363	-	-	4,014	3,505
	3,941	363	-	-	4,304	5,414
3(d) Administration Costs						
Office expenses	5,544	-	92	-	5,636	6,916
Independent Examiner honorarium	300	-	-	-	300	300
Professional fees and subscriptions	1,238	-	-	-	1,238	1,678
Bank charges	180	-	-	-	180	180
	7,262	-	92	-	7,354	9,074
3(e) Capital Expenditure						
St. Stephen's	4,282	-	-	-	4,282	2,041
St. Philip's	-	-	56,182	-	56,182	34,331
St Leonard's	-	106	21	-	127	224
St. Leonard's Shed depreciation	-	-	-	-	-	696
	4,282	106	56,203	-	60,591	37,292
EXPENDITURE	189,908	1,510	64,567	-	255,985	232,269

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

4. Fund Transfers

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £
St. Leonard's	678	(658)	(20)	-	-
PCC	(50,000)	-	50,000	-	-
	(49,322)	(658)	49,980	-	-

5. FIXED ASSETS

	Unrestricted £	Designated £	Restricted £	Endowment £	Total 2019 £
Investments					
Market value at 1 January	16,148	426,116	142,575	45,650	630,489
Sales	-	-	-	-	-
Dividends reinvested	-	14,214	4,978	-	19,192
Revaluation gain	3,020	80,476	26,940	5,748	116,184
Market value at 31 December	19,168	520,806	174,493	51,398	765,865
Total Fixed Assets	19,168	520,806	174,493	51,398	765,865

New investments by way of reinvested dividends were made at various times in the year in the CBF Church of England Investment Fund

6. DEBTORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
Outstanding fees	1,321	-	-	-	1,321	1,315
Income tax recoverable	4,382	-	913	-	5,295	9,136
Prepayments	841	-	100	-	941	928
Other	1,716	-	-	-	1,716	1,669
Total Debtors	8,260	-	1,013	-	9,273	13,048

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

7. CREDITORS

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
Due within one year						
Accruals	4,534	-	-	-	4,534	9,819
Deposits received in advance	3,141	-	-	-	3,141	1,500
Other creditors	11,313	-	515	-	11,828	933
	18,988	-	515	-	19,503	12,252
Due in more than one year						
Deposits received in advance	900	-	-	-	900	600
Total Creditors	19,888	-	515	-	20,403	12,852

No amounts are included within other creditors in respect of Parish Share

8. FUNDS

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
Balance at 1 January	138,841	460,275	259,756	45,650	904,522	886,130
Incoming resources	245,206	23,085	30,265	-	298,556	261,580
Resources expended	(189,908)	(1,510)	(64,567)	-	(255,985)	(232,269)
	194,139	481,850	225,454	45,650	947,093	915,441
Net Transfers between funds	(49,322)	(658)	49,980	-	-	-
Investment revaluation gains	3,020	80,476	26,940	5,748	116,184	(10,919)
Balance at 31 December	147,837	561,668	302,374	51,398	1,063,277	904,522

Parish of Redditch Holy Trinity
Annual Report and Financial Statements for the year ended 31 December 2019

Notes to the Financial Statements
For the year ended 31 December 2019 (continued)

9. ANALYSIS OF NET ASSETS BY FUND

	Unrestricted £	Designated £	Restricted £	Endowment £	2019 Total £	2018 Total £
NET ASSETS						
Fixed assets & investments	19,168	520,806	174,493	51,398	765,865	630,489
Current assets	148,557	40,862	128,396	-	317,815	286,885
Creditors	(19,888)	-	(515)	-	(20,403)	(12,852)
Balance at 31 December	147,837	561,668	302,374	51,398	1,063,277	904,522

HOLY TRINITY PCC ACCOUNTS 2019 – EXAMINERS REPORT TO THE PCC TREASURER

PROGRESS AND APOLOGIES

Writing this 2019 report so late in the year is very unsettling and even more so as we ponder on the lost opportunities of the current year 2020 and the uncertainties facing 2021.

It is therefore encouraging to see the progress that was made in 2019 in the increase in income and overall funds. This will not blind the parish from the difficulties to come as the diocese struggles to meet the planned parish share and the search for compromise between tradition and modern living continue.

From the examiner's view there has been tremendous improvement in the standards of accounting and reporting over the last eight years. The use of Finance Coordinator, better nominal coding, cash control and movement to digital finance are just some and if I ask for some extra considerations (below) this is not a reflection on the huge daily commitment made by the treasurers and their mentors and co-workers. As always I am hugely impressed and grateful for all this hard work.

I am less impressed by my own performance this year and my apologies again for the fact that my report and examination have been so badly delayed as a result of Covid 19. Whilst my husband, following his open heart surgery, seemed to bounce through the illness, I in contrast seemed to have explored all weird aspects of the virus (now hopefully recognised in "Long Covid")!! MY SINCERE APOLOGIES.

Having rejected the option of resigning and instead taking the allowance provided by the general abandonment of normal service during lockdown, I hope that the following comments will be of use to the Group treasurer and the PCC.

PEOPLE

Over the last four years Holy Trinity Parish has benefited from the huge experience, thorough workings and guidance from David Rood. Without his calm dedication Holy Trinity would have struggled to provide consolidated accounts as comprehensively and accurately.

I sincerely hope that due appreciation of this will be provided to David but most importantly that he is now allowed to go – one year overdue.

This vital role and those of the DCC treasurers cannot be underestimated and I am increasingly concerned by the lack of back up and **forward succession planning**.

Whilst many of the daily bookkeeping tasks can be shared amongst the volunteer teams at each church, the final accounts at DCC and PCC level require solid accounting experience and training. Both Mark Blamire-Brown and Ally Hawkins

will ultimately require assistants who can formally take over in their absence and in due course take on the full treasurer role if necessary.

The PCC Treasurer role also requires a fully qualified and experienced accountant.

The process should be no different to any club committee where the officers' positions are reviewed annually or biannually. As indeed are the positions of the churchwardens and other officers of the church.

St Stephens treasury activities, in particular with the large range of cash generating activities and individual funds, has required a large amount of support from David Rood in this and previous years and needs a level of **underpinning to minimise accounting errors**.

BUILDINGS, FUND RAISING AND PROJECT MANAGEMENT

The fund raising and working party performance has been impressive across the parish. Some of this is for future benefit such as the annexe for St Philips whilst much is to keep up on the maintenance and repairs of expensive buildings.

I was concerned in previous years not to receive a project plan for the St Philips annexe. This year the report "ST PHILIP'S CHURCH, WEBHEATH – COMMUNITY ANNEXE (1st May 2020) was produced updating the estimated project total as £410000 with approximately £54000 - £60000 outstanding.

All large capital projects should be monitored from start to finish with an annual report of budgeted and actual expenditure and explanation of variances and delays for appropriate action.

The annexe is starting to generate funds (Slimming World) and has the potential that the existing rooms at the other churches have in raising rental income.

Further consideration needs to be given to the main church buildings and the potential to raise funds from their opening to the public. I understand the difficulty in changing the character of a house of prayer and Jesus' repudiation of the money lenders in the temple. Nevertheless those who fear entering a church need a new approach to combine pleasure with the Christian message.

Each church should have an hourly cost of opening (Variable overheads and a fixed overhead allowance) to ensure opportunities are evaluated properly.

OLD AND NEW LEGACIES

Whilst the regular donations from services and fundraising constantly face reduction as older churchgoers die and are not replaced by younger members, all churches have the possibility of legacies particularly as the church raised baby boomers head off to our Lord. St Philips has not yet been so lucky but the annual

mission-giving planning across the parish and the interim thanking for individual donations should continue to **promote this topic with the appropriate delicacy.**

Just as copyright expires after a period of time perhaps the recognition for restricted and designated funds can be switched from the fund name to a memorial mechanism (Thank You plaque etc). Subject to the legal requirements of a trust this would allow the funds to be combined for specific spend purposes in the accounts. I note that some of the St Stephens many funds seem to have been combined.

Legacy control and management is an important topic for the future and ultimately may require further guidance from the C of E and/or diocese.

CASH MANAGEMENT

Significant improvement has been made in cashless accounting across the parish although St Stephens still needs to do more in this area. **Adoption of the Parish Giving scheme has introduced benefits in the management of planned giving and should be encouraged. Hopefully the people who prefer the older ways can be persuaded by knowing the saving of treasurers' time and envelope costs and counting makes it all worthwhile.**

ACCOUNTS MANUAL

I am hoping to issue the first version of a manual over the next few weeks – first for review by the treasurers (PCC and DCC) past and present. I am conscious of not trying to create a tome that no-one reads. I hope it will provide checklists and reminders to both treasurers and the examiner and references for forms and control procedures.

At an appropriate stage I suggest that the objectives and format are presented to the PCC.

EXAMINATION QUERIES

These are mainly procedural points – none of which impacted on the overall veracity of the accounts – and are covered in a separate document.

FUTURE AND POTENTIAL

The expected growth in new housing in Worcestershire should provide an opportunity for new worshippers for Holy Trinity and yet the dilemma of faith and religion versus “the desires of the era” is one troubling everybody associated with the church. Whilst the programmes of outreach, young disciples etc. messy church continue every opportunity to welcome and allow the message to be absorbed

gently seems appropriate in an age that needs healing. Every baptism and wedding, every lunch and room hire is an opportunity to welcome back people. I do not have the expertise to know how to make that work. I do know that if it can be achieved the need for future finance will also be resolved.

I continue to wish Holy Trinity Parish well in its team spirited approach to managing the myriad complications of maintaining wonderful buildings with the continuing need for the Christian message.

HELEN M GRAVE

09.11.2020