

THE PARISH OF BRERETON AND RUGELEY
THE BRERETON AND RUGELEY TEAM MINISTRY

ANNUAL REPORT

AND

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st December 2015

*“A people called to love God, to follow Jesus
and guided by the Holy Spirit to serve the Community”*

CHURCHES IN THE PARISH

St. Augustine’s Parish Church.....	Station Road, Rugeley
The Church of the Good Shepherd.....	Hislop Road, Pear Tree Estate
The Church of the Holy Spirit.....	Mount Road, Etching Hill
St. John the Baptist.....	Slitting Mill
St. Michael’s Parish Church.....	Main Road, Brereton

THE PARISH OF BRERETON & RUGELEY

Charity Number 1130795

Acting Priest-in-Charge

Reverend Georgina Holding

The Vicarage, 72 Main Road, Brereton, Rugeley, Staffs, WS15 1DU

Telephone: 01889 801077

Correspondence to the above address or bandrparish@gmail.com

THE PAROCHIAL CHURCH COUNCIL

The names of Church Councillors and Trustees together with reference to those who hold office in the parish are attached at the end of this report.

BANKERS TO THE CHURCHES

The Parochial Church Council	H.S.B.C., Rugeley
St. Augustine's Church.....	Lloyd's Bank, Rugeley
The Church of the Good Shepherd.....	H.S.B.C., Rugeley
The Church of the Holy Spirit.....	Santander, Stafford
St. John the Baptist.....	H.S.B.C., Rugeley
St. Michael's, Brereton.....	National Westminster, Rugeley

INDEPENDENT EXAMINER

A P Morris FCA of Dains LLP
Chartered Accountants
St. John's Court
Wiltell Road
Lichfield
Staffordshire
WS14 9DS

THE STRUCTURE, GOVERNANCE AND MANAGEMENT OF THE P.C.C.

The Constitution of the Parochial Church Council

The P.C.C. for the Parish of Brereton and Rugeley was established by a Pastoral Scheme dated 1st June 2006 following the union of the Parish of St. Michael's, Brereton and the Parish of St. Augustine of Canterbury, Rugeley.

The P.C.C. is a corporate body established by the Church of England. The P.C.C. operates under the Parochial Church Council Powers Measure. The P.C.C. is a registered charity.

The P.C.C. works in co-operation with the District Church Councils of the five churches. The working relationship has yet to be settled by a new Bishop's Instrument but in practice the division of responsibilities follows much the same pattern as that adopted in the former Rugeley Team Ministry.

Appointment of the Trustees

The members of the P.C.C. are elected annually and appointed in accordance with the Church Representation Rules to allow each District Church to be appropriately represented by officers and ordinary members.

The clergy and others holding the Bishop's Licence are ex-officio members of the council.

Church Officers and others with particular areas of responsibility for such matters as finance, child protection and health and safety are encouraged to attend Diocesan Training Courses.

The P.C.C. usually meets six times a year and presently has no sub committees.

The Covenant for Ministry

The Parish of Brereton and Rugeley is now formally recognised as a Covenanted Parish, and we have been working as such since 2014 and throughout 2015.

The Parish continues to be served and governed by 1 Parochial Church Council and 5 District Church Councils, where clergy and laity work together to support ministry and mission across the Parish.

In 2015 the Wellsprings Group was adapted to suit the current needs of the Parish, and began meeting as the Wellsprings Prayer Group for anyone from the Parish who wishes to meet for prayer and support.

Risk Management

The P.C.C. requires that D.C.C.s act responsibly in the management of their financial affairs and that reputational and operational risk is minimised by careful adherence to regulations about child protection policy and health and safety issues. District Church Councils are responsible for reviewing such matters annually.

THE ACHIEVEMENTS OF THE YEAR

The attached list is by no means exhaustive and is designed to give just a glimpse of the considerable work undertaken by the P.C.C. and the D.C.C.s during the past year.

Statistics	2015	2014
Average Sunday attendance.....	149.....	144
Advent attendance		
♦ from congregation and community	499.....	489
♦ from schools.....	1,928.....	1,756
Worshippers present on Christmas Eve and Christmas Day	573.....	580
Worshippers present at Easter.....	260.....	246
Baptisms.....	75.....	77
Weddings	15.....	11
Funerals.....	72.....	92
Number of schools served.....	10.....	10
Number of residential homes and sheltered housing schemes.....	11.....	11
Parish magazines circulated each month	450.....	450

Fellowships and Clubs

The following groups are supported by the congregations and play a vital role in the ministry of our churches locally.

- ♦ To assist with worship.....
Welcomers/Sidespeople, Intercessors, Readers, Choirs, Altar Servers and Bell Ringers.
- ♦ Work with children and families.....
Sunday Schools, Treasure Seekers, School Groups, Activity Mornings, Messy Church Sessions, Stable Trail and Easter Trail and the Peace Service.
- ♦ Work with adults.....
Discussion Groups, Quiet Days, Marriage Preparation, Baptism Preparation, Bible Study, Prayer Groups, Lent Groups and Mothers' Union.
- ♦ The wider community.....
Uniformed Organizations for Young People, The Lunch Bunch and The Friendship Club.
Additionally church facilities are made available at preferential rates of hire to a number of groups working for the good of the community.

Missions and Charities

In the last year District Church Councils have made grants to charitable and missionary societies including:-

Work in the UK

The Wheels Appeal (Mothers' Union Charity), Bishop's Lent Appeal, Katharine House Hospice, St. Giles Hospice, The Children's Society, The Pathway Project and Rugeley Food Bank.

Regular collections of food for the Foodbank and food and toiletries for the Pathway Project are made.

Work Overseas

The Bishop's Lent Appeal, Christian Aid, Mission Aviation Fellowship, US Project (previously USPG), Water Aid and Tear Fund.

Support for Hands at Work Across Africa continues financially and also with visits to the Diocese of Matlosane in South Africa (one of Lichfield's companion Dioceses) to lend practical support.

Some £2212 was distributed for this purpose directly from church income.

Additionally, £3512 passed through church accounts to mission and charities.

THE OBJECTIVES & ACTIVITIES OF THE P.C.C.

Public Benefit

The trustees of the Charity are aware of the Charity Commission's guidance on public benefit in The Advancement of Religion for the Public Benefit and have had regard to it in their administration of the Charity

The trustees believe that, by promoting the work of the Church of England in the Ecclesiastical Parish of Brereton and Rugeley it helps to promote the whole mission of the Church (pastoral, evangelistic, social and ecumenical) more effectively and that in doing so it provides a benefit to the public by:-

- ◆ *Providing facilities for public worship, pastoral care and spiritual, moral and intellectual development, both for its members and for anyone who wishes to benefit from what the Church offers: and*
- ◆ *Promoting Christian values, and service by members of the Church in and to their communities, to the benefit of individuals and society as a whole.*

The Mission Action Plan

The latest Mission Action Plan adopted by the P.C.C. for the whole parish, towards the end of 2013, is still in place. It is based upon the five strands of ministry commended by the Bishop of Lichfield to the parishes of the Diocese.

Each District Church Council also has a MAP along similar lines. The most recent of which, were adopted for St. Augustine's, St. Michael's and The Church of the Holy Spirit, in 2014. The Church of the Good Shepherd most recently amended their MAP during 2015. St. John's are aiming to update their MAP in 2017.

The text of the Parish MAP is as follows and comments are added in italics indicating developments that have occurred in the last year.

The Parish through its P.C.C. is committed to maintaining and enhancing Ministry and Mission to both the congregations and wider community.

With God's help it is agreed that our efforts will be directed in the following ways.

- (i) Discovering the heart of God by
 - ◆ providing diverse forms of worship which enable people to draw close to God.
 - ◆ promoting and valuing reflection as a means of responding to God's call.
 - ◆ helping each other to recognise where God is at work in our lives.
- (a) *Café Church continues at Brereton with the hope of attracting people who may respond better to a more informal style of worship.*
- (b) *A new family Service called Kidz Church has started at Brereton with the hope of attracting families who might respond better to a more interactive style of worship.*
- (c) *The Churches Together Minister's Fraternal meet monthly to share prayer and to support each other, held at St. Augustine's Church, St. Michael's Church and other Churches in Rugeley.*

(ii) Growing disciples by

- ◆ encouraging personal spiritual development.
 - ◆ supporting people as they discover the ministries that they may have to offer.
 - ◆ identifying the particular ministries which will be of service to others.
- (a) *Brian Syk is continuing being sponsored by the Parochial Church Council as a Reader in Training.*
- (b) *Reverend Prebendary Michael Newman retired in June 2015 and since then during this Team Rector Vacancy, ministry has been shared throughout the Parish. Additionally, Reverend Kareen Lowther has been ministering at St. Augustine's as a part-time interim Minister and many volunteers and staff have taken on additional roles and responsibilities.*
- (c) *Bible Studies have taken place at various points in the year, held at The Church of the Holy Spirit.*

(iii) Reaching new generations by

- ◆ continuing to provide for children, parents and carers in our congregations and schools by extending the Family Worker Project for a further period of time.
 - ◆ encouraging young people 11+ by offering fellowship in a relaxed Christian environment.
 - ◆ supporting spiritually those seeking baptism or marriage and others facing bereavement by offering well prepared and sympathetic guidance.
- (a) *The Schools' Officer, Mrs Sue Whitehouse, continues to work up to 5 days a week in each of the 40 weeks of the school year.*
- (b) *The work of the Schools' Officer is continuing to develop in the encouraging way with regular visits to the 3 church schools, as well as the local community schools. Headteachers and staff are also looking to Mrs Whitehouse for professional advice and pastoral support.*
- (c) *Work is also going apace to build up a team of volunteers to work with children in school and in church based activities. The Stable Trail and Easter Trail continue to thrive, as does the annual Peace Service. New initiatives including Open the Book and Pray, Bake, Read, have begun, and various other ideas are being developed, such as Messy Church which has been introduced at various points in the year.*

(iv) Transforming Communities by

- ◆ getting to know our community in depth and seeking to respond to its needs by supporting local projects such as the Foodbank.
 - ◆ exercising discretion when hiring church premises in favour of local groups working for the benefit of the wider community.
 - ◆ promoting projects in the developing world through organisations such as Fairtrade and the work of Christian Aid and Hands at Work in Africa.
- (a) *The churches of the Parish continue to be a generous and dependable source of help to the Foodbank.*
- (b) *A nursery has been set up to serve the Pear Tree Estate using The Church of The Good Shepherd and its much improved facilities. This fits well with the hope of making The Church of the Good Shepherd into a centre of community for an estate which is lacking in facilities.*
- (c) *The Churches and ministers have enjoyed supporting the community in a range of ways, such as, from holding their annual Remembrance parades and Services, to assisting with a Dedication Service for the local ex-mining community.*

- (d) *The Church congregations in the Parish, supported Sanctus, a charity who support refugees granted asylum in the UK, throughout Advent, with donations of practical items.*
- (v) Practising generosity by
- ◆ encouraging all the members of our congregations to greet people with warmth and to extend hospitality with open handed generosity.
 - ◆ affirming people as they seek to discern and develop their God given talents for the good of our churches and the communities we serve.
 - ◆ challenging each congregation to meet the highest possible standards of Christian Stewardship and to make available the financial resources necessary to enable our churches to continue their work of ministry and mission.
- (a) *Finances continue to present a challenge, which the Parish is trying hard to meet through Stewardship campaigns and increased social and fund raising activities.*

See Financial Review for further details.

All the above issues to be incorporated regularly into Church Council agendas and to be reviewed regularly at P.C.C. with associated policies adjusted and updated as necessary.

THE FINANCIAL REVIEW

Background to Financial Arrangements

The Parishes of Brereton and Rugeley were united on 1st June 2006. This year 2015, is the eighth full accounting period since that merger. The notes in the accounts form an integral part of the financial report and are in the main for the individual District Churches that make up the team ministry of five churches.

Each district church in the team sets a budget to cover its own expenses including the sum allocated to it from the P.C.C. for the payment of the Diocesan Quota. In addition the P.C.C. sets its own budget to cover central expenses involved in running a Team Ministry and to which the district churches contribute an annual agreed proportion.

Income and Expenditure

Each congregation of the Team Churches has worked hard this year to meet its financial obligations. As a result of the revised lower Diocesan Quota from £94,446 in 2014 to £86,914 this year, the Team has been able pay the Quota in full. The reduction was brought about the decision of the Parochial Church Council in October 2014, to reduce the clergy staffing from 2.5 clergy to 2 clergy, thus easing the financial burden on the Parish. However it does mean a greater burden on the clergy.

It can be seen from the table that gift aided planned giving continues to be the Parish's most significant and dependable source of income. However this year this item has reduced by some £5,000 from £49,000 in 2014 to £44,000 It cannot be emphasised too much, the importance of maximising these two resources, of planned giving which provides a regular income and for it to be gift aided.

	% of Total Income: 2015	2014	2013	2012
Planned Giving — Gift Aided	22	25	26	25
Planned Giving — Non gift Aided	7	7	9	8
Tax recovered.....	9	8	10	7
Open Plate Collections.....	6	9	9	8
Fund Raising Events	10	10	10	9
Hire of Parish Assets.....	10	7	7	6
Fees for Services	11	9	12	14
	<u>75</u>	<u>75</u>	<u>83</u>	<u>77</u>
Other	25	25	17	23

Open Plate collections has fallen considerably, possibly as a reduction in giving to the Church at funerals where in many cases donations in cash are directed to specific causes other than the Church. Fees from weddings and funerals remain at a reasonable level but are dependent on the public using these services. Income from fund raising remains constant whilst the use of Parish Assets, mainly hire of halls, has increased; always a useful additional source of income.

The item 'Other' has remained the same as the previous year. Included in this item are donations and legacies. This year the Parish has been particularly fortunate to benefit from some substantial sums by these means. Although a very welcome addition to funds by some £57,000, thirty-eight percent of them have restrictions on their use, mainly in the area of education of the youth of the Parish.

In general terms the total financial resources of the Parish have increased by around £40,000. However churches have had to draw on some of their reserves to meet their obligations, but with continued careful stewardship in the future, this should be a limited exercise.

Accounting Policy

The attached Consolidated Accounts for the Parish of Brereton and Rugeley for the year ended 31st December 2015 have been prepared in accordance with the Charities Act 2011, Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16th July 2014 and the Financial Reporting Standard for Smaller Entities.

The consolidated statement is a summation of the District Churches, the Schools Worker Project and the P.C.C. accounts. In addition the law requires a distinction to be made between those funds that are 'unrestricted' in their use and those that are 'restricted' in their use.

Reserves Policy

The reserves of the Parish have been accumulated over the past years and are held primarily for the purposes of providing financial stability for individual D.C.C.s throughout the team. The unrestricted reserves are there to fund any short fall of income and the repairs and maintenance of the five church buildings and their fixtures and fittings as places of worship and fellowship together with providing for the clergy and the maintenance of ministry to the congregations and wider community.

Appointment of Independent Examiner

The examiner is appointed each year at the Annual Parochial Church Meeting. The P.C.C. puts the work of examining the accounts out to tender every four years.

Risks

The financial risk is assessed each year through a system of budgets at district and parish levels and by a reporting and monitoring system to the P.C.C.

*Roger Francis M.Sc. A. C. I. S.
Parish Treasurer
18th August 2016*

THE PAROCHIAL CHURCH COUNCIL 2014

The following served on the P.C.C. from 1st January 2015 to 28th April 2015 only.

Rev Preb M J Newman
Mrs E Newman
Rev K Billson

The following have served continuously as Parochial Church Councillors and Trustees from 28th April 2015 to 26th April 2016.

Mrs B E BallardSecretary, Parochial Church Council
Mrs P B BeddowsChurchwarden, St. Augustine's
Mr D Cooper
Mrs J EarpDeputy Churchwarden, St. John's
Mr B A FowlerChurchwarden, St. Michael's
Mr J R FrancisPCC Treasurer & Churchwarden, St. Augustine's
Mrs P Griffiths
Mr S HammersleyReader
Rev G HoldingTeam Vicar
Mr T JeffriesDeputy Warden, The Church of the Holy Spirit
Miss B A Jones
Mr P A McCourtDeputy Churchwarden, St. John's
Mrs K P MyattTreasurer, The Church of the Holy Spirit
Mrs T Noble
Mrs Z H Nolan
Mrs M D RobinsonDeputy Churchwarden, The Church of The Good Shepherd
Mrs S M Simpson
Mr D B SmithDeputy Churchwarden, The Church of the Holy Spirit
Mrs K M Smith
Mrs A M TabernorChurchwarden, St. Michael's
Rev B D TabernorAssociate Minister
Mrs G WalkerTreasurer, St. Michael's
Mrs R B WallaceDeputy Churchwarden, The Church of The Good Shepherd
Mr D J WestwoodTreasurer, St. Augustine's
Mrs S WhitehouseSchools' Officer

The following served for only part of 2015/2016

Mrs J D Francis

THE CONTRIBUTION OF TIME AND TALENTS

Although a number of people are employed on a sessional or hourly basis by the church locally...organists, parish secretary, cleaners and vergers...the majority of work is undertaken freely by volunteers.

The vision for ministry and mission within Brereton and Rugeley is actively shared and promoted by many people and we are pleased to be formally recognised as a "Covenanted Parish".

With the decrease in the number of stipendiary priests that congregations are able to support financially, the Parish is becoming increasingly indebted to its volunteer ministers; those ordained locally, readers, pastoral visitors and others who work with the schools. It is only right to acknowledge that this too is time freely and generously given.

The work of churchwardens, treasurers, church secretaries, sidespeople, altar servers, leaders of groups for children and adults, and people who undertake repairs around our buildings, is essential to the church's ministry and mission. Such work speaks volumes about people's faith and commitment.

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Rev'd Georgina Holding
Acting Priest-in-Charge