

ST JOHN'S HARBORNE • APCM • 24 APR 2024



APCM REPORT 2024



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PCC & DIOCESE

Associate Vicar's Report

Reverend Jon Tattersall

1 Corinthians 3:11 - "For no one can lay any foundation other than the one already laid, which is Jesus Christ."

As we take time to reflect on a year of change and transition in the life of St John's, and as we head into the period of Vacancy after Leonard's retirement, I find it comforting to fall back on those words of St Paul - that our foundation is in Jesus Christ. As a song we've been singing recently at St John's reminds us, 'Christ is our firm foundation, the rock on which we stand'. I think that summarises so much of what God is saying to us at the moment, and also what is evident from the amazing things we have seen him do over this past year.

The last few months have been a whirlwind of ensuring that Leonard and Alison were honoured, celebrated and able to leave well. I am indebted to Leonard, and also to the Lord, for helping to build a firm foundation under St John's in many ways, and it has been such an honour to serve, learn and grow under his leadership. Let's continue to pray for them as they settle into this next season of life.

I think of, and am so grateful to God for, the various bridge-building ministries that offer solid ground and hope for those struggling with loneliness, isolation, addiction, debt and the cost of living. I am grateful for a staff and volunteer team that have stepped up and have served the church in many wonderful ways. We've said goodbye to Steve Foster, Fran Varley, Jon Hudson and of course Leonard - but God has provided us with Catherine White our new Operations Manager, Ruth Bio who, as our Safeguarding Coordinator, helps to oversee our safeguarding processes and team, and Ed Justa our new Building and Facilities Coordinator. All of them have been excellent appointments and have helped continue a firm foundation of ministry and support for the St John's community. Although we will be saying goodbye to our small groups pastor Patty McCulloch, as

Ron and Patty relocate to Malvern, we are grateful for all they have given into the life of St John's, and the firm foundation that our small groups continue to be in the life of St John's, for so many.

During Vacancy we continue to be held in safe hands with the Vacancy Leadership Team ensuring that St John's continues to grow and move forwards in our call to love God, love our City and the Nations. As part of that, I have been given oversight of our Sunday gatherings and our monthly prayer meeting 'Powerhouse'. These have been particularly encouraging meetings as the importance of prayer is underlined in this critical season. It's been wonderful to welcome new people into the life of our church, see people come to faith in Jesus and baptise some of our teenagers! Over the past year it has been exciting to see our approach to Men's ministry refreshed and relaunched under the name 'Everyman'. You can read more about that under the report on Men's Ministry.

Key areas of challenge in the coming year will be to continue to see the church grow and share the good news of Jesus during this time of Vacancy, recruiting key staff team positions and exploring what it means for St John's to continue to be a resource church. My prayer for us this year is that we continue to make Christ our firm foundation, that God increases our hunger for him and that we look to Jesus for how we are to live. As we do that may we see his kingdom breaking into our lives, in Harborne and beyond - leading to new followers of Jesus, transformed lives and a transformed City. Above all, may we know that he who has been faithful in every season, will never fail us.

Curate's Report

Reverend Jo Jennings

As I sit down to write this report, one of the things I have been reflecting on is the concept of time. It seems as we get older, time seems to pass more swiftly. I remember so much of my childhood, wishing the good things to come around quickly and now I find myself wishing and praying that time would slow down just a little bit! Why do I begin this report with reflecting on time? Because it hardly seems like five minutes since I arrived at St

John's, and already I am halfway through my curacy! The past 18 months have been a joy, a challenge and a privilege and in this particular year I have had the joy of seeing many ministries bear good and healthy fruit.

The Community Café on a Saturday morning continues to go from strength to strength. This year we have been able to partner with another organisation called the Repair Café. Headed up by James Reed, this initiative has become very popular in a very short space of time. We all have broken or unused gadgets around the house and the temptation might be to just throw them away. However, as stewards of God's earth, we have a responsibility to help protect the planet. The Repair Café exists to help people fix their broken items, advise on where to get them fixed if we cannot and to help recycle or dispose of them in an ethical way. The underlying message of why we do this, is that we believe in a God who can redeem and restore not only broken objects but people as well. James and his expanding team have made good and healthy connections within our community and we are seeing people from many parts of Birmingham coming in. The hospitality and welcome that people receive from both the Community and Repair Café have made a difference to our community and we are beginning to see people engaging in other areas of Church life. We continue to pray that the Café operates for all and becomes more of a beacon in the community for those that need it most.

I spent most of the summer reflecting on Alpha and our provision for those seeking or new to faith. St Johns has run Alpha courses successfully for many years, but we were disappointed this year that Alpha did not seem to be hitting the spot in terms of evangelism and nurture. It left me, over the summer, wondering if perhaps we needed a new approach. What could we offer instead or was God leading us in the direction of a pre-Alpha course offering. I had recently finished watching the first three seasons of 'The Chosen' and had been left with a sense 'this is too good not to share.' And so, in September we offered an eight week course to come to church and watch episodes from Season one and then to spend time in discussion about what we had watched. These sessions have been a delight to run, there is something very poignant about watching the life of Jesus shown in a creative way, and whilst creative licence is sometimes at play, the gospel message of Jesus shines brightly in this series.

We have just begun a new eight week course with different people, many of whom come from other churches, are seeking, or are brand new to faith. The sense of God's Spirit in the room on these evenings is tangible and the discussions that occur after each episode have certainly been a blessing to me, as I know they have to others. Our prayer is that this particular group of people would get to know Jesus better, to see that his light, hope and love is for all and that new souls would be won for His kingdom.

I could comment on many more things that I have been involved in over the past year, however, a short report would not cover everything sufficiently, so I offer these as 'highlights' of the year.

At the time of writing this report, we are getting to grips with what a vacancy period might look like here at St Johns. We are blessed with the team that has been appointed to lead us in this period and I firmly believe that God does not intend for us to stay still in this time. We are a growing church and my prayer for us is that we will continue to press in to where God is leading us, taking opportunities where we can and seeing the work of the Spirit in the church's life.

May 2024 see us deepen in relationship and discipleship and be a year where we work together to see the kingdom of God breaking into our church and community.

Wardens

Phil Varley & Kate Collins

Hello and welcome to the Wardens report for 23/24. It's a great opportunity to reflect back on the year and be generous with our appreciation to those who continue to make St John's tick and be a functioning and safe place that people can enter to worship God. None more so than our staff team.

This time last year we were welcoming in Catherine White as our new Operations manager. Catherine has made the role her own and leads the Ops team of Jo, Wendy, Ed and Ruth very effectively. Fran Varley left her

deputy Operations role in August after 16 years here to progress into teaching, creating a position for Ruth Bio to step into in September as Safeguarding Co-ordinator. Ruth has brought a wealth of professional knowledge to this role. We have been without our resident Comms and Media expert Emma Orton since July due to maternity leave, with Jon Hudson ably covering some of that work alongside his Worship Paster role. Jon has now taken up an opportunity to work for Open Doors and left St John's in February.

As Wardens we continue to serve alongside the Deputy Warden team of Geoff, Ian, Janet, Jez and Linda. We are so grateful for this dedicated group of people who enable the smooth running of Sunday services. In 2023 David Dixie stepped down as Deputy Warden after MANY years of service, again we are grateful for the selfless service he brought to the team. In October as we moved into our second year as Wardens and were enjoying a termly prayer breakfast with Leonard, he announced that he would be retiring. So, after seven fruitful and productive years at the helm of St John's we thank God for the calling on Leonard's life that brought him here for that season and wish him blessings for the future.

And so, we're in a period of vacancy which focuses our appreciation onto all of the remaining staff members, both paid and unpaid. Too many names for the word count but each valued tremendously. This season also focuses our reliance on the presence of God and His faithfulness to St John's, both now and over the years. Through the vacancy so far we have been reminded of God's steadfast love and our need to rely on Him. We have considered this in particular, when looking ahead to God's heart for the next chapter of St John's. We want to thank all who have engaged in the recent congregation survey and other prayer events to both inform us and to seek Gods heart for the next season for St John's - to include the selection of a new vicar.

Our building barely rests during a typical week and continues to be used daily. We have also had several additional services/events- including baptisms, New Wine celebrations, and the standard variety of Christmas services. We thank God for all the opportunities he has given us to reach

out into the local community and we pray for more of that in the year to come. (See specific write ups later in this report.)

As the process of appointing our New Vicar continues, we are excited to step into all the ways that God wants to use St John's in the future. We recognise that even though Leonard has moved on, our faithful Heavenly Father always remains firm, and we can look to Him to guide us. We are excited to be walking this journey with Him and alongside all of you and look to embrace all that He has in store for His church and its family.

PCC Secretary's Report

Hannah Reed

The PCC has overseen another significant year in the ministry of St John's as we end one era at church and enter a new season of change. We have sought to remain a non-anxious presence in an anxious world, and prayerfully consider issues of governance for the church, especially during this time of vacancy.

The current PCC, which numbers 23 including Clergy, Deanery and Diocesan members, held six meetings. One PCC member has resigned their position. James Whitehouse, appointed as Vice-Chair this year, ensured meetings were conducted in a positive, constructive and timely manner. Although, I have yet to master the skill of writing brief minutes. We have a group of wise, talented and engaged PCC members. We are grateful to the Lord for giving us his Holy Spirit, to guide and direct us.

The Standing Committee meets between PCC meeting to carry out the work of the PCC. The standing committee comprises of the Clergy, the Churchwardens and the offices of the PCC (Vice-Chair, Secretary and Treasurer).

We have three Deanery Synod members, and two Diocesan Synod members, who also sit on the Deanery Synod. We are grateful for the regular reports and updates they provide to the PCC from the wider church family in Birmingham.

A regular programme of received reports on policies and procedures has continued, enabling the PCC to carry out its Trustee responsibilities. This has included the important work of Safeguarding, with regular updates from the Safeguarding Team and the updating our policies and documents.

Our Church Treasurer, David Harvey, has provided clear presentations on financial matters, enabling important decisions to be made confidently, including approval the annual budget.

Staffing reports have been regularly supplied by Catherine White, our operations manager. The PCC directly employs some 13 staff, some in paid roles and some in voluntary roles. We are pleased to have recruited some key roles, including the Buildings and Facilities Coordinator, but have also said goodbye to other staff, such as our Worship Pastor, Jon Hudson.

We have been kept informed of recruitment processes and progress, as well as changes to staff contracts and employment law and how it affects our staff. In addition to these regular agenda items, we have also discussed the development of the Eco Church group, as well as planning for Leonard's retirement and the Vacancy process.

In planning for the Vacancy, the PCC has met with the Archdeacon who has explained the Vacancy process to us. We have also appointed a Vicar's Appointment Team (VAT), which includes two Parish Representatives and the Churchwardens, to help prepare the Parish Profile. The Parish Representatives will be ratified, and the PCC will vote on the Parish Profile at the Section 11 meeting.

We continue to pray and seek the Lord's will as we serve the church in the areas of governance and strategy. Please pray for us in this role especially as very important decisions are made during our Vacancy.

Electoral Roll

Jo Herlock

The Electoral Roll number as at 2 April 2024 is 336. The next full revision will happen in 2025.

Previous figures are listed below:

Year	Electoral Roll Number	Revision Year
2023	335	
2022	325	
2021	374	
2020	379	
2019	378	Revision
2018	406	
2017	423	

Deanery Synod

Adrian Collings

The Deanery Synod met three times over the past 12 months. 7 June 2023, 12 October 2023 and 7 February 2024.

June 2023 was the last of the three year cycle of Synods. A new cycle started in October 2023, with a new group of representatives, however many familiar faces were present.

On 7 June 2023 Synod was held at Christ Church Quinton. We heard from our two General Synod Reps Dawn Braithwaite and Guy Hordern who offered their personal reflections on February's Living in Love and Faith debate to assist us in focusing our prayers as we journey on. Do pray for everyone involved in this process, for good listening, for mutual respect in our differences and for wisdom on the way forward. We heard from Dan Mayes the CofE Birmingham Property Director and Alan Fraser about the crisis in social housing, the acute need locally and how as parishes and a diocese we can respond to this need. This follows on from a national church report and can involve collaboration and partnership between

local stakeholders in social housing developments. Two potential case studies were described for us one in Winson Green and the other in Weoley Castle. We heard about the current Common fund collection rate across the CofE Birmingham and the projected Birmingham Diocesan Board of Finance budget deficit of between £800,000 – £1 million for 2023. We heard from Julia Howl our Deanery Environmental Champion, who gave various updates and encouraged parishes to push on and achieve Eco church awards which may push the diocese over the line in achieving an Eco Diocese silver award. We heard an update about oversight areas.

On 12 October 2023 Synod was held at St James Rounds Green. There was an address from Archdeacon Jenny on her role and activities. Jenny announced the consecration of the Bishop elect Michael on the 30 November 2023. We heard from the Director of Ministry and Chaplain to the King Mark Pryce who addressed the Synod. He described his role in supporting encouraging and training the clergy in the diocese. We also heard from the Director of Mission Support Andy Winmill. He explained his role to encourage, inspire and equip the breadth of the Anglian Churches in the Diocese, from the Anglo Catholic to the Revitalisation. Under News and updates there was report back from the Diocesan Synod, including Living in Love and Faith, Safeguarding, the Diocesan Board of Finance AGM and Oversight Ministry.

On 6 February 2024 Synod was held at Holy Trinity Smethwick. The Synod was dominated by financial presentations from the Director of Finance Karen Preece and Finance Managers Lucy Pinnock and Sonia Hudson. Using graphs and pie charts they described in detail the difficult financial position that the Diocese was in. It being noted that this was a national problem, but the Birmingham Diocese did not have endowments to fall back on. Reports from the General Synod and the Diocesan Synod were tabled, together with a short Environmental Report outlining A Rocha Eco Church awards progress in the Deanery.

Diocesan Synod

James Whitehouse

The Diocesan Synod met three times since the last APCM. On the 13 July 2023 at St Martin in the Bull Ring, on the 18 November 2023 at Christ Church, Ward End, and on 16 March 2023 at Holy Trinity Parish Church, Church Hill. The main topics were safeguarding, finance, 2030 net zero carbon, racial justice, young people and the church, and reports from the General Synod (GS) proceedings.

The Independent Inquiry into Child Sexual Abuse (IICSA) recommendations focused on revising church structures to improve transparency and accountability, improving the way we engage with and respond to those with lived experience of abuse. Information sharing agreements were established between all dioceses and externally with all police forces in England. Steph Haynes (our Diocesan Safeguarding Adviser) and Claire Wesley (our Safeguarding Learning & Development Officer) worked to refine standards, increase referrals, manage safety plans, promoting compliance, digital security, and training for Clergy and Laity.

Draft 2023 accounts indicated a £1M overspend above the £8.5M income generated. The 2024 budget was approved encompassing a £1.6M overspend. Income sources including the common fund, National Church, Trusts, and rental/investments, were scrutinised against expenditures like stipends, housing, salaries, and operations. Challenges such as the pandemic, energy, cost of living and inflation persisted, with only three dioceses of the 39 showing a 2024 surplus. The drive was to achieve a balanced budget without compromising mission and strategy.

The Diocesan Environmental Policy has seen much progress since 2018 and in 2019, the Synod set a much tougher carbon neutral target by 2030, moving away from the Paris climate policy and in line with that of the GS. £18.7M of investment is required in our diocese to achieve this. The Eco Church Group were committed to this implementation, seeking Silver Eco Diocese accreditation.

The Racial Justice Board (RJB) chaired by the Rev'd Canon Dele Sotonwa, worked assiduously to lay the foundation and sustain the momentum for culture change. The board worked on the framework of this procedure that will be implemented locally, ensuring a safe space to allow victims of racism to be identified and heard, adequate pastoral support provided and ensure cases of racism are investigated fairly with proportionate closures.

Under the national agenda of 'Growing Younger', targets were set to double youth discipleship by 2030. Emma Sargeant (our Growing Younger Advisor) encouraged parishes to engage via multiple free tools and resources.

Discussions on the reports from GS proceedings were predominantly around Living in Love and Faith (LLF) and amendments to Prayers of Love and Faith (PLF). November saw a motion marginally pass in all three Houses (Bishops, Clergy and Laity) trialling prayers of blessings for those in same sex marriage, as part of wider services in parishes that support this. Further detail is being worked on.

On 2 March 2024 at St. Phillips Cathedral, Birmingham; Michael Volland was inducted as the new Bishop of Birmingham, replacing Bishop David Urquhart who retired on 18 October 2022.

On a final note, the diocesan triennial period has come to an end, and I will be stepping down. There are 9 reps available in our Warley and Edgbaston denary and may I ask you to consider standing for a new triennium, in what is an important role.

Fabric & Building Development

Catherine White

The most significant development was the repair to the damaged floor in two rooms on the first floor which was completed in the summer. Routine maintenance and repairs are undertaken in quieter periods as well as regular service of plant and equipment.

St John's also owns two other properties: 2 Milford Copse and the Crossway on Vivian Road. It is also responsible for the maintenance of 5a Greenfield Road under licence. No significant repairs were required in 2023 but there will be a need for repairs in 2024 and 2025.

Safeguarding Report

Parish Safeguarding Coordinator: Ruth Bio

Parish Safeguarding Officers: Helen Baines and Dave Atkins

During 2023 the Parish Safeguarding Team at St John's evolved. We give thanks to Fran Varley for her faithful and diligent service to safeguarding at St John's Harborne. Ruth Bio has joined the team as Safeguarding Coordinator and the team now consists of Ruth Bio, Helen Baines, Dave Atkins and Jon Tattersall (Associate Vicar).

Furthermore in 2023 The Church of England published its new National Safeguarding Standards and Quality Assurance Framework. It is designed to help churches know how well it is performing its safeguarding responsibilities, and to then use this knowledge to help their safeguarding planning and development. The robust structures and systems Fran helped to develop are continuing to be used and will be audited and reviewed in line with the new standards and framework. Alongside this the Church and PCC will remain committed to ensuring that everything we do is in accordance with and in adherence to The House of Bishops' Safeguarding Policy and Practice Guidance.

The Parish Safeguarding Team continue to meet every 3 months with a set agenda. This agenda includes reviewing safeguarding cases, the actions taken and actions to take forward, reviewing anything relating to training and policies, and discuss diocesan safeguarding updates. A safeguarding update is also presented at every PCC meeting. The Parish Dashboard system has been a useful tool to monitor and report safeguarding/safe practice directly through to the PCC.

St John's has been transitioning this year with structural changes and exciting new ministries developing. But alongside that the needs of the

community have grown. With the cost of living crisis, housing needs and council budget issues amongst others, these issues are presenting new safeguarding challenges to the Church. We are being challenged to be able to provide support, love and care where there are more and more gaps in service provision and St Johns is rising to that challenge.

St Mary's Bearwood Revitalisation

Ben Baker

It's now been about 18 months since St John's commissioned and sent out a wonderful group to join St Mary's Bearwood to see a revitalisation of the church's mission and ministry. We're now in our second annual cycle, feeling more confident about the way we do things and more settled as a newly formed community of old and new. But things remain ever evolving in the early stages of this new chapter for St Mary's Bearwood and 2023 has been a remarkable year of growth in ministry and congregation. We now look out on a Sunday morning and see a congregation who for a large part have no prior connection to St John's or St Mary's.

2023 saw two new ministries start. Storyteller toddlers, a play group for little ones and their parents and carers anchored in imaginative play and storytelling which has become a thriving community with a lovely welcoming atmosphere. And The Watering Can, its name complementing the gardening group, as a place of welcome for all to come have a cuppa and a chat. This has steadily grown to have a core of regulars and various new faces popping in too. Both these groups are community serving ministries that welcome people into church on their own terms and from this experience has seen many feed into other activities and Sunday services too.

We held an Alpha course for the first time, which saw a lovely mix of guests both from within and outside the church. It felt significant in shaping some of the culture we wish to see flow into the rest of the church in terms of welcome, participation, energy and inclusion. And it was wonderful that following on from the course we celebrated our first adult baptism!

One of the big projects that has been a focus for us, along with re-invigorating the church and local community with God's life has been re-ordering our building. Last year we managed to get all the approvals to remove the fixed pews from the main church to replace with flexible seating which has enabled greater creativity to our worship and importantly to provide a large flexible space to be used for many community activities. Already the reordering has helped facilitate a church lunch, a crazy golf course for our community fun day, a church quiz, better space for family's light party and St Nic's Christmas Fayre. We are continuing to plan for developing the rest of our buildings to enable the church to be a hive of community activity with a feasibility study being undertaken in the coming year.

Thank you to St John's for all your prayer, encouragement and support. We feel as though we are standing on the shoulders of giants knowing that your prayers and generosity are enabling the Kingdom of God to grow up the road in Bearwood.

LIFE AT ST JOHN'S

CAMEO

Kate Diwakar

CAMEO runs from 10am - 11.30am on Thursday mornings and welcomes international women to Come and Meet Each Other, practice their English, learn about our culture, make friends and share hospitality with each other in the form of cakes, cookies and international sweetmeats! Each week there is a new theme to discuss, and these have included International Women's Day, Apples, their origins and uses, Pancakes and Lent, Chinese New Year, Tea, Christmas - Secular and Christian, making Christmas cards and table decorations, Autumn, Hospitality in different cultures, Families and a Show and Tell Session.

CAMEO is led by Rachel Hill, from Friends International Selly Oak and Jess Poyner from St John's. We praise God for Jess, and for answering our

prayers for someone to take over the leadership from Jane Fletcher who stepped down earlier this year.

Many Toddler mums also attend CAMEO and they really benefit from the support of this friendly group. Part of learning about our culture and country is learning about our faith and Rachel runs an optional Bible Discovery session for half an hour after the main session to look at Bible basics with the ladies. Please pray that the words sown at CAMEO will take root in these ladies' hearts and sustain them when they return home.

Celebrate Recovery

Nathan Burden

We are now in the third year of this ministry, and we give thanks to the Lord for guiding us during the first two years. Both attendance and enquiries grew last year, which confirms to us that there is a continuing need for this ministry. I would like to take this opportunity to thank the team of volunteers that serve so faithfully week in, week out. For those that are not sure what this ministry involves, it is a Christ centred 12 step recovery ministry for anyone that is suffering a hurt, habit or hang-up. Each meeting consists of a large group meeting with teaching, and then smaller, gender specific groups that are 'open share'. This is where guests have an opportunity to share life's struggles and challenges in a safe, confidential and supportive space.

We continue to see both members of St John's and other church fellowships attend. There is also a growing crossover with other bridgebuilding ministries where we can refer people to other sources of help.

Is this for you?

As you read this you may be thinking, that sounds great, but I am too hurt, or too ashamed, or too afraid to come. If you do feel this, then this is definitely for you – and I want to assure you that in this ministry there is no judgement, condemnation or embarrassment – quite the opposite. We do not try and fix anyone – we simply let the Lord work by providing a safe space for him to do so. On a Monday evening at St John's you will simply

find others who struggle with hurts, habits and hang-ups and an encouragement from the Lord who wants to free you and transform your life.

Prayer points for the year ahead:

- For a few more female small group leaders so the core team don't burn out
- For sustaining strength for the volunteers as they give out, and bear the burdens of others
- That guests will be able to give testimony to transformed lives
- That the Lord would continue to call those that need to, to make that first courageous step

If you would like to know more about this ministry, and to enquire about joining the team, please contact Nathan Burden at nathanburden@stjohnsharborne.org or Alison Boughey aeboughey@gmail.com

Celtic and Intercessory Prayer Groups

Beryl Beavis

Celtic Prayer Group

This group meets each Thursday from 9.10–9.30 using the Northumbrian set Morning Prayer cycle. There are 8 regular attendees. We start and finish promptly and find it a really blessed way to start the day. Because we meet via Zoom we each read part of the liturgy so that we can all take part but there is no echo. There is space within the set readings to pray for others and this is often prompted by the words we have just read from the Bible, the Daily Reading or the Meditation.

We don't just pray we chat before and after: we share family news and answers to prayer. This group has continued to meet each week via zoom and will continue to do so until further notice. If you would like to join the group, please contact Helen Nixon our techie and without whom we may not have continued to meet. Many thanks Helen.

There are many verses in the Bible that encourage us to pray, not just when we feel like it but all the time.

Intercessory Prayer Group

The group meets on a Friday for an hour from 9.40- 10.40 and had 8 members until the death of our valued pray-er Gill . Our prayers range far and wide based on current events. We pray for YOU; . toddlers, children, Pathfinders, Authentic, students and others through to the elderly. We pray for the leaders- paid and voluntary-those on our prayer list, and anything, person or situation that God put into our minds -eg; Alpha at St Mary's and The Chosen at St John's.

We believe in the power of prayer whether it is for our local community or international situations. If you have a prayer request, please contact us. Our reason for praying is that Jesus prayed and He said 'when you pray' say..... *'thy kingdom come thy will be done on earth as in heaven'*. And so we do.

If you would like to join either group, please contact Helen Nixon.

Children and Families Ministry

Diana Hopkins

We are so thankful to God for all that He has done in and through our children & families ministry in the past year.

Our Sunday groups are a key part of our provision. We have five groups for 0-11s meeting each Sunday during the morning service. Officially we have 85 under 11s on our ChurchSuite database and average around 65 children under 11 in our weekly groups. The actual numbers are higher than that, due to a number of families attending whose children are not registered on ChurchSuite. We are continuing to welcome new families, connecting in on Sundays and through other events, we are really excited that God continues to draw new families to St John's and that we are known as a church that welcomes all ages and stages.

Our two youngest groups cover a wide range of bible stories across the year in their sessions, which are a mix of play, crafts and bible stories.

Our 3 school age groups have been journeying through John's gospel since September. Myself and the team put together the curriculum and sessions ourselves, as we have found that we can tailor it to suit our groups and our vision for children's ministry at St John's. We've also found that a lot of the materials available to buy or subscribe to, are not generally written with large ministries such as ours in mind, which is in many ways a great problem to have!

I'd like to say a huge thank you to the children's team for all of their time and commitment, we are so blessed to have such a wonderful team.

On the Sundays we don't meet in our children's groups, we have our All Age worship times. These are a joy to be part of for myself and my co-leaders Helen Baines and Sarah Holbrook and we are really encouraged by the range of ages at these gatherings. We believe that these are powerful times of fellowship where God's Spirit moves amongst us from the youngest to the oldest and draws us together as an intergenerational church community. Thank you to all those, young and slightly older who have taken part in these services. We are always looking for new volunteers to join us, speak to Diana, Helen or Sarah, if you think that could be you!

Of course, it's not all about Sundays, our 'Desert Discoverers' Holiday Club was enjoyed by over 80 children both from St John's and the local community, as well as other churches who may not have the resources to run their own holiday club. It's an opportunity for children to delve into different bible stories, discover God's love for them, growing in faith and for some, connecting with God for the first time. For others there may be the

first seeds being sown. We have a number of 'return customers' who are not regular members of St John's and it is great to build relationships with them and their families as they return each year to some of our regular events. The team worked hard this year to make holiday club accessible for children with a range of needs, this is a real challenge, but one that we are committed to rising to. It means more members of team are needed and some to provide one to one support, but as much provision stops over

the school holidays, it is a way that we can love and support our community. We were really encouraged by the feedback that we received from parents and carers this year, one grateful parent even provided the team with a lunch of fresh samosas one day – an unexpected treat that was much appreciated by our 30 plus team members from their teens to their 70s!

Our Good Friday Trail, Light Night, Christmas Adventure Performance and Prayer, Praise & Pancake party were all well attended and our Light Night and Christmas Adventure, again draw in large numbers of people from the local community, who are not regular members of the church.

We continue to build our relationships with local primary schools through leading assemblies, contributing at Easter, Harvest and Christmas, hosting prayer spaces, inviting schools to the Christmas Adventure and out TLG early intervention coaching programme.

In the last year, we've had over 300 pupils participate in Prayer Spaces, 400 plus hear the gospel through attending the Christmas Adventure, led whole school assemblies at least once a term (in some cases once a half term) in three local schools and supported one child through the TLG early intervention programme.

TLG is Christian charity Transforming Lives for Good, that exists to "help churches to bring hope and a future to struggling children". As an early intervention centre, here at St John's, we work with TLG to train volunteers from our own congregation, to support struggling children one to one in school. The aim is make a difference in a child's life and future prospects by giving them one hour once a week for a year. If you would like more information about how you can get involved, please speak to Diana.

As part of our wider growth as an under 18s ministry (Toddlers, Children & Youth), we have sought to put together a programme of events for our teams to support them in their leadership and volunteering and encourage shared vision and values across our ministries. In the Summer, we had our first Under 18s Team Day, where volunteers from all three ministries gathered for training and input, resourcing and encouraging, fellowship and of course, a hearty lunch! In October, the teams gathered again for a

morning with Mark Arnold, the Director of Additional Needs Ministry at Urban Saints (some of you may know Mark as the Additional Needs Blogfather!). We had a superb session with Mark, learning more about additional needs and inclusion in relation to children and young people in church.

There is much more that I could include, but hopefully this is enough to give you an overview of what is happening in our Children's and Families ministry. The support and prayers of the wider church community are much appreciated, thank you!

Please pray:

- For all of our children and young people to find connection with God and grow in their faith journeys
- For families as they make time and space to do faith at home
- That God would bless our children's volunteers and fill them up as they give out
- That new volunteers would be encouraged to join our ministry and enjoy the privilege of journeying alongside the youngest members of our congregation and community.

Churches Together in Harborne

Jon Tattersall

Churches Together in Harborne, as per last year's APCM, is not currently working as it has done in the past. However, it is worth noting that leaders of churches in Harborne continue to work together, including a regular ministers' breakfast meet up. We have also hosted, as part of our Powerhouse prayer gatherings, a special meeting whereby we invite other churches to come and share prayer needs. This has become a really important way in which we share what we are all doing to help make Jesus known in our local community. There is also, headed up by Peter Maycock from Harborne Baptist Church, an annual 'walk of witness' on Good Friday which travels around Harborne and prays at each participating church.

We are exploring ways in which we can continue to become 'co-labourers' in Christ and build unity across the wider church in Harborne.

Community Café

Harvey Rigby

Our community café is into its second year and we really thank God for continuing with us on this journey. Our team continues strong with an incredibly reliable workforce. New developments in the last 12 months have included the Repair Café, debt advisory service, life admin team, and ongoing opportunities for craft with adults and children. We pray that these bridge building activities with our community will continue to have a positive influence in peoples' lives as they come into the café and experience an atmosphere of worship.

Good to see people from our church family attending and making use of this ministry too! Everybody is welcome. If you want to use the café as a refreshment stop for other church activities on a Saturday, you are very welcome to. Please let the church office know of your intentions and they will do their best to work with you on this.

'St John's Community Café - a heart for the people in our neighbourhoods. A desire to grow in our understanding of God's heart for the lost. And committed to having a significant impact on the community around us'.

Debt Support

Nathan Burden

During the year we have strengthened existing links with referral partners and made some new local connections which means we are seeing an increase in enquiries. At the time of writing we have 13 people on our waiting list, and a steady stream of people seeking help. Since September we have been able to offer a drop-in session on a Thursday evening, as well as our regular Tuesday appointments. We have also started to offer guidance at our community café, which we are expanding to include 'life admin'. We pray

that we would be able to support more people in the community through these initiatives.

This year has also seen the semi-retirement of another legend, Bill Fuggle. On behalf of the leadership, and the wider church we want to acknowledge the commitment given over so many years as a debt advisor and a deep thankfulness that Bill will still be a part of the team. (We hope he will continue to give us the same wise advice that he has given to many clients over the years. We give thanks for about 9 new members who have joined the team on a Thursday evening.

What is the debt advice ministry?

The Debt advice ministry is run in partnership with Community Money Advice (CMA) who provide our training and involves seeing clients who have an issue with debt, either through situations out of their control or through challenges in managing the budget. After working out what their income is and their key expenses, we can then advise them on the best solution to the debt problem that they may have.

As part of our service, we then offer to help negotiate and communicate with companies, taking away a lot of the worry and stress that this often causes. Last year we saw several court eviction processes stopped through our intervention. As always, seeing the fear lift from people as we chat, support and pray with them is a real privilege and we can clearly see God at work.

We also have a strong partnership with the Disability Resource Centre who provide benefits advice. This service is often booked up several months in advance.

For personal thought

Debt is a powerful, enslaving force and one in which we at St John's wish to contend with. If you are struggling with your finances, then please do contact the team at debtsupport@thecrossway.org.uk to arrange a meeting. We specialise in freeing people from guilt, shame and embarrassment! There is no condemnation – debt happens for many reasons.

Prayer points

- We would like to develop links with other churches in Harborne that share our values, pray that we can forge good partnerships as we reach out.
- That we would find a suitable candidate to take on board the running of the ministry.
- That the Lord would prompt those with a heart for this kind of ministry to volunteer as debt advisors – we really do need some more people on board.

English Language Lessons

Anthony and Fiona Collins

It is just over a year now since St John's began offering English Language Lessons for Beginners on the 17 January 2023. Many Ukrainians were beginning to arrive in Birmingham following the Russian invasion of Ukraine on the 24 February 2022 and needed to learn English.

Initially eight Ukrainians were referred to us by host families and this built up to twelve by July 2022.

By September 2023 some of our Ukrainian students found work or were able to enrol in full time courses and it was decided to open the lessons up to other nationalities. The need was evident as other St John's groups had families attending where over forty different languages spoken. As a result, we were soon able to welcome students from Hong Kong and China, and more recently from many other parts of the world.

The number of those wanting to attend, continues to rise and are now topping twenty-four; the majority of whom regularly attend each week. The lessons are free and follow the dates of the Birmingham school term.

Now that we have so many wanting to learn English and the students are at different levels of understanding, they are divided into groups following an initial teaching to the whole class.

Some of our students attend St John's on Sundays and for those who do not have a faith we have explained the Christmas story and taught of the reason for tossing pancakes before Lent.

None of this would be possible without the commitment of a dedicated team of eight teachers, supported by four faithful helpers who welcome and provide refreshments during each session.

We stand back amazed at how God has provided teachers when they have most been needed and how the students have grown in confidence. Their appreciation is evident from their joy in attending the classes. We are always looking for extra teachers and those who can help with serving coffee; so please do not hesitate to be in touch.

There is a buzz about English language lessons and the teachers are energised. We can only thank God for his faithfulness.

Friday Night Dinner (FND)

Kate Stone

FND started in January 2023 serving hot meals on a pay as you feel basis on the 1st and 3rd Friday evenings of each month. We work with The Real Junk Food Project Central who provide the ingredients by intercepting edible food destined for waste from supermarkets, restaurants and shops.

It has been an amazing journey starting from two guests on the first evening to a steady mix of familiar and new faces each time. In 2023 we served 955 meals including our first Christmas dinner. Over time it's been a real joy to see relationships develop and the growing synergy with other ministries at St John's.

A huge thank you to all who have come along, to the whole team who have been absolutely amazing and to St John's and the other ministries for supporting us.

Global Partner Support

Kate Quarrell

GPS is an integral part of St John's vision as it supports partners globally and in the UK. Nevertheless, the GPS Management Team struggles to raise awareness within the wider church. Consequently, the GPS Management Team is being reconfigured this year and currently has three vacancy opportunities. There are two new roles: Connector for visits by GPS partners and Communications Lead. In addition, there will be a vacancy for the Long-Term Vocations Lead as Patty McCulloch will be leaving this role in the Spring after many faithful years of support for GPS. The GPS Management Team meets four times per year in person but with ad hoc meetings and email correspondence throughout the year.

To promote interest in local and global mission: This objective remains a challenge, but the team continues to seek opportunities such as in the weekly Round-up. In 2024 we are proposing to have videos from Mission Partners which can be included within the monthly Sunday and Thursday Service testimony slot. In addition, the Short-Term Vocations Lead is exploring opportunities with OM (Operation Mobilisation) which will be shared with the church. It is also proposed that one of the Powerhouse sessions could be for Mission, this is yet to be planned.

Mission Partners: Currently we have 20 long-term partners, 9 partners overseas and 11 within the UK. Sadly, this year has seen change in financial circumstances of mission / charity organisations which resulted in 2 UK mission partners being made redundant. This year there were no short-term mission partners.

Support and Nurture People: There was one enquiry in 2023 resulting in a new partner in 2024, Sarah Gough.

Budget: The budget for GPS is approved by the PCC and reflects the number of mission partners and organisations supported. The allocated budget for 2023 was £130,500 of which 80% went to Mission Partners, whilst the remaining 20% went to organisations. The budget allocation is dependent on the church budget, consequently if there is a shortfall there

will be a reduction to organisations rather than individual mission partners. The management of the finance is now done centrally through the Church Treasurer and Church Office. GPS management team member Jude Smith follows up with mission partners and organisations to ensure the money transferred is received and can therefore be audited.

Review of Projects: In 2023 the financial support for the International Nepal Fellowship was withdrawn as the link person no longer met GPS guidelines. Similarly for 2024 support for Mercy Ships has also been withdrawn.

Please continue to pray for our mission partners and prayerfully consider the new opportunities to join the team.

Healing Prayer Centre

Sue Clegg

'The kingdom of heaven has come near. Heal the sick, raise the dead, cleanse those who have leprosy, drive out demons. Freely you have received; freely give.' Matthew 10:7-8

This is the mandate for HPC as we pray. The definition of 'healing' I use, is any movement, growth of understanding, any touch of the Holy Spirit and Blessing, if it helps us to grow in the Kingdom of God. It includes healing of body, mind, and spirit whether mentally, emotionally, or physically. But God is not limited to these alone. The giving of wisdom or spiritual knowledge or the call to take a particular direction is all part of Gods healing and blessing.

Each concern that has been brought to HPC during the year has been a privilege to draw alongside our Guest that they may be well and recognise afresh the God of love who calls to them. It is such a privilege to have time to hear the heart of individuals who seek change and see how God responds to them. – and He turns up 100% of the time! Sometimes, humanly we wonder how we might support our Guests but then things change, and we know there is a special encounter with God to touch and strengthen and bring His shalom.

Guests come from the congregation and elsewhere, though care is taken as the Team are not vetted or trained to deal with young people or referrals from official bodies. However, on occasions we work in tandem which has been rewarding and significant.

The Crossway building, separate to the church continues to provide an element of privacy for those who seek help, though we would love to hear more testimony of how the time has impacted our Guests.

Currently we are seen in action in the regular offering of prayer along with anointing at the Sunday Communion services. 2nd Sunday morning and 4th Sunday evening. This has been offered for over a year with members of HPC along with other friends providing the small team along with one of the clergy. It has been a good opportunity to draw alongside and pray for God to respond in the setting of the Sacrament, where we are focussed on what Jesus has already done for us on the Cross, and the fellowship we have in Him. The Last Supper is more than symbolic – it looses power: *Isaiah 53:5 'But He was pierced for our transgressions, he was crushed for our iniquities; the punishment that brought us peace was on him, and by his wounds we are healed'.*

The Marriage Course

Dave & Kay Schofield, Rich & Jane Lovell

The course is an excellent opportunity for any couple to spend quality time together to work on improving and enriching their relationship. It is designed to bless any couple who have been together whether for six months or 60 years.

Manfred and Shaida described their experience on the Marriage course as *"gently guided us to explore areas of our lives that we had never discussed. We were able to express our insecurities and unspoken expectations which had the potential to cause a lot of damage if unaddressed, which was scary – as we would have considered our marriage a good marriage."*

We ran 2 courses in 2023, both with excellent feedback. To find out more or register interest in the next course in Autumn 2024 please email marriagecourse@stjohnsharborne.org or talk to Dave & Kay Schofield or Rich & Jane Lovell. For more testimonials visit <https://themarriagecourse.org/try/the-marriage-course>

Men Ministry

Everyman

Jon Tattersall

Over the last year, a group of men have been meeting to talk through and pray together what a rejuvenated and refreshed Men's ministry could look like at St John's. To that end, we felt that two of the most significant aspects of such a ministry should be to allow men to gather together and grow in bonds of fellowship and friendship and deepen faith. We decided that this would best be achieved if we moved such a gathering 'off-site' and the best option for this seemed to be the New Inn Pub, just a short way along from the church building. The secondary emphasis for the group is that we would like to create a space where it is easy to bring friends who are not Christians. We meet monthly on a Monday night at 7.30pm, usually the last Monday in the month.

Since launching in September, we have seen 30-40 men gather each month, with a range of ages and from a diverse range of backgrounds. Whilst starting with a simple space to talk and build togetherness, we have hosted a very successful pub quiz and plan to have a breakfast in the near future. In time we would like to grow this ministry to have a more diverse range of activities, at different times, to enable more to come along and join in. there is also potential for more evangelistic events or a weekend away, but we want to build slowly to this. In these early days of seeing Everyman take shape, we simply want to see 'Everyman' at St John's gathering to build togetherness, strengthen community and deepen faith.

Mnet

Brian Thomas

*'How wonderful and pleasant it is when brothers live together in harmony.'
Psalm 133:1 (NLT)*

MNet stands for Men's Network, a monthly opportunity for guys at St John's to get together in small groups for worship, Bible Study, fellowship and prayer, all in a homely setting where we can share in confidence and pray and support one another. We value shared fellowship and activities and we would encourage younger men to develop similar social networks.

For years we have seen God work powerfully through MNet and we would love to see more men's groups at St John's. If you would be interested in joining an MNet group, we are open to new members: if there is sufficient interest, we would be willing to help establish additional groups. Please speak to Hannah Reed, Small Groups Pastor, or email her at: hannahreed@stjohnsharborne.org or email me at: briankaren.thomas@virginmedia.com

Pastor for Older People

Catriona Foster

The Over 70's Ministry at St John's is mainly about the spiritual care and support of older people. It includes involvement with older people in our local community and Care Homes as well as within the church fellowship.

A team of committed volunteers serve regularly at the Midweek Service - providing transport or a warm welcome, operating PA and visuals, providing music, leading, speaking, and making or serving refreshments. I am immensely grateful for the way they serve, and Thursdays have become a special time for many. Weekly attendance usually varies between 80- 95. The worship and talks are inspiring and there is a sense of God's presence in our midst. Psalm 122:1 sums up the atmosphere on a Thursday morning - "I rejoiced with those who said to me, 'Let us go to the house of the Lord'". The service lasts around 40/60 mins. and is followed by

refreshments. We have a service of Holy Communion on the third Thursday, and opportunity to share testimonies on the 4th Thursday.

Last August, we ran a social event called 'Summer Connect'. Run on two separate Thursdays, this provided an opportunity for Over 70's to connect with one another during the quieter summer month. There was a wonderful atmosphere, and guests had plenty of choice of activities, and a buffet lunch. More than 70 people attended, in addition to 28 volunteers. Many of the guests didn't have any current church connection and it has been encouraging to welcome them now regularly to the Midweek Service.

We continue our involvement at The Field House Care Home where we lead a monthly service for some of the residents and take time to chat with individuals. We also continued to offer staff drop-in/well-being sessions which are an opportunity for staff to take some brief time-out, have a snack and perhaps a hand massage, be listened to and pick up some tips on self-care. We want them to know that they are valued and appreciated. This is a bridge-building ministry.

It is important that those who can no longer attend church are not forgotten, and pastoral visiting remains an important aspect of ministry among older people, especially when someone is in hospital or living in a Care Home.

During the past year, we led Reflections at Easter, Harvest and Christmas in two Retirement complexes, and at Christmas, we led a service for residents at The Kenrick Centre. We also linked up again with Harborne Primary School where the children provided entertainment.

It was great to have Terry Cheung leading two helpful Saturday sessions last year – firstly Dementia Friends training, and secondly, Scam Awareness. Both were well attended and appreciated by all who came.

If you have a heart for older people and would like to explore the possibility of being involved in this area of ministry, please be in touch. Volunteers are required for various roles including visiting, praying, transport, refreshments, PA, furniture shifting, helping at services.

Prayer for Work

Laura Clifford

The Prayer for Work group meets over Zoom, once a month on a Monday morning, with a prompt start at 06.30 hrs and finishing at 07.00 hrs. There are eight regular members, and we find it a blessing to start the month by pausing to pray for our workplaces.

The purpose of the prayer time, is to centre ourselves on God and to bring him into the places that he has called us to work in. We use the time to share prayer requests including the everyday, the challenges and blessings that work is in our lives.

The session starts with a thought or verses from the bible to meditate on, followed by an opportunity for each of us to share prayer requests and answers to prayer, with time made for everyone to be prayed for.

If you would like to join, contact Laura Clifford, and you will be sent a Zoom link each month.

Prophetic Art

Carolyn Lewis

The prophetic art ministry has been running since September 2021 and aims to encourage individuals to partner with the Holy Spirit to create art, believing that God uses visual imagery to speak to us. This may be in the form of painting but also in other creative tasks such as photography, textiles, journaling and other creative processes.

An art table has been set up for most Sunday evening services and is open to everyone who feels inspired to create a picture. It has been encouraging to see people producing pictures during these services which have been relevant to both them and others. This visual form of what God is saying often happens during worship and some of these pictures have been shared during the service when appropriate.

These evenings have drawn some of the creatives in the Church together and examples of their work have been displayed most weeks in the Church circulation area. It has good to hear people's feedback from these paintings.

Several prophetic teaching sessions have been run for children and youth during the last year. There has been good engagement as we learn to hear God together and allow Him to create with us. Prophetic Art is not about outcome but intention.

During advent we were part of a reflective service where we had an art display and a prophetic art table. This enabled people to find a place of quietness and contemplation during a busy season.

Our heart is also for the community, and we have run prophetic art and card making tables which attracted people from both the local community and Church. This has included the Children's light party and Good Friday event.

Stories

If the picture speaks to the individual, we encourage the creator of the artwork to pray for the individual.

One Sunday evening a man in the congregation said he had been "touched" by the paintings and told us about his wife who was unwell and in a wheelchair. This opened an opportunity to pray for him after the service.

The art table in the evening gives opportunity to those who maybe don't feel so creative to express themselves, often in these cases they have had significant words which speak into the service and we had an example of this with a lady who had not painted for 20 years. Another time a young woman was suffering with anxiety and depression and she felt as she was painting that something inside her "shifted".

Often the people in the art group are sometimes hesitant to share their work, but when they do it has an impact. One of the group had taken a series of photos of woodland which she felt a need to share. At the same

time, the clergy had been asking for pictures or photos for meditation and these photos fitted in perfectly.

Future

Create without walls. To display and to take prophetic art to the local community. By displaying pictures at our Bridge building ministries or to be part of evangelistic events.

Releasing the potential. To release others to step out in their creativity.

Teaching. To continue to develop children and the youth to hear God's voice and to express this through art.

Quinton Food Bank

Barbara Burke

We have had another busy year at foodbank, facing lots of challenges not least trying to keep on top of stock. Last year we fulfilled **2349** vouchers feeding **3619** adults and **2748** children. We were able to bless families with Christmas parcels in the week leading up to the festive season we managed to give out 70 of these in total. To give an idea of stock, we took in **35038.54kg** last year and we gave out **35066.8kg**.

We have a wonderful team of volunteers who work tirelessly to serve those who are struggling and without whom this work would not happen. Last year we partnered with the Queen Alexander College and we have a supported volunteer every week where they gain work experience for six weeks. This is going well, and the volunteer team are very supportive of whoever is placed.

In July we had a year five class attend (on a non-foodbank day) where we set up everything as we would on a normal session. They were split into groups and given practical tasks to learn about the work we do. The feedback was very positive and the school would like to visit again.

In addition to providing food donations, we facilitate a couple of agencies during our Wednesday sessions that help clients with debt, heating, benefit

advice etc. We are in the process of securing funding for a permanent worker to be present for both the Wednesday and Friday sessions to help and advise clients.

Rest in God

Sue Clegg

Meeting in the Upper Room on 1st Tuesday afternoon of the month, has seen an increase of guests from other churches as they are inspired and invite their friends. During the past few months, it has been great to see them more readily sharing their impressions and ministering to one another as they have found it a safe space to hear God for themselves. Confidence in hearing God as individuals is a blessing but imagine what might transpire as more of His people in local churches gain encouragement and are alert to what God is saying to us.

To the small, but very faithful group who minister with HPC and those who join us on the Sundays, my sincere thanks for all you do.

The team is quite small so it would be really encouraging to see the team grow in number and to have more people available to pray occasionally. Do have a chat with me if this is something you think that God may be calling you to.

Resource Days

Kathy Lee-Cole

On Resource Days St. John's partners with Christian projects across Birmingham which support people who need help. We do this five or six times each year and collect whatever the partner organisation needs. In 2023/24 we collected from Thursday service, both Sunday services, as well as our Brownie and Guide groups. We collected on behalf of three organisations.

Quinton food bank is based at Saint Boniface church which is 5 minutes' drive from St. John's. The food bank doesn't have a big building, it's run mainly by volunteers (including some from St John's) from a side hall of St

Boniface's building. It is a vital resource for people who have no choice but to visit it. For St Boniface, we collect any food which can be kept in a store cupboard.

In 2023 and 2024 food banks across the country have been short of supplies as inflation took hold. Many of the people who receive food parcels from food banks are working to support their families. Our donation makes a really big difference to what Christian partners can supply. Karis Baby Bank, part of the Karis Neighbour scheme and a six minute drive from St John's, supports families in Ladywood. It's linked to Karis medical centre. The Ladywood estate has some of the highest levels of child poverty in the whole of the country. Supporting mums and children, particularly new mums, makes all the difference. We deliver nappies, baby wipes, shampoo, and baby bath for babies and even some baby clothes that people have knitted. We also supply toiletries and sanitary products particularly for mums going into hospital for the birth of their baby.

Finally, we've supported St Chad' Sanctuary in the City Centre which is a place of welcome for Asylum Seekers and Refugees. We've taken clothes, particularly coats in winter. When refugees first arrive, they are often ill equipped to cope with British climate and as a city centre location St Chad's can support refugees from right across the city.

Thank you so much St John's. On Resource Days we support our brothers and sisters who are working in much poorer neighbourhoods. Sharing a little of what we have, to enable Christian ministry locally is a tremendous privilege, a great thing for St John's to do. Just as GPS help support workers for the gospel across the UK and the world, Resource Days are our physical manifestation to help support Christian ministry in Birmingham now.

Small Groups

Patty McCulloch

At St John's we believe that being a member of a small group is one of the best ways to grow in our discipleship and to feel part of the church's life and ministry. Small Group leaders demonstrate real commitment in

helping to ensure the group keeps going and provides the nurture and encouragement that all of us need in our Christian growth. Often this is done sacrificially and where possible, with the help of others in the group.

During the past year three groups have ceased to meet due to a variety of factors, and members have needed to find new groups. I'm very thankful to God that two new Harborne groups have begun and they have welcomed both newcomers to the church along with members from the groups that have closed. Another group which had shrunk due to members moving away, has welcomed new members to their group, and found it's brought new life. Many groups have been willing to add one or two new members and their willingness to welcome others is hugely appreciated.

Many of the groups have used material that relates to the sermon series on Sundays, finding real value in going deeper into a subject or Bible passage and thinking about how it applies to daily life. Some groups have tried other material, e.g. 'How to be unsuccessful – an unlikely guide to human flourishing', a new video course based on the book by Pete Portal and published by 24-7 Prayer.

Anyone who is not currently part of a small group can get in touch with the Small Groups Pastor smallgroups@stjohnsharborne.org and ask to be linked up. There are groups for women (Talk Togethers, one offering child minding), daytime groups for older people, a couple of groups for men, as well as evening Home Groups meeting in several different geographic areas.

St John's Eco Church

Adrian Collings

The Eco Group has been meeting regularly to progress St Johns response to climate change and environmental concerns, and to respond to Diocesan encouragement to aspire to be 'carbon neutral' by 2030. God gave mankind stewardship over what he had made. (Genesis 1:28 & 29)

In December 2023 the PCC endorsed the terms of references, aim and objectives of the Eco Group. There is now a link on the 'roundup' for the Eco Group.

One of the objectives of the Eco group is to encourage the congregation to look at their lifestyle.

In January a lifestyle audit was run to enable the congregation to look at the way they are living. It is envisaged that this could be promoted annually to encourage people to look at things again. The results are being reviewed. The page on the 'roundup' also promotes eco tips and ideas.

In February there were Ideals for Lent from Rhoda, with some useful links. Other ideas include investigating the feasibility of developing a food cooperative.

St Johns is currently at bronze award Level with A Rocha. This is a scheme for churches in England and Wales, who want to demonstrate that the gospel is good news for God's earth. Going forward; the Eco Group looks towards St Johns to achieving silver award level.

St John's Women

Heidi Adams, Luisa Berger, Karen Blanch, Kate Diwakar, Sarah Gough & Linda Phillips

The Women's Team have organised two events this year. On Saturday 11 November we held a fun social event Beer, Babs and Bratwurst. We had a lot of fun, 26 women playing games, taking silly photos and getting to know each other as well as eating delicious bratwurst and drinking local beer. This event also gave us a chance to say cheers to the wonderful women of St John's.

Our recent event, our Women's Quiet Day, on Saturday 24 February was a very different event. The day was led by Mary Maguire, Ruth Bio's mum, and 43 women met together to spend quiet time with God pondering, praying and journalling. Throughout the day Mary guided us through three sessions

'My Story, Our Story and His Story' and many of the ladies fed back that this was a helpful, peaceful, much needed and invaluable day.

We have ideas for more women's events over the next year but sadly two of our team have stepped down over the past few months. We are looking to recruit more volunteers to pray with us about God's vision for the women of St John's and to help us to organise further events.

Students and Young Adults Ministry

Adam and Sarah Best

This year the 18-30s ministry has continued to grow into a wonderful community of young adults negotiating church with the business of student life and early careers. We are passionate about ensuring that students and young adults who choose to make St John's their church during their time in Birmingham feel welcomed, able to worship Jesus and get involved with the life of the church. We would also like to thank Jade Armstrong and Henry Frankel as well as Jon Tattersall for their support with the 18-30s ministry this year.

Our vision for the 18-30s ministry is one which focuses on relational mentorship and creating connections and helping our young adults find their place in St John's for people in the age range. The student ministry exists within this with Adam providing an extra focus and responsibility on connecting with the students who have chosen to worship at St John's. Our current focus is to continue with our regular events on Sundays throughout the year as well as informal socials during the week. As the 18-30s ministry develops, our hope is that this will be attractive to students. In time, we hope to introduce more pastoral events such as a monthly bible study and an annual away day.

In September and October, we hosted four welcome events for students and 18-30s visiting St John's at the start of the academic year. We felt these events were very successful and created a wonderful and organic community of togetherness amongst existing 18-30s who hosted the events and new young adults who have joined our community. Since then we have had weekly trips to the pub after the evening service to maintain

this community. We have also had trips out organised by members of our 18-30s community including board games nights, a Rend Collective concert and a Glee Club comedy night! We have been thrilled to see how this ministry has grown into a place where our 18-30s are building intentional relationships and community. In December we also hosted a bring and share Christmas dinner which is becoming a very enjoyable annual tradition in the 18-30s ministry!

St John's continues to be invested in the work of the Christian Unions at the Birmingham universities – especially the University of Birmingham and Aston University. We feel it is important to do this in three main ways – prayer, presence and finance. This year we have spoken at CU events, provided meals and resources for evangelistic events at the CUs and hosted prayer meetings in the church building. We believe it is so important to show that St John's is championing the work of the CUs and shows that St John's is passionate about being a multi-generational church that loves and welcomes students. Supporting CU's is an area of the student ministry that we love seeing the fruit from – facilitating outreach events that allow students to talk to their friends about Jesus during this unique period of their lives. We would love for St John's to be known as a church that willingly supports and connects with students and CUs as well as 18-30s communities with generosity and a heart for the city. We believe this aspect of the 18-30s ministry is critical to continue whilst we lead this ministry.

In the year to come we hope and pray that more 18-30s would feel that St John's can be their church during their time in Birmingham – having students at both University of Birmingham and Aston will make it easier for more students looking at churches to be aware of the values of St John's in the future. It is also worth noting we are most passionate about students finding a church they feel comfortable at and are able to grow in discipleship at – whether that is St John's or elsewhere. We are both really excited about the encouragements we are seeing in the 18-30s ministry and what God might have in store for this ministry moving forward!

Toddler Group

Kate Diwakar

Toddlers welcomes a diverse, multicultural community into church. Alongside local families we support many who come to work in our universities and hospitals as well as some refugees. At least 60 countries are represented and 24 languages spoken. They hear about us by word of mouth, online, via the Children's Centres and by seeing us in action as they pass the windows of the church.

Through Toddlers we:

- Befriend families.
- Listen to them.
- Meet them where they are
- Spend time with those who need a listening ear
- Offer wisdom and advice to those for whom parenting is new or overwhelming.
- And share God's love with them.

Through Toddlers and our Parent and Baby Group we can refer families to the Crossway for Debt Counselling and Benefits Advice and we can receive referrals from Health Visitors, GP Social Prescribing Services, our links with Barnardos and the local Children's Centre. We encourage families to come to church at other times too e.g. the Light Party and Harborne Carnival. Many of our Toddler families come to Warm Welcome, CAMEO, language lessons, Saturday Cafe and Friday Night Dinner. Many of them have recently started coming to church on Sundays.

Toddlers are not just about toys, tea and playing. It's about meeting people where they are, loving them, as Jesus loves us, meeting their needs and showing them what true family is. This is also true for our Work Experience students from QAC, who have joined us this year to find out about working with young children.

Our Parent and Baby Group on Tuesdays is also thriving. We currently have 20 parents and babies who come along to meet other parents with babies of a similar age to theirs. We listen to them, chat with them, encourage

them, enable them to make friends and build a support network of people, with babies the same age as theirs, who they can meet up with and message throughout the week.

We have been running FaithChat on Tuesday mornings over the past three terms. We have used the Rob Bell Nooma dvds, run a short course looking at the Difference Between Infant Dedication/Thanksgiving and Infant Christening/Baptism and we have run 6 sessions discussing family topics using a game called Table Talk. These have provided great opportunities for getting to know parents better and to chat with them informally about faith.

Our visits to the Field House Care Home have resumed after a break before Christmas. We have such fun singing, playing games and making craft with our elderly friends.

None of this could happen without the most amazing team of people dedicated to supporting parents and carers through the trials, strains and joys of caring for young children. Thank you, Toddler team.

Our vision for Toddlers is about so much more than Toddlers. When Jesus is present the church building becomes more than a Toddler Group. It becomes a place where people can meet God. We pray for our families to come to know God, His love and the love of a Christian community for themselves.

Warm Welcome

Des Cole and Kathy Lee-Cole

Warm Welcome is a new ministry, started in September 2023, running weekly on Monday afternoons. It's an open, no strings invitation to everyone, to come into church and, we hope, experience something of the love and grace of God. There's no booking, no pre-commitment, no expectation, just a warm welcome into St John's whoever you are.

Although some of our visitors are already involved in church, most are not part of our St John's family. Many have never stepped inside St John's before. We have a very simple offering. Hot drinks, toast, jigsaws, crafts and

always a chance to chat. It's really very like being at home and asking a neighbour in for a cup of tea.

Everyone who comes is treated with respect and listened to. Some people come once, maybe they are curious about who we are, or want to know about our new building, or they just want a free drink. Other people come regularly.

Over the months we've had some amazing conversations. Because we start with listening to what matters in people's lives, very often the conversation turns to what matters in our lives as well. Because we meet in our church building, we find that we can talk about prayer, the depth of God's love for each of us, and the value we get from belonging together as a Christian community.

None of this is forced. Our agenda is only offering an authentic welcome into church. Some people experience that and don't come back, and that's ok. We have offered a welcome. For other people respect grows on both sides, then deeper conversations start. It's a manifestation of "your story, my story, his story."

There's synergy with other bridge building activities and Toddlers and the Thursday service. Here's a small example. Des was at a Friday Night Dinner, when someone who comes to Warm Welcome intermittently, asked "why do you bother to run Warm Welcome?" The answer was straightforward. "it's because Jesus loved and welcomed everyone, and as His followers we want to do the same."

We have seen many answers to prayer. Each week we ask God to bring the right number of visitors for our volunteers to spend time with. Week after week God does this. And while it wouldn't be fair to share specifics, we also regularly see the answers as volunteers have prayed for each other and with our Monday afternoon visitors.

We've kept coming back to Psalm 27:13 *"I will see the goodness of the Lord in the land of the living."*

And each week we see that happening. If you are interested in welcoming

people to St John's, and you start with a heart of love and a willingness to listen, do let us know. We have found there are plenty of people to talk with about Jesus.

Way-In Course

Catherine White and Jon Tattersall

The way in course was held for four weeks after the morning gathering in October 23 to welcome people new to Church providing an opportunity to share about the life of St John's, meet ministry leaders, and ask questions in a relaxed environment over food. Around 25 attended. But most were unable to make all due to work and family commitments. During Vacancy we will run more informal drop in Way In sessions monthly.

Welcome Team

Katharine Spellman

2023 has been a year of steady service on the part of the Welcome and Refreshments teams at both the morning and evening services. The Welcome teams are greeting people, helping people find seats, managing the collection, helping with the communions and the connectors who chat to anyone who looks a bit lost or is new or who wants to know more about the church.

The Refreshments are proving a very popular way of encouraging fellowship and allowing people to spend time together after a service. Our refreshments team has expanded to now provide fortnightly refreshments after an evening service as well. Kate and I are grateful to all of you who serve in these important ways, providing a warm welcome and creating a relaxed environment afterwards where people can chat and catch up. We want to offer our thanks to Deb Carr who stepped down from running the evening welcome team in the summer, it was fun working with you Deb. Kate has done a great job of picking this up and also of working with the refreshments teams and helping to find new people to come along and help. We could still do with some further volunteers in the evening for both

refreshments and welcome. Do get in touch with Kate if you would like to get involved with either of these.

Thanks again to everyone who is involved and also to the congregation who help when we are short of seats at the morning service, shuffling up willingly as needed.

Women's Theology Group

Alison Earey & Diana Hopkins

The Women's Theology Group aims to do theology together, investigating Biblical texts as women without ignoring the challenging passages. We do theology by discussing, researching and then sharing ideas. We have now been meeting for over three years.

At the start of 2023, we used Paula Gooder's book as a basis to look at the 'Women of Holy Week'. We then moved on to tackle some meaty Bible passages, which are commonly known as the 'Texts of Terror' using the #SheToo podcast series as a launchpad. This includes the Rape of Tamar, Hagar (Genesis 16 & 21), Jephthah's daughter (Judges 11), and The Levite's Concubine (Judges 19). As we start 2024, we are using the subjects from the Sermon on the Mount sermon series as a basis for discussing these issues as women.

We are a small group who meet fortnightly and are committed to working through Biblical texts together with a range of perspectives. There are currently two spaces available. If you are a woman who would like to join, please get in contact with Diana or Alison. Our contact details are on ChurchSuite.

Worship

Caroline Richards

"One generation commends your works to another; they tell of your mighty acts. They speak of the glorious splendour of your majesty." Psalm 145: 4-5

The vision of the St John's Worship Team is that through music and creativity we will provide an atmosphere for us all, as a multi-generational church, to worship God, commending to one another the works and majesty of our King. As we reflect on the last year in the corporate worship life of St John's, there is much to give thanks for! We have a gifted and dedicated worship and A/V team who are committed to leading us in worship. In the last 12 months the team has continued to grow and we've been particularly encouraged by the young people who have joined, bringing such a heart to serve and share their gifts with the church.

We have been encouraged by the ongoing and deepening sense of God's spirit at work in our times of worship together. All across the church there are stories of God's presence and power being poured out as we gather to worship Him. The prophetic art team, led by Carolyn Lewis, have brought creativity and art into our corporate worship, facilitating a breadth of worship expression and revealing the ways that God is working in and through us as we meet together to worship Him. We are so thankful for our All Age worship team and the regular encouragement of being led in actions and song by our St John's children in our morning services. We are also grateful for the growth in our mid-week congregation and the joy of singing the truths of God in hymns, old and new, as we meet together on a Thursday.

We also give thanks for the ministry and leadership of Jon Hudson to us. In January 2024 Jon moved on from his role as Worship Pastor at St John's to work at Open Doors. We are thankful for the creativity, integrity and passionate pursuit of Jesus that Jon brought to the worship life of St John's, and we pray for God's richest blessings on Jon and his wife Rachel as they step into this new season. In the vacancy period for the worship ministry in St John's we pray for a continued deep work of the spirit in our corporate worship times; that we would bring glory, honour and worth to God as we worship him together. Please do continue to pray for the right appointment for our next Worship Pastor and for God to sustain and guide the Worship and A/V team as we serve during this vacancy.

Youth

Henry Frankel

In the past year in youth our young people have really grown in maturity of faith and stepped out to praise God in different ways. 12 of the 14 people who were baptised/reaffirmed in the last year were members of our youth. Between Year 7-13 we have 177 young people on our register across all of our different events.

In Pathfinders on a Sunday morning, we run a bible study we have been largely looking into Jesus' life and ministry, especially into the parable Jesus tells. We also now run monthly prophetic art sessions with Pathfinders our 11-14 year olds on a Sunday morning with the help of Carolyn Lewis and Ange Parker. In Authentic, who are our 14-18-year-olds, we have watched and discussed the first season of The Chosen and are currently in a series where we delve into Acts. Over the past year, we have seen a couple of young people whose families are not Christians join this group which has been a huge joy to see.

Last Summer we attended Satellites again, taking a group of 34 in total, one of our young people spoke at Satellites leading a short seminar there. Across our seven small groups that we run on a weekly basis, we see about 47 young people coming every week. 22 of these on average are in Pathfinders (11-14 years old) and the other 25 are in Authentic (14-18). These young people are mostly made up of people from families within the church but there is a portion whose families either attend a different church or do not attend a church at all. In these small groups we follow a year long curriculum following seven principles that we believe are seven key things for a young person to know about God. The idea is that if we had just one year with a young person what seven fundamentals must they know about God. These are:

- Who is God?
- Who am I?
- Spiritual Disciplines
- Relationships
- Wise Choices

- Mission
- Equipping

On top of our weekly small groups and weekly Sunday bible studies, we have also run seven Revolutions, which are our worship evenings, two of these were secret Revolutions which focused on the secret church. In these sessions we built a suspended maze hanging from the ceiling in Lordswood and Wentworth where the youth had to discover true stories of Christians who had escaped their situations for which they were persecuted for their faith. We also run a Friday Night Youth Club which has a new theme each month. This is hugely popular with the youth and we see both young people who attend regularly and young people who have never even stepped foot inside a church come. On average we see 41 young people come each month. Most of whom do attend another session that we run at least once a month.

A huge thank you to the 27 different volunteers who help to run the nine weekly sessions and the monthly Friday Night Youth Club. The team is at capacity with what we can run as of right now but in order to reach as many of those 177 11-18 year olds as possible we do need to grow the team by about six people.

Chinese Overseas Christian Mission (COCM)

Rev Lawrence Wai Keung Sin

Chinese Overseas Christian Mission (COCM), together with many Chinese and local churches in the UK have been welcoming Hong Kong new immigrants to the UK since the BNO visa route has been granted by UK government in Jan 2021. It is now estimated over 160,000 Hong Kong people have landed on British soil since the introduction of BNO visa. They are allowed to study, work and reside in the UK and then they are able to apply for British citizenship after five years of residence in the UK.

The care of Hong Kong people involves diversity of their practical needs; like accommodation, education of children, jobs seeking, health services, car maintenance, house maintenance, mental well-being and social

networks. However, we believe the pastoral care of churches is the utmost important as they search for meaning of lives when they experience the trauma of uprooting from their homeland – due to the drastic change of Hong Kong society. COCM aims to provide good pastoral care to different

age groups of Hong Kong new immigrants by planting some small-medium sized churches in different regions of the UK in the past two years. Birmingham Chinese Gospel Church is the fifth church we planted specially for Hong Kong families.

We are thankful for the help of St John's Harborne, special thanks to Vicar Leonard, who welcomed us warmly when we came to prepare for our first worship service in the church in June 2023. His hospitality gave us confidence to use the newly-renovated rooms with new facilities in the church. Also thanks for all the staff who have helped us to use the new facilities, booking of rooms and financial issues and I would mention Catherine White, to whom I sent my endless requests of changing rooms and extending hours of use for our services and special events.

For the past six months since our first service on 17 June, the church has grown from 40 people to about 90 people (adults and children included). At one time in December, we were embarrassed that some church attendees had to sit outside the room to listen to the sermon.

During mid-Autumn festival in October, one of the largest Chinese festivals for family gatherings, we managed to have a feast gathering in SJH after our afternoon service – something to comfort Hong Kong families while they missed their home in Hong Kong. Over 110 people came to enjoy this memorable event.

It is reckoned that over 30% of the Hong Kong immigrants are Christians, they are seeking spiritual homes in the UK as well as opportunities to bring their families and friends to Christ. We must grasp this opportunity to evangelise, as the Lord opens the door for us. For the past few months, we welcomed three groups of short-term mission teams who came from Canada and United States, to help us to reach out to more Hong Kong new immigrants with the glorious gospel of our Lord Jesus Christ. The short-

term mission teams were moved by the work of the Lord in the UK and two teams will come back again in 2024, to help us to evangelise.

All these we couldn't have done without the support of St John's by allowing us to use the church venue and facilities; we wish more people would be able to listen to the gospel of our Lord Jesus Christ through our partnership and service in Christ. Thank you.

FINANCE

Mutual Care Fund

David Dixie

INCOME AND EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2023

	2023		2022	
	£	£	£	£
Income				
General gifts	2,580		5,280	
Specified gifts	2,500		1,020	
		5,080		6,300
Expenditure				
Bank charges	-		38	
Specified gifts	2,500		1,020	
Other needs	3,883		5,200	
		6,383		6,258
Surplus/(Deficit)		(1,303)		42
Balance at 1 January		1,887		1,845
Balance at 31 December		584		1,887

The Mutual Care Fund exists to provide an opportunity for members of St John's to help other members who may be in financial need, without the donor's identity being known.

Grants are made either on the specific instructions of the donor, or at the Trustees' discretion from gifts received for general purposes. During the year 12 individuals benefited from grants from general funds and 6 from specified gifts.

The balance held on 31 December 2023 was received towards the end of the year and will be distributed when needs become known, especially in the light of the present cost of living crisis.

The Trustees during the year were Leonard Browne (Vicar, ex-officio), Fiona Collins and David Dixie. The trustees would like to thank all who have contributed so generously during the year.

Finance Team

David Harvey (Hon Treasurer)

- The main aims and objectives are:
- To formalise financial policies
- To prepare and maintain a financial plan/budget and management accounts
- To prepare and submit to the Charity Commission & Birmingham Diocese the statutory annual report and financial accounts
- Liaise with the Diocesan finance team as required
- Ensure appropriate processes and controls are in place
- Count and summarise all weekly collections
- Ensure all payments and banking of receipts are timely and that auditable records are maintained
- Manage and submit Gift Aid claims to HMRC
- Management of the payment of staff salaries and expenses
- Identify and secure the appropriate people necessary for the smooth operation of the church's finances
- To brief the Standing Committee and Trustees (PCC)

During 2023 the team of people managing the financial affairs of the Church has changed with 2 significant retirements. John Cheatle retired from looking after the finances of the Global Partner Support Team and Bill Smith retired at the end of December after over 40 years as gift aid secretary. Thank you to both Bill and John for many years of faithful service. Bill Smith started the handover to Claire Easun monitoring income and administering the gift aid scheme towards the end of the year and I welcome Claire as part of the team. Claire took over completely from the 1 January 2024.

Ruth Downing continues managing staff salaries/expenses and the payment process was operated in the Church office by Wendy Rigby.

I am hugely grateful to all of these people along with all the budget holders and others for the enormous amount of work that goes on behind the scenes by everyone involved.

On behalf of the whole Church I want to say thank you for all of the time and energy that is given.

The separate Trustees Report and Accounts gives the financial summary for 2023.

The Parochial Church Council of the ecclesiastical parish of St John the Baptist, Harborne

ST JOHN'S CHURCH, HARBORNE, BIRMINGHAM

2023

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TRUSTEES ANNUAL REPORT AND FINANCIAL ACCOUNTS

FOR THE YEAR ENDED

31ST DECEMBER 2023

Registered Charity Number 1132862

St John's Church, Harborne, Birmingham

The Parochial Church Council of the ecclesiastical parish of St John the Baptist, Harborne

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31ST DECEMBER 2023

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TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2023

The Parochial Church Council (PCC) of the ecclesiastical parish of St John the Baptist, Harborne is pleased to present its report and financial statements for the year ended 31st December 2023. The PCC are the Trustees of the registered Charity.

Objectives and Activities

The purpose of the Charity as stated in the governing documents is to co-operate with the incumbent in promoting in the ecclesiastical parish the whole mission of the church, pastoral, evangelistic and ecumenical and to provide public benefit through the provision of free regular public worship open to all. Additionally, beyond Harborne to the general public (as stated in our charitable framework) through grants and gifts to the wider mission of the church to reach all people in this country and overseas.

How our activities deliver public benefit and who has benefitted

We are pleased to report that Church services and activities have taken place with regular Sunday and Thursday services and other activities each week. A number of services have continued to be available online each month. All of this enables people to belong to a community of faith and benefit from worship, prayer, teaching and being together.

In 2023 St John's had a worshipping community including children of up to approximately 489 continuing to grow after a number of people moved to St Mary's Bearwood as part of the revitalisation project. In addition to this, activities are undertaken throughout the week. These build on the church values and these activities would not take place without significant contribution from volunteers. It is estimated that by the end of the year the equivalent of up to 360 members were involved in different roles on Sundays and throughout the week to ensure that the church was able to fulfil its purpose and run all the planned activities.

The activities are varied and cover a whole range of different areas and the following provides a brief summary.

1. Worship team and other musical/singing activities in support of Sunday and Thursday services and other events
2. Powerhouse - prayer, worship and reflective times
3. Discipleship/Home Groups/Talk together – a number of small groups meeting together regularly for fellowship, prayer and bible study
4. Alpha/Chosen and similar courses – these help people to understand the Christian faith.
5. Working with a range of activities with toddlers, children, young people and students groups
6. Bridge Building activities to support the local community:
 - a. Saturday morning community café operating on 2 mornings a month welcoming all to come and enjoy a warm space, a drink and some companionship including a repair café where people can bring in broken items for repair; and
 - b. Recovery ministry with the aim of supporting those who need help from difficult and challenging events in their lives; and

St John's Church, Harborne, Birmingham

- c. Resource days which have provided many essential items for the community in 2022 and 2023, coats, socks, food, toiletries, nappies and cleaning materials.
 - d. English Language Course; and
 - e. Friday evening community meals; and
 - f. A warm space on a Monday with arts & crafts available with refreshments and time to meet others.
8. Crossway – Three main areas of activity:
- a. Supporting older people and those from the community seeking help including working with local care homes;
 - b. Providing help to those in debt and needing support; and
 - c. Healing prayer centre for those seeking prayer for healing.
9. Prayer ministries and groups meeting together for prayer for specific needs on a regular basis.
10. Marriage Course – support for couples wanting to improve their relationship.

These and other activities are dependent on the volunteers who lead and give of their time to enable all areas of the Church to function. Whilst we employ full time staff and we have 2 clergy appointed to the Church plus a curate who are licensed to the Parish, we would not be able to function in the way we do without the input of all the volunteers. The scale of the work of the charity is greatly enhanced by the input of all the members of the Church.

The success criterion is to ask whether an activity helps, supports, encourages and builds up people in their lives and faith. The PCC and staff regularly review the activities of the church looking at the success of each key activity, assessing the benefits to those attending and planning future activities accordingly. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning future activities.

The ongoing and longer term aims of the charity are to reach more people with the Gospel of Jesus and to build on what we already have in place across all the areas of ministry.

Church Revitalisation

One exciting development in 2022 was the launch of the revitalisation project at St Mary's Church in Bearwood in line with our previous 5 year plan. This commenced early in the year with a formal service at the Church in September 2022. The Revd Ben Baker was dual licensed to St Mary's and St John's moving with a group of people with the aim of building up the existing ministry in Bearwood. He continues to be licensed to both parishes but his work is at St Mary's.

Structure, Governance and Management – *Governing Document*

St John's Church, Harborne (St John's) is governed by approved documents issued by the Church of England; the Parochial Church Council (Powers) Measure 1956 as amended and the Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended).

St John's Church, Harborne, Birmingham

Recruitment and Appointment of PCC

The PCC is elected from those members of the congregation who have been on the electoral Roll for at least 6 months at the time of the Annual Parochial Church Meeting (APCM). In addition, members of the congregation on the electoral role of the parish and serving on the Deanery, Diocesan or General Synods together with the clergy licensed to the parish, are members of the PCC.

PCC Induction and Training

Upon joining the PCC, new members receive an induction pack which includes the Charity Commission publication "The Essential Trustee", a copy of the financial budget for the current year, the prior year accounts and a copy of the minutes of the most recent meeting. A briefing is given by the PCC treasurer and the Chair to any new members on any important current topics.

Organisational Structure

The PCC meets up to 6 times per annum with an agenda circulated to PCC members in advance of each meeting and with supporting documents on many of the agenda items. Members of the Standing Committee include the Vicar, Associate Vicars, Associate Vicar Emeritus, Church Wardens, Treasurer, PCC Vice-Chair and the PCC Secretary.

The Church Wardens are members of PCC and inter alia form a direct link between the Bishop and the parish. They see that the PCC carries out its responsibilities for the care, maintenance and insurance of the church, its contents grounds and other buildings owned by the PCC. They also arrange to inspect the fabric of the church's premises at appropriate intervals and report to the annual parochial church meeting.

The PCC employed 11 members of staff at 31st December 2023 some who lead various ministries and others who provide support to the overall life of the Church. This is in addition to the Vicar, Associate Vicars and curate who are employed by the Diocese of Birmingham on behalf of the Church of England, plus 3 self-supporting volunteer roles an assistant pastor, community pastor and a small group pastor.

The employed people split across the activities are as follows:

Operations 2, Safeguarding 1, Support for Older People 1, Worship 1, Youth, Children's & Toddlers Ministries 3, Communications, Finance & Secretarial 3.

Key Management Personnel

The Key Management Personnel of the Charity are the Vicar Revd L Browne and Associate Vicar Revd J Tattersall and Church wardens Mr P Varley, Mrs K Collins and all the Trustees of the Charity.

Pension Scheme

The PCC joined the scheme operated by the Birmingham Diocese and the provider is Friends Life which is now owned by Aviva. The PCC are contributing 3% in line with the regulations.

St John's Church, Harborne, Birmingham

Pay & Remuneration of Key Management Personnel and Employees

The pay of the clergy is set and paid by the Birmingham Diocese of the Church of England. Additionally, the vicar has the benefit of a Diocesan owned vicarage and the associate vicar has a house provided by the PCC for which the Diocese make a monthly contribution towards the running costs. The role of Churchwarden is voluntary and no payment is made for that appointment. The pay scales of all employees are set against a matrix of the different roles which has been benchmarked and is kept regularly up to date. The employees pay is reviewed annually by the Trustees and a cost of living rise applied as appropriate.

Parochial Church Council (PCC)

Members of the PCC who are also trustees for the purposes of Charity Law and who served during the year and up to the date of the report are set out below:

David Atkins		From April 2023
Benjamin Baker	Clergy	
Leonard Browne	Chair, Clergy	
Patrick Burke		
Adrian Collings	Deanery Synod	
Anthony Collins		
Katherine Collins	Warden	
Michael Down	Deanery & Diocesan Synod	Until June 2023
Andrew Ferrari		
Richard Harrison	Deanery Synod	From April 2023
David Harvey	Treasurer	
Geoffrey Heyes		
Joanne Jennings	Clergy	
Caroline Jones		Until February 2023
Kathy Lee-Cole		
Brian Nganwa		From April 2023
Mark Poyner		From April 2023
Peter Pretlove	Deanery Synod	
Marian Pretlove	Deanery Synod (until April 23)	
Hannah Reed	Secretary	
Darren Richards		From April to July 2023
Ruth Smith		
Jonathan Tattersall	Clergy	
Karen Thomas		From April 2023
Philip Varley	Warden	
James Whitehouse	Deanery/Diocesan Synod & Vice-Chair	
Ronald Wicken	Deanery Synod	From April 2023
Mark Witheridge		From April 2023

St John's Church, Harborne, Birmingham

Risk Management and Safeguarding

A risk register is in place covering the major activities of Church life and we have 2 safeguarding officers in place supported by a member of staff. All appropriate policies are in place ensuring the safeguarding of children and vulnerable adults. The required levels of checks and training are undertaken for everyone involved with leadership and all complete the necessary training.

Fundraising

During the last 2 years all of our committed giving has come from members of the Church and legacies from former members. The Church does not hold any public appeals for funds. Within the Church there is usually a financial appeal each year in the autumn. We have not been subject to any undertaking to be bound by a voluntary standard as that does not apply and there are no activities to monitor. The internal financial appeal is to the whole Church but no individuals are followed up in any way and no pressure is applied to individuals to contribute and so any vulnerable people are protected. The details of individual donations are only known by the Gift Aid Secretary and the Hon Treasurer with the Trustees and staff only being given summary reports of income. The Church does not use any professional fundraisers.

Financial Review for 2023 and 2022

The principal funding for St John's comes from giving by church members and the main financial highlights for the year are set out below.

2023 - General Fund - Income and Expenditure (k = £000s)

The overall deficit for the year after funds transfer of £12k to cover the uninsured loss of repairing the damaged floor in part of the new hall was £18k. This was significantly lower than expected.

The overall income decreased from £767k in 2022 to £719k reflecting the effect of people going to St Mary's and other moves following the lifting of restrictions. Charitable income rose £8k whilst donations and gifts reduced by £72k.

The costs decreased year on year by £67k as part of a planned reduction in expenditure due to the expected reduction in income. Most activities saw either a reduction or similar costs year on year with the exception of the energy costs which increased by £31k. The final cost of the replacement of part of the upstairs flooring and air handling unit was £42k with £27k being included in the 2022 accounts and the final balance of £15k included in 2023.

2022 - General Fund - Income and Expenditure (k = £000s)

The overall deficit for the year after funds transfer of £27k to cover the post balance sheet event of an uninsured loss was £9k which following the move of people to St Mary's in Bearwood as part of the revitalisation project during the year was significantly better than expected.

St John's Church, Harborne, Birmingham

The income increased to £780k from £767k in 2021 due to the reintroduction of various ministries following the lifting of restrictions. Charitable income rose £13k whilst donations and gifts remained virtually the same at £762k due in part to a legacy of £10.6k and a grant from the Archbishops council of £9.2k towards fuel costs.

The costs increased year on year by £96k partly reflecting the reintroduction of children and young people's activities early in 2022 of £15k a PCC gift of £14k to Link to Hope for Ukraine and increased building related costs of £64k. This included provision for the post balance sheet event of an uninsured loss for the replacement of part of the upstairs flooring of £27k, higher fuel costs and replacement of the air handling unit.

2023 - Restricted Funds (Note 12 Church Funds)

Bridge Building – Costs of £1.4k on the Community Café, Warm Rooms and recovery ministry leaving a closing balance of £3.6k.

Resurrection Church – The financial support for the Church in Beirut was £20k.

Worship Fund – Closing balance of £8k unchanged from 2022 with no expenditure during the year.

2022 - Restricted Funds (Note 12 Church Funds)

Bridge Building – A donation of £5k received in 2022 towards the costs of the various initiatives.

Resurrection Church – The financial support for the Church in Beirut was £20k.

Worship Fund – A spend of £7k on new musical instruments leaving a closing balance of £8k.

2023 - Designated Funds (Note 12 Church Funds)

Housing Fund – The current 3 properties are all included at fair value of £1,056K which is an increase of £18K from the position at the end of 2022. The market value of the property on Milford Copse has, after taking advice and the Crossway have been left unchanged whilst the 36% investment in Ducklington increased by £18k in line with the lowest estimate of current value. The Trustees believe that this is a fair reflection of the income that would be derived from any sale.

Legacy Funds – A closing balance of £181K showing a reduction of £12k following the transfer to the general fund to cover the remaining costs of the major repairs.

2022 - Designated Funds (Note 12 Church Funds)

Housing Fund – The current 3 properties are all included at fair value of £1,038K which is an increase of £99K from the position at the end of 2021. The market value of the property on Milford Copse has, after taking advice, been left unchanged whilst the Crossway has been increased by £75k and the 36% investment in Ducklington increased by £24k. The Trustees believe that this is a fair reflection of the income that would be derived from any sale.

St John's Church, Harborne, Birmingham

Building For Mission – The fund has now closed and has a zero balance at the end of 2022. During the year the final contractual commitment in the payment of the retention monies was completed. The remaining balance, given towards the tithe, was used as gifts to other organisations. A full analysis of tithe payments from the Building for Mission fund is shown in note 8.

Legacy Funds – A closing balance of £193K. Two Thirds of a legacy received in 2021 £180K plus £40K received in 2020 were held in a fund at the beginning of 2022. As a post balance sheet event a total of £27k has been transferred to the general fund to cover the uninsured repair costs to the flooring on the 1st floor. Part of the other legacy is to be used during 2023 to pay for a debt support manager.

Reserves Policy - The policy of the PCC is to distribute its reserves in accordance with mission of the Church of England while ensuring that there are sufficient funds to cover cash flow requirements relating to committed expenditure.

At the end of 2023, the PCC held a total cash fund of £437k (2022 £547k) and the overall unrestricted fund for the Charity was £1.5m (2022 £1.5m). Net current assets were £461k and (2022 £493k)

General Fund - There was a positive balance on the general fund of £269k (£287k 2022) against a policy reserve requirement of holding no less than £125k.

Fixed assets in the designated property housing fund had a closing fair value of £1,056k (£1,038k 2022).

The policy of holding no less than £125K has been based on the need to have sufficient in hand to pay salaries and cover other commitments for a minimum of 3 months. There is an opportunity to borrow against the properties owned by the PCC at 2 Milford Copse & 77-79 Vivian Road and in extreme circumstances this could be called upon. Almost all the charitable income comes from the members of the Church and so any reduction is immediately apparent and steps can be taken to either increase income or reduce costs as appropriate. The PCC therefore consider the current target of £125K is entirely appropriate.

Global Partner Support and grant making policy

The purpose of Global Partner Support (GPS) is to resource mission to extend Jesus' Kingdom outside Harborne (*'resourcing mission to reach the world'*) and is part of the whole mission of the Church.

The objectives of Global Partner Support (GPS) are: -

- To promote interest in local and global mission.
- To contribute to equipping members of St John's for mission.
- To support and nurture people as together we seek to discern God's calling on their lives.
- To develop, maintain and apply appropriate policies for the selection and support of candidates, projects and agencies.
- To support our mission partners.
- To coordinate prayer for our mission partners and projects.

St John's Church, Harborne, Birmingham

- To review supported projects.
- To manage GPS budget.

GPS is an executive body working under the direction of the PCC. Their financial role is to distribute the budget allocated to the GPS in accordance with agreed guidelines and within a framework presented to and approved by the PCC. Typically the monies are used to support mission at home and overseas through grants made to individuals and organisations that normally have some association with St John's. In addition, the GPS teams bring this missionary work to life within the congregation through arranging vocation days, prayer and contributing to services focused on mission and the missionary links that are supported.

Plans for the future

The current plans for the future ministry of St John's are affordable. Cash flow will continue to be monitored and action taken as required ensuring the financial wellbeing of the Church.

We continue to ascertain how we reach out to the community around us and continue to grow the outward focus of the Church. There are many activities which God has blessed at St John's over the years.

We are seeking the Holy Spirit's guidance to discover how our existing ministries will continue to develop. The launch of Bridge Building activities occurred in 2022 with the aim to reach out to the community in new ways without losing old connections. The 4 bridge building task groups put forward plans as to how we develop new ministries in areas of Wellbeing, Social Justice and Transformation, Hospitality and Creative Arts. Further activities will be launched as and when we are able.

We also need to hear God's call to pray for labourers to be sent to the harvest especially where some supporters are no longer able to serve in the ministries which will continue and expand.

Our incumbent and Chairman Rev Leonard Browne retires early in 2024 and so as we enter a period of vacancy the trustees will be compiling a parish profile as we look to recruit a new person during the year ahead. In the meantime the Trustees are also focussing on the other actions we have been pursuing as we look to the future and continue to listen to God for direction.

Since the previous 5-year Mission Plan of 2017, in God's grace we have seen significant fruit – including our renewed and extended building, our first church plant in over 30 years, and our Bridge-Building ministries underway. We would also have loved to see more of our aspirations turn into reality. Our 5 -year plan helps us to focus on the things that we believe God is calling us to in the days ahead, as we combine some of our unfinished business with new emphases. All the details and emphases of our Vision and Values Statements (found on our website) remain in place. What follows simply sets out the things that God seems to be calling us to focus on in the coming days.

St John's Church, Harborne, Birmingham

Building on all that God has been doing in and through us we are praying for and working towards becoming a church that evermore has "a heart for God, our city, and the nations"

Our simple strap line mission statement encapsulates who we are and what we're called to. Below are a number of the goals we have prayerfully set, which are based on the focussed aims that follow.

In this 5 year period we plan to aim towards:

1. Another church plant.
2. Growth: 100 new Christians; 120 new members of small groups; and everyone serving in at least one ministry within or beyond St John's.
3. More cultural diversity in our leadership.
4. Regular teaching on culturally relevant issues.
5. Regular teaching and small group material on Discipleship and Freedom issues.
6. At least two ministries from each Bridge-Building ministry area fully established.
7. More Worship Leaders; and encouragement of small group worship life.

In summary:

Build our community

Be more outward looking

Win more people for Christ

Be a resourcing and training church

Have a welcoming presence on the High Street in Harborne

Going Concern & Future Uncertainties

1 – Impact of Church revitalisation project

a. The Trustees are carefully monitoring the current situation and the financial implications of having undertaken the revitalisation project at St Mary's Bearwood which has resulted in an expected reduction in income from Church members in 2022 and 2023 as they have made the move to St Mary's. Income is being monitored closely and the general fund cost budget for the year ahead has been set at a reasonable level.

2. - **Other** - The Trustees are satisfied that St John's has adequate resources to continue to operate as a going concern for the foreseeable future and have prepared the financial statements on that basis. The Trustees are not aware of any material uncertainties that will affect the charity's ability to continue.

St John's Church, Harborne, Birmingham

Reference and Administrative Information

Charity Name The Parochial Church Council of the Ecclesiastical Parish of St John the Baptist, Harborne (St John's Church, Harborne)

Charity Registration Number 1132862

Principal Office and Registered Address St John's Church
High Street, Harborne
Birmingham, B17 9PT

Solicitors

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

Primary Bankers

Lloyds Bank PLC
PO Box 1000
Andover
BX1 1LT

Independent Examiner

Helen Blundell
Crowe UK LLP
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Secondary Bankers: CAF Bank LTD, 25 Kings Hill Avenue, West Malling, Kent ME19 4JQ

Trustees' (PCC) responsibilities statement

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities

St John's Church, Harborne, Birmingham

(Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Examiners for 2024

Helen Blundell of Crowe UK LLP has also expressed their willingness to continue in office and will be proposed for re-appointment at the Annual Parochial Church Meeting on 24th April 2024.

Approved by the PCC on 25th March 2024 and signed on its behalf by:



James Whitehouse
PCC Interim Chairman



Mr David Harvey
PCC Treasurer

St John's Church, Harborne, Birmingham

**INDEPENDENT EXAMINERS' REPORT TO THE
MEMBERS OF THE PAROCHIAL CHURCH COUNCIL OF ST JOHN'S CHURCH,
HARBORNE**

I report to the Charity Trustees on my examination of the accounts of the charity for the year ended 31 December 2023 which are set out on pages 13 to 27.

Responsibilities and basis of report

As the Charity's Trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

I confirm that I am qualified to undertake the examination because I am member of the Institute of Chartered Accountant in England and Wales.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

Signed: *Helen Blundell*

Name: **Helen Blundell LLB FCA FCIE DChA**

Member of the Institute of Chartered Accountants in England and Wales

Crowe UK LLP
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Date: 26 March 2024

St John's Church, Harborne, Birmingham

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

Statement of Financial Activities

31st December 2023		Restricted funds	Unrestricted funds		Total funds 2023 £
			General Fund	Designated Fund	
		£	£	£	
<u>Income and endowments from:</u>					
	Note				
Donations and legacies	2	19,833	691,040		710,873
Charitable activities	4		25,192		25,192
Investments	3		3,013		3,013
Total income		19,833	719,245	0	739,078
<u>Expenditure on:</u>					
Charitable activities	4	21,275	749,563	0	770,838
Total expenditure		21,275	749,563	0	770,838
Net income/(expenditure) before revaluation		(1,442)	(30,318)	0	(31,760)
Net gains/losses on revaluation of investments	9			18,000	18,000
Net income/(expenditure)		(1,442)	(30,318)	18,000	(13,760)
Transfers between funds			12,210	(12,210)	0
Net Movement in funds		(1,442)	(18,108)	5,790	(13,760)
Reconciliation of funds					
Total Funds brought forward		13,250	286,865	1,231,095	1,531,210
Total funds carried forward		11,808	268,757	1,236,885	1,517,450

The notes on pages 18 to 27 form part of these accounts. There were no recognised gains and losses for 2023 other than those included in the Statement of Financial Activities.
All income and expenditure relates to continuing operations.

St John's Church, Harborne, Birmingham

Statement of Financial Activities

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2022

31st December 2022		<u>Restricted funds</u>	<u>Unrestricted funds</u>		<u>Total funds</u>
			General Fund	Designated Fund	
		£	£	£	£
<u>Income and endowments from:</u>					
	Note				
Donations and legacies	2	25,040	762,536	136,367	923,943
Charitable activities	4		17,158		17,158
Investments	3		341		341
Total income		25,040	780,035	136,367	941,443
<u>Expenditure on:</u>					
Charitable activities	4	27,246	816,442	387,604	1,231,291
Total expenditure		27,246	816,442	387,604	1,231,291
Net income/(expenditure) before revaluation		(2,206)	(36,407)	(251,236)	(289,849)
Net gains/losses on revaluation of investments	9			24,000	24,000
Net income/(expenditure)		(2,206)	(36,407)	(227,236)	(265,849)
Transfers between funds			27,382	(27,382)	
Gains/(losses) on revaluation of fixed assets	9			75,000	75,000
Net Movement in funds		(2,206)	(9,025)	(179,618)	(190,849)
Reconciliation of funds					
Total Funds brought forward		15,456	295,890	1,410,713	1,722,059
Total funds carried forward		13,250	286,865	1,231,095	1,531,210

The notes on pages 18 to 27 form part of these accounts. There were no recognised gains and losses for 2022 other than those included in the Statement of Financial Activities.

All income and expenditure relates to continuing operations.

St John's Church, Harborne, Birmingham

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

Balance Sheet


31st December 2023

	Note	Restricted funds	Unrestricted funds		Total funds 2023 £
		£	General Fund £	Designated Fund £	
Fixed Assets:					
Tangible Assets	9			835,000	835,000
Investment Properties	9			221,000	221,000
Total fixed assets				1,056,000	1,056,000
Current Assets					
Debtors	10	1,044	45,720	0	46,764
Cash at bank and in hand		14,022	242,381	180,885	437,288
Total current assets		15,066	288,101	180,885	484,052
Liabilities					
Creditors: Amounts falling due within one year					
Creditors and accrued charges	11	(3,258)	(19,344)	0	(22,602)
Net Current Assets		11,808	268,757	180,885	461,450
Creditors: Amounts falling due after one year					
		0	0	0	0
Total Assets less Liabilities		11,808	268,757	1,236,885	1,517,450

The funds of the charity

Restricted funds	12	11,808			11,808
Unrestricted funds	12		268,757		268,757
Designated	12			1,236,885	1,236,885
Total funds	1,9,12	11,808	268,757	1,236,885	1,517,450

Approved by the PCC on 25th March 2024 and signed on its behalf by:


 James Whitehouse
 Interim Chairman:

St John's Church, Harborne, Birmingham

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2022

Balance Sheet

31st December 2022

	Note	<u>Restricted funds</u>	<u>Unrestricted funds</u>		<u>Total funds</u> <u>2022</u> £
		£	General Fund £	Designated Fund £	
Fixed Assets:					
Tangible Assets	9			835,000	835,000
Investment Properties	9			203,000	203,000
Total fixed assets				1,038,000	1,038,000
Current Assets					
Debtors	10	909	53,856	5,439	60,204
Cash at bank and in hand		14,494	290,533	241,566	546,593
Total current assets		15,403	344,389	247,005	606,797
Liabilities					
Creditors: Amounts falling due within one year					
Creditors and accrued charges	11	(2,153)	(57,524)	(53,910)	(113,587)
Net Current Assets		13,250	286,865	193,095	493,210
Creditors: Amounts falling due after one year					
		0	0	0	0
Total Assets less Current Liabilities	12	13,250	286,865	1,231,095	1,531,210
The funds of the charity					
Restricted funds	1,9,12	13,250			13,250
Unrestricted funds			286,865		286,865
Designated				1,231,095	1,231,095
Total funds		13,250	286,865	1,231,095	1,531,210

St John's Church, Harborne, Birmingham

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

Statement of cash flows

	Total Funds 2023 £	Total Funds 2022 £
Cash flows from operating activities		
Net cash provided by (used in) operating activities	(112,318)	(159,702)
Cash flows from investing activities		
Dividends, interest & rents from investments	3,013	341
Net cash provided by (used in) investing activities	3,013	341
Cash flows from financing activities		
Borrowing repayments		(20,200)
Net cash provided by (used in) financing activities	0	(20,200)
Net cash provided by (used in) all sources	(109,305)	(179,561)
Change in cash and cash equivalents in the reporting period	(109,305)	(179,561)
Cash and cash equivalents at the beginning of the reporting period	546,593	726,154
Cash and cash equivalents at the end of the reporting period	437,288	546,593

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/expenditure for the reporting period	(31,760)	(289,849)
Adjustments for:		
Dividends, interest & rents from investments	(3,013)	(341)
(Increase)/decrease in debtors	13,440	38,286
Increase/(decrease) in creditors	(90,985)	92,202
Net cash provided by (used in) operating activities	(112,318)	(159,702)

Analysis of cash and cash equivalents

Cash in hand	437,288	546,593
Total cash and cash equivalents	437,288	546,593

Analysis of Changes in Net Debt

Year Ending 31 December 2023	Start of Year	Cash Flows	New Finance Leases	Other Non cash Changes	At year End
Cash	546,593	(109,305)			437,288
Total	546,593	(109,305)	0	0	437,288

Analysis of Changes in Net Debt

Year Ending 31 December 2022	Start of Year	Cash Flows	New Finance Leases	Other Non cash Changes	At year End
Cash	726,155	(179,562)			546,593
Loans falling due in 1 year	(17,200)	17,200			0
Loans falling due after more than 1 year	(3,000)	3,000			0
Total	705,955	(159,362)	0	0	546,593

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

Note 1: Accounting policies for the year ended 31st December 2023

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS) FRS 102 and current Church Accounting Regulations.

The financial statements have been prepared to give a "true and fair" view and have departed from the Charities (Accounts and Reports) regulation 2008 only to the extent required to provide a "true and fair" view. This departure has involved following the Charities SORP FRS 102 published in October 2019 rather than the Accounting and Reporting by Charities Statement of Recommended Practice effective from the 1st April 2005 which has since been withdrawn.

The financial statements have been prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the Charity and rounded to the nearest £ which may result in some rounding differences.

The Charity constitutes a public benefit entity as defined by FRS102 and is registered as a Charity in England and Wales. Its principal office is St John's Church, High Street, Harborne, Birmingham, B17 9PT.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(a) Funds

Unrestricted funds

Represent general funds which can be used for PCC ordinary purposes. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds – Represent:

- (a) Income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest; and
- (b) Donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given.

Any balance remaining unspent at the end of the year must be carried forward as a balance of that fund.

(b) Income

Voluntary income and capital sources

Planned giving and donations receivable under gift aid is recognised only when received.

Note 1: Accounting policies for the year ended 31st December 2023 (continued)

Income tax recoverable on gift aid donations is recognised when the income is recognised.

Collections are recognised when received by or on behalf of the PCC.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is probable.

Income pledged towards the Building for Mission project along with any associated gift aid is recognised as soon as the PCC is notified of the pledge.

c. Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred.

Church activities

The Diocesan common fund is accounted for when paid. Any amounts unpaid at 31 December are provided for in these accounts as a constructive (though not a legal) obligation and is shown as a creditor in the Balance Sheet. Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity comprise both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

The delivery of our public benefit of free public worship open to all is dependent on us having the necessary buildings to be able to deliver that benefit therefore the allocation of the costs relating to the Church, Crossway and Clergy housing has been allocated as a direct cost.

Grants and donations made by Global Partner Support and PCC

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding obligation on the PCC.

Operating Leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the term of the lease.

Pension Scheme – Auto Enrolment

Employees are enrolled in a defined contribution pension scheme and the employer's contribution of 3% is paid monthly to the Birmingham Diocese who administers the scheme.

Holiday Pay Accruals

The annual holiday period runs from the 1st January to the 31st December each year (same as financial reporting period) and annual leave is expected to be taken during

St John's Church, Harborne, Birmingham

Note 1: Accounting policies for the year ended 31st December 2023 (continued)

the year on a "take it or lose it" basis. Normally any remaining at the year-end would be only a few days and therefore considered insignificant but an accrual has been included in 2022 and 2023.

(d) Fixed Assets

Consecrated land and buildings and movable church furnishings

Consecrated and beneficed property is excluded from the financial statements by s.10 (2) (a) of the Charities Act 2011.

No value is placed on movable church furnishings held by the Church Wardens on special trust for the Parochial Church Council and which require a faculty for disposal since the Parochial Church Council considers this to be inalienable property.

All expenditure incurred during the year on consecrated or beneficed buildings and movable church furnishings, whether maintenance or improvement, is written off as expenditure in the Statement of Financial Activities.

Freehold land and buildings used for charitable purposes & investment properties

The properties held by the Birmingham Diocese Trustee (BDT) as custodian trustees on behalf of the Charity (as Parochial Church Councils are not allowed by law to own property outright) are revalued from time to time as necessary and have been included in the balance sheet at estimated fair value. This is with the exception of the Church Hall, which is attached to the Church, where the building and approximately 617 square yards of land is owned by the PCC which has no value as the building and land cannot be separated from the consecrated Church and therefore no possibility of any money being realised through a sale.

(e) Current assets

Amounts owing to the Parochial Church Council at 31 December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectable. Short term deposits include cash held on deposit at the bank.

(f) Going concern

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the Charity to be able to continue as a going concern.

(g) Judgements and key sources of estimation uncertainty

In applying the accounting policies the Trustees are required to consider judgements made and key sources of estimation uncertainty which might have a significant effect on the amounts recognised in the financial statements or impact on the carrying amounts of assets and liabilities within the next financial year.

These include estimations of the fair value of fixed asset investment properties and tangible fixed asset properties.

St John's Church, Harborne, Birmingham

Notes

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

2 Donations & Legacies - 2023

	<u>Restricted funds</u>	<u>Unrestricted funds</u>		<u>Total funds</u> 2023
		General Fund	Designated Fund	
Committed Giving		537,375		537,375
Taxation refund		113,595		113,595
		650,970		650,970
Collections & gifts	19,833	19,226		39,059
Room Hire		8,583		8,583
Legacies		3,000		3,000
Grants		250		250
Net Fees to the PCC for weddings / funerals		1,511		1,511
Diocese Housing Allowance		7,500		7,500
	19,833	691,040	0	710,873

Note: Restricted Funds			
Collections & gifts	Resurrection Church		19,833
			<u>19,833</u>

2 Donations & Legacies - Prior Year - 2022

	<u>Restricted funds</u>	<u>Unrestricted funds</u>		<u>Total funds</u> 2022
		General Fund	Designated Fund	
Committed Giving		576,327		576,327
Taxation refund		125,792		125,792
		702,119		702,119
Collections & gifts	25,040	26,689	136,367	188,096
Room Hire		3,225		3,225
Legacies		10,589		10,589
Grants		9,245		9,245
Net Fees to the PCC for weddings / funerals		3,169		3,169
Diocese Housing Allowance		7,500		7,500
	25,040	762,536	136,367	923,943

Note: Restricted Funds			
Collections & gifts	Resurrection Church		20,040
Gift	Bridgebuilding		<u>5,000</u>
			<u>25,040</u>
Note: Designated Funds			
Collections & gifts	Building For Mission		<u>136,367</u>

3 Investment income

	General Fund 2023	General Fund 2022
Bank Interest	3,013	341
	<u>3,013</u>	<u>341</u>

St John's Church, Harborne, Birmingham

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

4 Charitable activities - 2023		Restricted funds Costs	General Costs	Designated Costs	Designated Income	General Income	2023 Net £
Direct Costs							
	6		104,796				104,796
	7		131,286				131,286
	8		179,064				179,064
			22,581			20,991	1,590
		1,443	9,233			4,201	6,475
	9	19,833	6,277				26,110
			10,785				10,785
			105,680				105,680
Total Direct Costs		21,275	569,703	0		25,192	565,786
Support costs							
	8		118,138				118,138
			22,749				22,749
			5,234				5,234
			31,675				31,675
			2,064				2,064
Sub Total Support costs		0	179,860	0			179,860
Total Support		0	179,860	0		0	179,860
Total Charitable Activities		21,275	749,563	0		25,192	745,646

Income for the Youth and Children is received through weekends away, Youth Club, Christmas Tour and Toddlers. Income for Mission, Ministry, Pastoral work is received through Alpha, Way In, Marriage Preparation, Students, Women's Ministry and Prime Time/work with older people.

Note: Restricted Funds
Mission - Bridgebuilding
PCC gifts - Resurrection Church
Service - Worship Fund

4 Charitable activities - 2022		Restricted Costs	General Costs	Designated Costs	Designated Income	General Income	2022 Net £
Direct Costs							
	6		154,284				154,284
	7		134,399				134,399
	8		166,177				166,177
			19,220			15,668	3,552
			9,109			1,490	7,619
	9	20,040	17,402	306,460			343,902
		7,206	13,181				20,387
			103,726				103,726
Total Direct Costs		27,246	617,499	306,460		17,158	934,047
Support costs							
	8		135,944				135,944
			28,343				28,343
			5,134				5,134
			27,917				27,917
			1,604				1,604
Sub Total Support costs			198,943	0			198,943
Building for Mission - Build				81,144			81,144
Total Support		0	198,943	81,144		0	280,087
Total Charitable Activities		27,246	816,442	387,604		17,158	1,214,133

Income for the Youth and Children is received through weekends away, Youth Club, Christmas Tour and Toddlers. Income for Mission, Ministry, Pastoral work is received through Alpha, Way In, Marriage Preparation, Students, Women's Ministry and Prime Time/work with older people. All reduced due to restrictions.

Note: Restricted Funds
PCC gifts - Resurrection Church
Service - Worship Fund

Designated costs all relate to Building for Mission

St John's Church, Harborne, Birmingham

Note

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

5 Diocesan Common Fund

The Diocesan Common Fund is the payment made by St John's to the Birmingham Diocese of the Church of England. The Diocese pays the salaries, pension and national Insurance contributions for the clergy working at St John's and provides a vicarage for the incumbent but does not provide housing for the associate vicar. The Church is paid a monthly allowance towards the cost of providing a house for the Associate Vicar.

The balance of the payment goes towards supporting the costs of other ministries and clergy in the wider Diocese.

6 Global Partner Support (GPS) - 2023

The grants paid by the GPS Management Team in 2023 totalled £131,286

	No of Grants	Grants to organisations	Grants to individuals	2023 Total
Overseas mission	5	26,054	17,368	43,422
UK mission	13	57,046	10,910	67,956
Specific projects and Organisations	8	19,908		19,908
Total expenditure		103,008	28,278	131,286

Grants over £5,000 paid in the year to agencies:

Agape	18152	for their work in the UK
Chaplaincy Plus	7616	for their work with the business community in Birmingham
Church Missionary Society	8684	for their work in Pakistan
Friends International	8104	for their work with International Students
Operation Mobilisation	12454	for their work in Birmingham and South Africa
The Good Pot	8686	for their work in Africa

Other grants were made to Pastors in Lebanon and Peru. In the UK, grants were made to Bible Reading Fellowship, CPAS, International Nepal Fellowship, Pioneers UK, Restore and SouthGate Family Church.

6 Global Partner Support (GPS) - 2022

The grants paid by the GPS Management Team in 2022 totalled £134,399

	No of Grants	Grants to organisations	Grants to individuals	2022 Total
Overseas mission	5	24,816	18,294	43,110
UK mission	13	60,853	11,001	71,854
Specific projects and Organisations	10	18,435		18,435
Short term	1	1,000		1,000
Miscellaneous				
Total expenditure		105,104	29,295	134,399

Grants over £5,000 paid in the year to agencies:

Agape	17,292	for their work in the UK
Chaplaincy Plus	7,616	for their work with the business community in Birmingham
Church Missionary Society	8,272	for their work in Pakistan
Friends International	7,720	for their work with International Students
Operation Mobilisation	15,812	for their work in Birmingham and South Africa
Wycliffe Bible Translators	6,040	for their work in Africa

Other grants were made to Pastors in Lebanon and Peru. In the UK, grants were made to Betel, Bible Reading Fellowship, CPAS, Global Connections, International Nepal Fellowship, Pioneers UK, Restore and SouthGate Family Church.

St John's Church, Harborne, Birmingham

Note

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

7 Staff costs & clergy allowances- 2023

	Direct Costs £	Support Costs £	2023 Total £
Gross wages & salaries	154,301	113,953	268,254
Employers National Insurance/SMP	10,547	618	11,165
Pension - Employers Contribution	4,132	3,337	7,469
Expenses/ allowances & Clergy Costs	3,489	229	3,718
Staff Training	6,596		6,596
Totals	179,064	118,138	297,202

Employers Pension Contribution - 3%

No employee earned £60,000 per annum or more.

The average number of employees in 2023 was 11 people with 11 in post at 31 December, and year end FTE of 7.4.

Note: The salaries for Revd L Browne, J Tattersall, B Baker & J Jennings are all paid by Birmingham Diocese

7 Staff costs & clergy allowances- 2022

	Direct Costs £	Support Costs £	2022 Total £
Gross wages & salaries	141,676	124,370	266,046
Employers National Insurance	12,175	7,158	19,333
Pension - Employers Contribution	3,821	3,485	7,305
Expenses/allowances & Clergy Costs	3,300	932	4,232
Staff Training	5,205		5,205
Totals	166,177	135,944	302,121

Employers Pension Contribution - 3%

No employee earned £60,000 per annum or more.

The average number of employees in 2022 was 11 people with 11 in post at 31 December, and year end FTE of 8.6.

Note: The salaries for Revd L Browne, J Tattersall, B Baker & J Jennings are all paid by Birmingham Diocese

8 PCC Gifts

	2023 £	2022 £
The following gifts were made:		
General Fund		
Birmingham City Mission	775	613
Restore	775	613
Link to Hope for Ukraine		13,833
DEC Turkey/Syria Earthquake	3100	
Quinton & Oldbury Foodbank	1,512	1,963
Other	115	380
Restricted Fund		
Resurrection Church	19,833	20,040
Designated Fund - Building for Mission (BFM)		
Resurrection Church		36,910
Betel UK		53,910
St Mary's Church Bearwood		53,910
Mercy Ships		53,910
International Nepal Fellowship		53,910
Southgate Church		53,910
Total	26,110	343,902

St John's Church, Harborne, Birmingham

Note

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

9 Housing fund

Properties

St John's are currently Management Trustees for three properties:

1. The property at 77-79 Vivian Road is used for Charitable purposes by The Crossway for ministry within the parish
2. 2 Milford Copse is used for Charitable purposes to provide housing for the Associate Vicar.
3. In 2010 the PCC purchased a 36% share in No 59 Witney Road, Ducklington, Oxford.

Consecrated and benefice property is excluded from the accounts by s.10 (2)(a) of the Charities Act 2011.

Valuations in the Balance Sheet

1. The properties that are used to provide support for the ministry of the Church are recognised in the accounts at fair value
2. The properties that are held as an investment and where a beneficial share is held, are recognised in the accounts at their estimated current fair value which is equivalent to an estimate of market value.

A summary of the housing fund and its movements are as follows:

<u>Housing fund</u>	2023	2022
	£	£
Opening value of Housing fund	1,038,000	939,000
Revaluation of No. 2 Milford Copse, Harborne		
Revaluation of No 59 Witney Road, Ducklington	18,000	24,000
Revaluation of No 77-79 Vivian Road		75,000
Closing value of Housing fund	<u>1,056,000</u>	<u>1,038,000</u>

Summary of Fixed Assets

Asset			
77-79 Vivian Road	Fair Value	250,000	250,000
2 Milford Copse, Harborne	Fair Value	585,000	585,000

Investment Properties

59 Witney Road, Ducklington	Fair Value	221,000	203,000
Total Fixed Assets		<u>1,056,000</u>	<u>1,038,000</u>

The Trustees consider that this represents the fair value at 31 December 2023

St John's Church, Harborne, Birmingham

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

Note

10 Debtors and Prepayments	2023	2022
	£	£
Debtors and prepayments - General Fund	14,605	14,250
Debtors Pledged income & Gift Aid - Building for Mission		1,250
Gift Aid Due - Restricted	1,044	910
Gift Aid Due - Designated		4,189
Gift Aid Due - General	31,115	39,605
	46,764	60,204

11 Creditors, accrued charges & Deferred Income	2023	2022
	£	£
Accruals and Sundry creditors - General Fund	18,722	30,142
Uninsured Loss confirmed post year end - Floor Repair General		27,382
Accruals and Sundry creditors - Building for Mission		53,910
Deferred Income - All Funds	2,354	450
Accruals & Sundry Creditors - Restricted Fund	1,526	1,703
	22,602	113,587

12 Church funds

Summary Of Funds

Restricted funds

The restricted fund represents 3 items:

1. Donations made which are restricted to be applied in support of the Resurrection Church in Beirut.
2. A gift for the Bridgebuilding outreach
3. The worship fund is a gift from the New English Orchestra on the closure of the charity

2023 Restricted	Balance B/F	Income	Costs	Net
Worship Fund	8,250			8,250
Bridgebuilding	5,000		1,442	3,558
Resurrection Church		19,833	19,833	0
Total	13,250	19,833	21,275	11,808

2022 Restricted	Balance B/F	Income	Costs	Net
Worship Fund	15,456		7,206	8,250
Bridgebuilding		5,000		5,000
Resurrection Church		20,040	20,040	0
Total	15,456	25,040	27,246	13,250

Designated Funds

Designated funds are set aside from and form part of the general fund. Whilst currently being used for housing, the Building For Mission Fund and recent legacies any surplus or unrequired money will be transferred back in to the General Fund as necessary.

2023 Designated	Balance B/F	Income	Transfers	Costs	Revaluation	Net
Legacy Funds	193,095		(12,210)			180,885
Housing	1,038,000				18,000	1,056,000
Total	1,231,095	0	(12,210)	0	18,000	1,236,885

2022 Designated	Balance B/F	Income	Transfers	Costs	Revaluation	Net
Building For Mission	251,236	136,368		387,604		0
Legacy Funds	220,477		(27,382)			193,095
Housing	939,000				99,000	1,038,000
Total	1,410,713	136,368	(27,382)	387,604	99,000	1,231,095

General Fund

The general fund represents the accumulated difference between income and expenditure over the history of the church, excluding any money given for specific causes which is held as a designated or restricted fund as appropriate.

The money held in the general fund is unrestricted and undesignated and is used for the running costs of the church. Typically, the value of this fund at any one point in time represents only a few months expenditure and St John's is reliant on ongoing committed giving to support the continued work of the church.

2023 General Fund	Balance B/F	Income	Transfers	Costs	Net
Total	286,865	719,245	12,210	749,563	268,757

2022 General Fund	Balance B/F	Income	Transfers	Costs	Net
Total	295,890	780,035	27,382	816,442	286,865

St John's Church, Harborne, Birmingham

Note

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 2023

13 Other Financial Commitments

- a. At 31st December 2023 the charity's total future minimum lease payments under a non-cancellable operating lease for equipment rental are as follows:

5 Year Operating Lease with Automated Systems Group Ltd commenced 2023

		Paid	Future
Year 1	ƒ	2023	1,882
Year 2	ƒ	2024	1,882
Year 3	ƒ	2025	1,882
Year 4	ƒ	2026	1,882
Year 5	ƒ	2027	1,882
			<u>1,882</u>
			<u>7,528</u>

14 Related Party Transactions

Income

Total donations given to the Charity by the Trustees and related parties is as follows:

2023 Giving by Trustees	54,771
Giving by Related parties	42,715
Total	97,486
2022 Giving by Trustees	116,753
Giving by Related parties	24,110
Total	140,863

Note: No donations had any conditions attached to them and therefore did not alter the nature of any of our activities.

Expenditure

No payments were made to anyone for being a Trustee of the Charity

Other payments made to PCC members, their families, or organisations to which they are closely connected are detailed below.

<u>PCC Member</u>	<u>Reason for Payment</u>	<u>Comments</u>	<u>Amount</u> <u>2023</u>	<u>Amount</u> <u>2022</u>	<u>Person</u> <u>Receiving</u> <u>Payment</u>
Rev L Browne	Allowances & expenses	Clergy	495	985	Rev L Browne
Rev J Tattersall	Allowances & expenses	Clergy	1,454	925	Rev J Tattersall
Rev J Jennings	Allowances & expenses	Clergy	154	141	Rev J Jennings
Philip Varley	Salary & Expenses	Trustee & Warden	16,472	22,631	Francis Varley

Note: The salaries for Rev L Browne, J Tattersall, B Baker & J Jennings are all paid by Birmingham Diocese

Payments to Key Management Personnel (Not shown above) and related parties (Excluding Reimbursement of cost of purchasing items for the charity) - Figures include Salary, Expenses, Employers NI and Employers Pension contributions

<u>Name</u>	<u>Dates</u> <u>2023</u>	<u>Amount</u> <u>2023</u>	<u>Amount</u> <u>2022</u>	<u>Person</u> <u>Receiving</u> <u>Payment</u>
Mr S Foster - Operations Manager - Retired March 2023	Jan to March	13,197	53,139	Mr S Foster Employee
Mr S Foster - Operations Manager - Retired March 2023	Full Year	33,425	31,888	Mrs C Foster Employee & Wife of Mr S Foster

No other payments made to Key Management Personnel or Trustees

Conflicts of interest are declared at each meeting of the trustees (PCC), Standing Committee and Global Partner Support executive and conflicted individuals are excluded from the decision making process with regard to salary/expense payments, decisions re Global Partner Support grants, the recruitment process or any other item where a conflict exists.



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