

**The Parish of Birch with Fallowfield  
Holy Innocents Church**

2 Wilbraham Road – Fallowfield – Manchester M14 6JZ  
☎0161 224 0535 [www.holyinnocentsff.org](http://www.holyinnocentsff.org)



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**Sunday March 23<sup>rd</sup> 2025, at 11.30am**

Apologies for absence

**Annual Meeting of Parishioners**

1. Election of Churchwardens

**Annual Parochial Church Meeting**

1. Minutes of the meeting held on Sunday 12<sup>th</sup> May 2024
2. Matters arising
3. Report on changes to the church electoral roll
4. Election of PCC members – 5 vacancies
5. Appointment of independent examiner of the accounts
6. Annual Report on proceedings of the PCC, including financial statements for 2024
  - Annual meeting receives the accounts approved by the PCC
7. Safeguarding update
8. Annual Report on proceedings of Manchester South and Stretford Deanery Synod
9. Warden's Report, including report on fabric, goods and ornaments of the church
10. Rector's Report
11. Closing remarks

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**Minutes of meetings held on Sunday May 12th 2024, starting at 11.30am**

Apologies for absence

Faith Escreet, Jenny Daggars, Lynda Newton, Beryl Newton

In attendance

Alan Clarke (chair), Revd Richard Young, Andrew Gait (clerk), Joanna Gait, Peter Jordan, Judith Clark, Betty Ormrod, Rupert Caesar, Barbara Kinch, Assunta Del Priore, Sue Neesham, Hilary Jones, Stuart Jones, Jane Walker, Bill Godfrey, Sylvia Faith, Helen Aczel, Janet Batsleer, Margaret Beetham, Michael Ainsworth, Alan Clarke, Andrew Dawson, Masoud Lakhaei, Andy Peate, Sarah Peate, Asghar Khodadoost, Reza Shaker Farush

**Annual Meeting of Parishioners**

1. Election of Churchwardens

The purpose of this meeting is to elect two churchwardens. There were two nominations:

- Hilary Jones (nominated by Kurosh Behpouri, seconded by Helen Aczel)
- Alan Clarke (nominated by Peter Jordan, seconded by Lynda Newton)

With no further nominations, Hilary and Alan were elected as the two churchwardens.

**Annual Parochial Church Meeting**

1. Opening remarks

Alan Clarke explained we would take all reports and questions in one go where possible to expedite proceedings.

2. Minutes of the meetings held on Sunday March 19<sup>th</sup> 2023

The minutes were agreed as an accurate reflection of that meeting (proposed Peter Jordan, seconded Bill Godfrey, with all in favour).

3. Matters arising

None.

4. Report on changes to the church electoral roll

There are currently 94 names on the electoral roll after a minor revision where 2 people were removed and 14 were added. There are now 20 (+4 from last year) residents and 74 (+8 from last year) non-residents on the roll.

5. Appointment of independent examiner of the accounts

Hugh Cairns has stepped down as the independent examiner, and a vote of thanks was recorded for the work over the number of years that he has done for us. He has been replaced by Chris Smail

(who helped with Taban's initial accounting). It was agreed that Chris Smail should continue as the independent examiner (proposed by Sue Neesham, seconded by Stuart Jones, with all in favour).

6. Election of PCC members – 3 vacancies

There were 3 nominees:

Stuart Jones (nominated by Kurosh Behpour, seconded by Reza Shaker Farush)

Lynda Newton (nominated by Sue Neesham, seconded by Reza Shaker Farush)

Kaveh Golab (nominated by Andrew Gait, seconded by Andy Peate)

With no further nominations, each of the nominees were duly elected.

A vote of thanks was proposed to Lynda for her work as churchwarden over the last 6 years.

7. Annual Report on proceedings of the PCC, including financial statements for 2023

A written review of the year was tabled; there were no accounts available yet to present; these will be approved by the new PCC at its next meeting.

8. Financial statements to be received by the meeting

As the accounts were not yet approved by the PCC they could not be received by the meeting.

The other reports (the annual report, and those described in the subsequent minutes) were received by the meeting (proposed Hilary Jones, seconded Helen Aczel, with all in favour).

Questions were encouraged to be directed to the author(s) of the reports.

9. Safeguarding: Child Protection Policy & Vulnerable Adults Policy

A written report was presented to the meeting.

10. Annual Report on proceedings of South Manchester and Stretford Deanery Synod

A written report of the South Manchester and Stretford Deanery Synod, and the work of Mission Community 4 was presented to the meeting.

11. Wardens' Report, including report on fabric, goods and ornaments of the church

Lynda Newton presented a written report.

12. Rector's Report

Richard Young presented a written report.

Q: What is happening with chairs / flooring?

A: This will hopefully be approved at the first PCC meeting that takes place in a few weeks. A faculty has been approved for the flooring in the main part of church and we are hopeful that one will be forthcoming for the flooring in the sanctuary as well.

The meeting ended at 11.50am with the Grace.

**Holy Innocents Church, 2 Wilbraham Road, Fallowfield, Manchester M14 6JZ**

Annual Report and  
**Financial Statements of the**  
**Parochial Church Council of Birch with Fallowfield**  
for the Year Ended 31 December 2024

Incumbent  
The Revd R M Young (from April 24<sup>th</sup> 2018)  
c/o 2 Wilbraham Road  
Fallowfield  
Manchester

Bank  
NatWest Bank  
699 Wilmslow Road  
Didsbury  
Manchester  
M20 6NW

Central Board of Finance  
80 Cheapside  
London

Independent Examiner  
Mr C Smail

**Annual Report on the proceedings of the Parochial Church Council  
and activities of the Parish**

*Membership of the Parochial Church Council*

The maximum number of elected lay representatives on the PCC is currently nine: each serves for three years, three retire at each APCM, and elections are held to fill the vacancies. We also elected two Deanery Synod representatives at the 2023 APCM to serve until 2026.

Incumbent	The Revd Richard Young		From April 24 <sup>th</sup> 2018
Associate Priest	The Revd Jane Walker		From June 24 <sup>th</sup> 2019
Wardens	Alan Clarke	Lay Chair	From APCM 2021
	Hilary Jones		From APCM 2024
	Lynda Newton		To APCM 2024

Representatives on the Deanery Synod	Jenny Daggors	Mission community rep	From APCM 2023 until 2026
	Reza Shekar Farush		From APCM 2023 until 2026
PCC Members	Lynda Newton		From APCM 2024 until 2027
	Stuart Jones		From APCM 2024 until 2027
	Kaveh Golab		From APCM 2024 until 2027
	Andrew Gait	PCC Secretary	From APCM 2023 until 2026
	Jack Young	Treasurer	From APCM 2023 until 2025**
	Sue Neesham		From APCM 2023 until 2025***
	Janet Batsleer		From APCM 2022 until 2025
	Barbara Kinch		From APCM 2022 until 2025
	William Godfrey		From APCM 2023 until 2025*
	<i>Assunta del Priore</i>		<i>From APCM 2021 until 2024</i>
	<i>Kaveh Golab</i>		<i>From APCM 2021 until 2024</i>
	<i>Hilary Jones</i>		<i>From APCM 2021 until 2024</i>

\* It was agreed at the first PCC meeting of 2023-24 that Bill would serve a 2-year term to ensure three members step down each APCM.

\*\* Resigned, 07/02/25

\*\*\* Resigned, 18/02/25

### ***Committees and working groups***

The standing committee is required by the Church Representation Rules. Other committees and working groups are appointed by the PCC for the purpose of various branches of church work in the parish. Members of the PCC lead the working groups but members of the congregation who are not members of the PCC are welcome to join the groups.

#### *Standing committee:*

This committee has power to transact the business of the Council between its meetings, subject to directions given by the full Council.

#### *Building committee:*

This group takes responsibility for looking after all aspects of the maintenance and development of the church building.

#### *Education and Learning Committee*

The Committee is responsible for organising educational courses and other events or meetings as appropriate. It has also taken under its wing the Quiet Place meetings on Thursdays and the Simple Quiet Days.

#### *Music/Worship/Liturgy:*

This group takes responsibility for the musical life and direction of the church, considering how to enrich and extend our current musical traditions and repertoire.

### ***Church attendance***

The average weekly attendance at the Sung Eucharist for Sundays was 70.

### ***Review of the year***

The Revd Richard Young continued as our Rector, supported by Revd Jane Walker, Revd Canon Michael Ainsworth, Revd Canon Alma Servant and Revd Janina Ainsworth.

Sunday Services continued to be live-streamed for those who were not able to attend in person.

At the moment, we have no organised provision for children, as there are very few who attend services. Resources and activities for children who attend can be provided, and children are invited to take part in suitable ministries as appropriate.

Midweek Eucharists continued to take place on Mondays and Thursdays.

The full PCC met five times during the year with a mean average attendance of 80% (range 60-93%).

Discussion at the PCC during the year included decisions on work that is ongoing relating to the furniture and flooring within the main part of the church, as well as how we may plan to heat the building in the future, with the possibility of replacing the boilers with solar panels and heat pumps. There were also discussions around safeguarding and stewarding our financial resources.

We continue to be involved with our local Mission Community alongside other like-minded local churches and continue to attend South Manchester & Stretford Deanery Synod meetings. A joint service on Ascension Day took place at St Paul's Withington.

Close links continue with St James' School with members of the congregation serving on the Governing Body of the Community Federation of Saints (St James, and St Philips, Hulme).

The PCC agreed to continue funding for choral scholarships for the academic year 2024-25. Currently we have six choral scholars who support us on a regular basis, one of whom conducts, and other singers in Manchester who we occasionally use as deputies.

We ran a poetry group throughout the year, and local history lectures on immigration into Manchester in Autumn 2024. The church continues to support Peace and Justice campaigns, including supporting asylum seekers, Christian Aid, and Fairtrade.

Taban, the charity founded by church members in 2020 with support from the Diocese, continues to grow and extend its reach. A second worker was recruited due to grants received from the Benefact Trust and the National Lottery Community Fund. Having worked from Holy Innocents for a number of years, the charity workers are now based in Luther King House in the parish.

A Romanian orthodox congregation continue to use the building on Sunday afternoons and Wednesday evenings, as well as for special services at (Orthodox) Christmas and Easter.

The Alteri choir continue to use our building for their regular rehearsals. Orchestras and musical societies continue to regularly use the building for concerts.

In Lent our giving supported Friends of Platt Fields, and in Advent we donated to the work of Water Aid.

The church continued to receive income from the mobile phone mast installation.

*Andrew Gait,  
PCC Secretary,  
March 2025*

**Parochial Church Council of Birch with Fallowfield**  
**For the year ended 31 December 2024**  
**Statement of financial activities**

Account	Unassigned	Restricted	Endowment	Total	Prior Year Total
<b>Income</b>					
Planned Giving	23,940			23,940	28,067
Other Giving	2,762			2,762	201
Gifts - Designated	5,000			5,000	2,263
Tax recoverable on Gift Aid	7,746			7,746	7,279
Other funds generated	440			440	3,345
VAT Refund					17,838
Cellnex income	5,238			5,238	5,238
Occasional lettings	3,525			3,525	6,282
Romanians	6,375			6,375	6,600
Income for 3rd Parties	750			750	717
Investment Income	6,603	87		6,690	6,079
<b>Total</b>	<b>62,379</b>	<b>87</b>		<b>62,466</b>	<b>83,909</b>
<b>Expenditure</b>					
St James School	240			240	225
Parish share	24,200			24,200	22,000
Insurance	6,034			6,034	5,860
Utilities	10,302			10,302	9,720
Music	8,671			8,671	7,674
General Running Costs	7,459			7,459	3,107
Maintenance and repairs	2,956	87		3,043	2,147
Gardening	1,440			1,440	1,320
Major building projects	12,493			12,493	7,738
Grants paid out	550			550	2,552
Events	1,035			1,035	
<b>Total</b>	<b>75,380</b>	<b>87</b>		<b>75,467</b>	<b>62,343</b>
<b>Surplus / (Deficit) for year</b>	<b>(13,001)</b>			<b>(13,001)</b>	<b>21,566</b>
<b>Other Income</b>					
Gain/Loss on Assets	6,520	2,578	1,818	10,916	17,624
<b>Net movement in funds</b>	<b>(6,481)</b>	<b>2,578</b>	<b>1,818</b>	<b>(2,085)</b>	<b>39,190</b>
Total funds brought forward as previously stated	192,345	49,934	76,334	318,613	279,420
Adjustment to accruals basis	(4,704)	120	2	(4,582)	(4,580)
Total funds brought forward as restated	187,641	50,054	76,336	314,031	274,840
<b>Total funds carried forward</b>	<b>181,160</b>	<b>52,632</b>	<b>78,154</b>	<b>311,946</b>	<b>314,030</b>

**Parochial Church Council of Birch with Fallowfield**  
**For the year ended 31 December 2024**  
**Balance Sheet**

Account	Unassigned	Restricted	Endowment	Total	Prior Year Total
<b>Fixed assets</b>					
Investments	135,149	52,632	78,154	265,935	255,019
<b>Current assets</b>					
Trade Debtors	80			80	
<b>Cash at Bank</b>					
Current Account	26,462			26,462	39,829
Deposit Account	23,216			23,216	22,044
<b>Total Cash at Bank</b>	<b>49,678</b>			<b>49,678</b>	<b>61,873</b>
<b>Total Current assets</b>	<b>49,758</b>			<b>49,758</b>	<b>61,873</b>
<b>Current liabilities</b>					
<b>Debtors</b>					
Parish share (paid January)	3,747			3,747	2,862
	3,747			3,747	2,862
<b>Total net assets</b>	<b>181,160</b>	<b>52,632</b>	<b>78,154</b>	<b>311,946</b>	<b>314,030</b>
<b>Funds of the Charity</b>	<b>181,160</b>	<b>52,632</b>	<b>78,154</b>	<b>311,946</b>	<b>314,030</b>

Signed on behalf of all the trustees:-

Signature	Print Name	Date of approval
		18 March 2025



**Parochial Church Council of Birch with Fallowfield**  
**For the year ended 31 December 2024**  
**Charity Funds**

Fund names	Fund balances brought forward	Income	Expenditure	Transfers	Gains and losses	Fund balances carried forward	Description
	£	£	£	£	£	£	
<b>Endowment Funds</b>							Funds, the capital of which must be maintained; only the income arising from the investment of the endowments may be used.
Miss D Atkins Curate Fund	69,699	-	-	-	1,674	71,373	A bequest, the income is for general purposes and is credited to the General Fund.
Miss Maude Yeardye Fund	6,307	-	-	-	144	6,451	A bequest, the income is to maintain the church building.
Lancaster Road Fund	330	-	-	-	-	330	A bequest, the income is for general purposes and is credited to the General Fund.
<b>Total Endowment Funds</b>	<b>76,336</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,818</b>	<b>78,154</b>	
<b>Restricted Funds</b>							Funds received by the PCC with a specific restriction on their future use.
Youth Centre Charity Investment Fund	35,420	-	-	-	1,801	37,221	Funds arising from disposal of assets the capital to be used in future for similar work, but the income is for general purposes and is credited to the General Fund.
Holy Innocents School Fund	14,634	-	-	-	777	15,411	
Miss Maude Yeardye Income Fund		47	- 47		-		Income from the Miss Maude Yeardye Fund restricted to the maintenance of the church building.
<b>Total Restricted Funds</b>	<b>50,054</b>	<b>47</b>	<b>- 47</b>	<b>-</b>	<b>2,578</b>	<b>52,632</b>	
<b>General Fund</b>	<b>187,641</b>	<b>62,332</b>	<b>- 75,333</b>	<b>-</b>	<b>6,520</b>	<b>181,160</b>	The funds of the PCC that are not subject to any restrictions regarding their use, available for the general purposes of the PCC.
	-	-	-	-	-	-	
<b>Total Funds</b>	<b>314,031</b>	<b>62,379</b>	<b>- 75,380</b>	<b>-</b>	<b>10,916</b>	<b>311,946</b>	

**Parochial Church Council of Birch with Fallowfield**  
**Annual accounts for the year ended 31 December 2024**  
**Accounting Policies**

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

**Basis of preparation**

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102", applying Section **1A** of that Standard.

**Restatement of Funds**

In prior years the accounts were prepared on a receipts and payments basis with no allowance for outstanding debtors and creditors. This year they have been prepared on an accruals basis making allowance for outstanding debtors and creditors.

**Fund accounting**

The following are the categories of funds maintained:

**Endowment Funds**

Funds, the capital of which must be maintained; only the income arising from the investment of the endowments may be used

**Restricted funds**

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

**Unrestricted funds**

Unrestricted funds consist of General and Designated funds.

General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.

**Income**

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

**Expenditure**

The costs of each activity are separately accumulated and disclosed and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured.

**Investments**

Investment funds are included at valuation

**Debtors**

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Cash at bank and in hand**

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

**Taxation and deferred taxation**

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

# Independent Examiner's Report

## Independent Examiners Report to the members of Birch with Fallowfield PCC

I report on the financial statements of Birch with Fallowfield PCC ("the charity") for the year ended 31 December 2024 consisting of the attached Statement of Financial Activities and Balance Sheet.

### Respective Responsibilities of the PCC and the Independent Examiner

The PCC are the charity's trustees and as such are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

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

### Basis of Independent Examiner's report

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

### Independent Examiner's statement

In connection with my examination no matter has come to my attention, apart from the matter mentioned above:

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



Chris Smail FCA DChA  
2 Bamford Grove, Didsbury, M20 2FF

19 March 2025

# Birch with Fallowfield Safeguarding Report

## February 2025

We follow the House of Bishops' Safeguarding policy. The policy statements were reviewed by the PCC at the meeting on 18/2/25 . Safeguarding information including contact details for the P.S.C. are displayed on the church web site, a church near you and on the noticeboard. These have been updated in accordance with diocesan advice. We also display details for ChildLine and Silver Lines.

During this year the diocese has introduced a new system of parish dashboards. This helps the PCC to keep track of safeguarding requirements making sure that we are up to date with local and national requirements. The dashboard has three levels. We have completed the first two and are now working towards completing the third level.

There has been one safeguarding issue this last year which is being monitored.

As a general reminder anyone with any concerns about safeguarding should speak to the Rector or Parish Safeguarding Co-ordinator who will then follow the recommended diocesan procedures. In no circumstances should a member of congregation question anyone independently as this can affect further actions.

Lynda Newton

Safeguarding Co-ordinator

February 2025

## **Wardens' Report for the year 2024.**

The wardens would like to begin this report by quoting the wisdom of Asghar Khodadoust: *"if everyone works together, we can do it all between us"*.

We would like to thank him for this thought. It may sound simple, but it is profound.

Our current rota shows that 45 people take a regular part in supporting the worship in church. Some of those 45 people carry out at least four ministries. This means that although some Sundays or feast days might be busy, there should be gaps where everyone gets to have a peaceful Sunday being part of the congregation.

We know that over the past year, our congregation has been quite fluid. People have come along, been part of the community for a while, and then been moved on, often due to circumstances beyond their control. One Sunday you sign up for a coffee team, the next you're living in Blackburn....

At one time, coffee and tea was needed for a fairly small number of people. Now the numbers are quite big, and a team of three is needed each time to staff the teapots! Not to mention loading the dishwashers. It is a ministry appreciated by many people, especially if they have travelled a long time to get here. We have had some positive suggestions as to how this might be made less intensive and are investigating (Health and Safety First!)

Over last year, we were able to re-order the toilet and kitchen areas, to make them more flexible and accessible. A team of volunteers combined with professionals to repaint the area and move a few things around. The new Utility Room has made life much easier for cleaning and maintenance. The new back kitchen sink involves less bending!

Recycling, upcycling and re-purposing are all part of the pattern of maintenance and improvement. We are fortunate to have a wealth of 'bits and pieces' that suddenly become the solution to a particular situation and then move on to a different role.

One of our concerns as wardens is that in the same way that pieces of furniture can move around and change roles and use, so we would like to think that the people in this church community can move around within activities and ministries and take on new roles. Both of us carry out other roles and ministries that are not part of being warden: being in the sanctuary team or the choir are incidental. It is true that there are some aspects of this church's ministry where being able to exert influence as warden is useful, for example in our work with those in particular need.

To take Asghar's wisdom on a step or two, if every task or role in church has at least two people who know how to do it, and everyone who takes on a role knows who they can ask for support or to help them out, then we are, as they say, sorted. There are some tasks and ministries that can only be done in church, and obviously those need to be organised in advance, but there are others that can be done from home. We are looking at a way of outlining little tasks, to see if there are ways that they can be shared out, so that more and more of us can work together to be the busy, thriving, prayerful and welcoming church we try to be.

The Terrier and Inventory have been checked and are, as ever, available for perusal. Our thanks as wardens go to Richard, to Jane, and to Michael, Alma and Jan for their care and their priestly ministries amongst us, and to all who contribute to the life, mission and worship of this parish in any way.

And thank you again, to Asghar, for reminding us.

***Alan Clarke, Hilary Jones, March 2025.***

## Rector's Report 2025

These reports (and this is my 7th!) are a chance to look both back and forward.

Looking back, it has been a good year. I feel an atmosphere of warmth and hopefulness in our Sunday worship, as we enjoy music, quiet and prayer. We continue to benefit from having a large and diverse clergy team and richly talented musicians. And that positive atmosphere extends to our second series of history lectures and our wonderful poetry evenings.

Many join us for a time and move on, and I am struck by the depth of affection of those who come back to visit.

This year we have also seen our plans turn into new carpeting and a beautiful new sanctuary floor. New chairs and new sanctuary furniture will follow. We have made other less prominent improvements to decoration, plumbing and drains. Our building is in good shape. And it is being used more, notably by community groups.

These improvements and all our running costs are funded in part by legacies from those who have gone on ahead, and by the continued generosity of those of you who are able to give financially. Thank you.

Thank you to our wardens, my clergy and PCC colleagues, Andy and the choir, sides people, readers, intercessors, translators, coffee and tea makers, cleaners, tidiers and all those who give generously of their time in ways I don't notice.

Thank you also to Jack, who stood down as treasurer. His role has been shared out among several people, with Suzanne taking on the largest part, running our new cloud-based accounting system.

Looking forward to the year ahead, we hope to make progress with our zero-carbon heating plans. It will also be good to see the old rectory site turned into new flats and we hope that the developer, Khalid Din will resurface the path and car park.

I am also looking forward to a parish day together – please talk to me about your hopes for this.

As a PCC, we will be reviewing our governance and looking at succession planning. The structures through which we organise ourselves and take decisions should, I believe adapt to our changing community – and to our distinctive culture.

Finally, I want to mention our charity, Taban. It has been a year of progress, as we took on our second worker, Homeira, and doubled the number of people we help each month. Then in January we were saddened by Mojgan's decision to move on: Her passion and care have shaped Taban and its reputation. We have responded by recruiting two new workers, Shabnan and Daniel (part-time). We have ambitious plans for the year ahead.

With my best wishes and prayers,

Richard