

St James, Oddingley

**HADZOR with ODDINGLEY and TIBBERTON  
PAROCHIAL CHURCH COUNCIL**

(Comprising the parish churches of St James, Oddingley  
and St Peter ad Vincula, Tibberton)

**Annual Report and Accounts**

**31 December 2025**



St Peter ad Vincula, Tibberton

## REPORT AND ACCOUNTS – 31 DECEMBER 2025

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## **2025 ANNUAL REPORT and ACCOUNTS of HADZOR with ODDINGLEY and TIBBERTON PAROCHIAL CHURCH COUNCIL ("PCC")**

The PCC is pleased to present its report and accounts for 2025.

### **1 Our purpose**

Our purpose as individuals and congregations is the manifestation of our shared Christian faith. The PCC has the responsibility of co-operating with the incumbent, Rev Richard Sandland, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also responsible for the maintenance of the church buildings in Oddingley and Tibberton.

### **2 Objectives and activities**

Towards achieving our purpose, the PCC undertakes a number of activities with the objective of enabling as many people as possible to worship in our churches and to become part of our parish communities. Our services and worship put faith into practice through prayer and scripture, music and sacrament. When planning our activities we bear in mind the Charity Commission's requirements re public benefit.

Our activities include:

#### *Worship, Prayer and Study*

Services of public worship, and prayer and study groups to learn about the Gospel and develop knowledge of and trust in Jesus.

#### *Pastoral Care*

Welcoming and supporting those coming to us for baptisms, marriages and funerals.  
Keeping our churches always open for private solitude, prayer, relaxation and refuge.  
Provision of spiritual support for people living in the parish.

#### *Mission and Evangelism*

Providing a variety of worship formats and special services to suit different circumstances.  
Actively engaging with Tibberton First School staff, children and their parents and representation on the Board of Governors.  
A programme of social events.

#### *Ecumenical Relationships*

Co-operation with the other churches in the Bowbrook Benefice and with the wider Church.  
Giving financial and other support to carefully selected charities, both in the UK and overseas.

To enable the foregoing, it is important that we maintain the fabric of our two churches.

The churches are important to people living in the area and seek to serve the community. Details of church activities can be found in the Bowbrook News magazine, on the churches' websites, ([www.oddingleychurch.org](http://www.oddingleychurch.org) and [www.tibbertonchurch.org](http://www.tibbertonchurch.org)), on church and village notice boards and are distributed by email.

Each church continues to be managed on a day-to-day basis largely by its Local Church Council ("LCC") subject to supervision by the PCC through representation, the receipt of their minutes and a report on their activities presented to the PCC at its meetings.

### **3 Achievements and performance**

The PCC met on three occasions during the year. In addition, rather than convene a meeting simply for one urgent matter, a number of resolutions were addressed and approved digitally and recorded in the Minute Book.

The Annual Parochial Church Meeting, which is open to all residents whether regular worshippers or not, was held on 3 June 2025 and was attended by a number of parishioners in addition to PCC members. The 2024 Annual Report and Accounts were presented. Dr Tobias Thornes (*retiring Lay Chairman*) did not seek re-election and at the immediately following PCC meeting, the other officers were re-elected for another year.

This is an appropriate place to say "Thank you" to all those who lead our services and those who provide our music, as well as the many volunteers and contractors who keep everything running smoothly behind the scenes or look after our fabric and chatels, so that our churches are vibrant and lively and the buildings and churchyards have a 'cared for' appearance. Our thanks go also to the invaluable Bowbrook Group Administrator who sources ministers to lead services, prints and distributes the rotas, is involved with the administration of baptisms, weddings and funerals, often as first point of contact, and helps in the production of the Benefice magazine, the Bowbrook News. She also produces service booklets and purchases essential supplies such as the elements for communion, the bread and the wine.

Worship in the parish is planned by the incumbent and ministerial team, with consideration of the wishes of the individual church membership, as appropriate. The services in the parish have continued on a regular monthly pattern with at least one service each Sunday and shared services resulting in a welcome companionship between members of the two congregations.

The facilities offered by the new(ish) Tibberton Village Hall are ideal for both fundraising and other social events and for meetings of the PCC. Its 'neutrality' means that our social etc events attract and give us the opportunity to strengthen the relationship between the Church and the local community. Monthly "nights out" in a local hostelry and regular "Drop-in coffee mornings" in local homes also increase our contact with neighbours who, otherwise, would not be touched by the church.

#### **4 Reports from the Local Church Councils**

##### **St Peter ad Vincula, Tibberton**

The Tibberton Local Church Council met four times during the year.

In carrying out the principal activities set out above, we held services on 31 Sundays during 2025. On Sundays when no service was held in Tibberton we joined forces either with Oddingley or at joint services for the whole Benefice. We encourage younger members of the village by marking the special festivals with school services held in the Church and these were at Easter, Rogation, Harvest and Christmas. In addition to formal worship the church is open daily for private prayer and meditation.

Our pastoral care found expression in the support for the families and friends of Jack Joseph McCombe who was baptised on 3rd August, Penelope Bionda Roche on 28th September; and Leo William and Otis Ray Bryant on 30th November, and of Douglas William Dowdeswell who was buried on the 16th April and of Elizabeth Olwyn Thomas whose ashes were interred on the 22nd December. There were no weddings in 2025.

Tibberton Church of England School has an ethos and character of values rooted in Christian teachings together with strong community ties. Local Clergy, Foundation Governors and members of the church community play a central role in curriculum planning, collective worship, weekly 'Open the Book' assemblies and visits to the church for services and religious education. The school is successfully working towards THE CHURCH OF ENGLAND PARTNERSHIP AWARD which celebrates the strong relationship between school and church.

For the church to continue to function the building needs ongoing maintenance. Fundraising events enable us to cover some of the maintenance costs but it is a constant cause of concern. In 2025 we held a Beetle Drive, Harvest Lunch, Quiz Night, Carol Singing Evening and Christmas Draw, which between them contributed over £3,400 to the funds. Monthly coffee mornings are another good source of income (£600) and also give parishioners, not all of whom are churchgoers, a chance to gather socially.

The combining of services with the Oddingley congregation has been mutually enjoyable and beneficial, and has contributed to an increase in average Sunday attendance from 12 to 15 for 'normal', i.e. non-festival services. The pattern of venues currently is the first and third Sundays are at Tibberton, the second at Oddingley and the fourth alternates between the two. Our Sunday morning congregation comprises an aging population and we would like to attract some younger members.

Discussion regarding the provision of a toilet and the kitchen renovation continues and further plans are developing. The crucial work on the porch is awaiting the appropriate form being completed, with more up to date costings and then ratification by the Diocese.

### **St James, Oddingley**

#### *Services and Ministry*

Without a recognisable centre, the population of the village is spread over scattered clusters of homes with few in the vicinity of the church, so our regular worshippers all have to travel. Sadly, this number has decreased over recent years so that we are now just a few endeavouring to maintain a much-loved church. However, we greatly value and enjoy our partnership with the Tibberton congregation and the shared worship and fellowship. We pray that God will show us new approaches to the current challenges so we can preserve the special qualities that are felt by all who spend time here. The greater attendance at special times such as Christmas and Harvest and the way in which families return to mark the important milestones in their lives, indicate that the church continues to be valued by a wider community than those who form the small, regular congregation. Our Visitors' Book is witness to the many who appreciate something special that they find here and return. Whenever possible, we follow up connections and embrace all opportunities to offer welcome and support to individuals or families, so that, although we have limited resources with which to organise social or fundraising events, we can offer inclusion within our Christian community in this way.

During the last year we identified various people who might appreciate pastoral visits from the Rector. These have taken place and this approach will be continued.

We are grateful for the ministry of our Rector and of Rev Sue Pollard and also, more recently, Rev Paula Honniball. Last year we also benefitted from other ministers who gave their time to lead our services, thus allowing a full pattern of worship. The services of our organist, Des George, add value to our worship and we are grateful for this. Our sincere thanks go to them all.

Our monthly pattern of services last year was first Sunday Holy Communion at Tibberton, second Matins or Holy Communion, third Evensong and fourth Holy Communion alternating with Tibberton. Full details are on the websites, in Bowbrook News and on noticeboards. In addition, special services during the year were the Burial of Ashes of Dr Angela Hamer on 11 February, a Service of Blessing on 31 May for Rachel and Matt prior to their wedding, the Funeral and Burial of Kenneth Richards on 28 July and the Renewal of Vows of Darren and Karen on 2 August.

An especially happy event was the Ordination of one of our congregation in the Cathedral – Tobias Thornes, who had grown up in our parish.

In general we feel that the response to the pattern of worship that we have been able to provide has been positive and the balance of spiritual, sacramental, social and pastoral content appreciated. Our greatest hope is that our numbers could increase: this would give us opportunity to address so many more issues to safeguard our future. In the meantime we will work to preserve all that is so good at St James in the service of Our Lord.

#### *Fabric and Maintenance*

In February Mark Carter and Olivia Sparks from the Diocesan Buildings Team visited to advise us regarding issues either identified in the last Quinquennial Inspection or raised by the LCC. To start the process of assessing and programming work identified we appointed a Project Manager. A drains inspection has been carried out and a Structural Engineer has surveyed the church and churchyard. From this a schedule of prioritised works has been drawn up.

All regular checks and maintenance have been carried out covering, for example, electrical testing, the organ, fire extinguishers etc. The churchyard grass and surrounding hedges are maintained by contractors, and memorial stones have been inspected to identify any that need to be reset.

We are also investigating the possibility and practicality of installing much needed toilet facilities at the church and have received an advisory report from the Diocese which is being studied.

We cannot deny that, with our dwindling numbers, it is a struggle to do everything that we would like but we are constantly encouraged by new contacts, regular visitors and appreciative messages left in our Visitors' Book.

## 5 Deanery Synod

The Pershore and Evesham Deanery brings together more than 60 churches in the local region with the stated aim "To enable the people and the churches of Pershore and Evesham Deanery to fulfil their faith and discipleship according to their talents, so that together, we may grow as Kingdom People."

The Deanery Synod met twice in 2025 and a range of broad issues were discussed, such as Eco Church progress, Ministry Share updates, the effect of the efforts to double the number of children and young people attending worship from 2019 and initiatives to engage with new housing in this part of the Diocese. Our Deanery is to receive the largest number of new houses in the Diocese including several thousand in the new development of Wychavon Town near Worcestershire Parkway railway station.

By the end of 2025 two churches had received an Eco Church Silver Award (including Oddingley); 6 churches a Bronze Award and 17 others were registered on the Eco Church scheme (including Tibberton). There were still 39 churches yet to register. The CoFE has an overall target of net zero by 2030. There is still a long way to go.

## 6 A word from the Rector

Two years!

Well, I guess it was inevitable, but it does seem to have come around very quickly. It barely seems any time at all since I was facing the Benefice selection committee in the 'Upper Room' in the Galton Arms.

I mentioned last year that a 'First Post of Responsibility' is regarded as a steep learning curve. Sometime this year I recalled my Training Incumbent, Rev<sup>d</sup> David Ford, describing a FPR as 'feeling like falling off a cliff.' Yes - it does; but such is the nature of the people of the Benefice that I find myself very well helped as I scramble back up.

It's always the people we meet that make life worth living; as Christians, we are buoyed by love, and not necessarily by doctrines; we are held in grace and companionship, and probably not in Diocesan faculties; we gain encouragement through prayer and worship, rather than by Church statistical deadlines. We can get by without many things - except for the love of Christ and how we express it to each other.

Inevitably, in a variety of ways, both events and people come and go, and it seems to me to be a good point now to recall events that we have shared as a Benefice, and people that have given so much to our shared life in Christ in this place.

In my eyes, a major meeting and conversation that we had this year was our consideration of moving towards a Joint Council, as was the Group Council discussion that we had some weeks later. Even as I write, I still don't quite know what is 'the best thing to do' in terms of our future Governance. But the act of making a decision seemed to me to be secondary to the honesty and open-ness of the conversations that we had. Wary of the lack of a model that we might follow should we decide to make this change, we declined to take this step. For me, it was this lack of a tested contextual model - the only 'Joint Council' in the Diocese was between 2 churches who already had links, rather than our 8 churches across 5 Parishes - made it all feel too difficult a step into a certain darkness, and there were (and remain) doubts about the loss of local identity (and financial control) should we take the step. For myself, having just found my way up a cliff, I doubted the wisdom of looking too far over another one quite so soon.

The establishment of a 'Joint Council' may, in the much longer term, be a case of 'not yet' rather than 'never'; but for all of its occasional clunkiness, what we already have is a precious thing. From the Group Council meeting came a determination to seek ways to work together better within the Governance structure that we already have; we need to keep this principle a 'live' one. In terms of a Joint Council, I shall follow the experience of others who might take this step with interest. I was heartened, though, by our discussion, which showed how strong we remain when we prayerfully collaborate, and when generous community comes together.

The elephant in the room is, of course, how we will continue to fill the essential roles within each of our parishes in the future, as the COFE is far from being the only organisation in continual need of volunteers. Each Parish, as Parishes are currently constituted, needs a Church Warden, or Verger; a PSO; a PCC Secretary; a DBS Officer; a Treasurer; PCC/LCC members, not to mention Sidespeople, Deanery Synod members, Electoral Roll officers...its quite a list, and this is only a summary. My thanks go to all who selflessly fulfil these roles, graciously giving their time and skills to ensure that we remain legal and viable - you make my life so much easier.

Speaking of which; this year saw the retirement of Helen Volak, our Parish Administrator. I loved working alongside Helen, and valued her counsel and friendship alongside her effortless administrative skills. May she have a long and joyous retirement; I hope Stef has forgiven me for obliging him to secrecy and, really, subterfuge, over the issue of Helen's farewell presents! Thanks to all who contributed in any way to give her a good send off. As people of God, we are aware of the existence of blessings and Helen is one; but then another came along, and it was with relief that we managed to secure such an excellent successor in that role. Isobel Murphy has taken to it like a virtuoso organist to a restored pedalboard; she is *most* welcome.

Rev<sup>d</sup> Sue Pollard - to whom, as ever, my thanks and appreciation for her friendship and counsel - and I was delighted this year that Rev<sup>d</sup> Paula Honniball felt called to renew her Ordained Ministry amongst us in our Benefice. Paula and I worked together in Bromsgrove Parish, where I served my Curacy; I suspect that we have both been regarded as heretics at sometime or other (although that *might* just have been me?), but my principal memory of Paula when a curate was of a beautiful, affecting and inclusive ministry combined with oodles of laughter. Who would not, then, be delighted to welcome her amongst us? More than that, though, I felt that it was great that on coming into the Benefice, Paula herself felt the sheer strength of the welcome. She ministers differently to me, and to Sue; quite right too - it's good to keep everyone on their toes!

At the turn of the year, in Advent, came the news that our friends Dick and Yuki Johnson had received a quite surprising call from God to extend their ministry on the other side of the world; as I write, Dick is already in Hong Kong, training to take up his role as Port Chaplain in Yokohama, working for the Ministry to Seafarers. We have been lucky to have them amongst us for so long, and we rejoice in God's call that directs them amongst their new people, even if, I think, both Dick and Yuki regard this as God moving in one of his 'mysterious ways.' They go with our love and thanks for all that they have brought to us all. Yuki and I shared many classes when we were training, at The Queens Foundation, in Birmingham; *someone* sitting in Yuki's row in the classroom used to throw sweets at people sitting in my row; although the culprit was never tracked down, I have my suspicions. May God richly bless their new ministry, half a world away, and bless their lives; it's been a privilege to know them both.

'Ministry' is often quite an exclusive term, taken quite wrongly to refer solely to the activities of those who wear clerical collars. I firmly believe in Graham Tomlin's ideas in his book 'The Widening Circle' where a Christian community's ministry is about us *all* being called into Christ, formed into a community of mutual love, and then sent outward to embody God's hospitality in the world. A 'Vicar' is just one part of the circle - the ripples of Christ's love spread out from us all. So to anyone who 'ministers' - Readers, ALMs, musicians, cleaners, treasurers, flower arrangers, coffee and cake makers, setters-up of Services; anyone who does anything in His service, all who contribute to our expression of the knowledge of Christ Jesus in our Benefice, my thanks and prayers are with you all.

The Diocesan Education Team has recently inaugurated the 'Church and School Partnership Award.' This sees a new way in which church and schools can work together; the introduction to the Award says '...when a church and a school have an effective relationship with one another, it can have a tremendous impact on the flourishing of all who come into contact with them.' Paula and I are working with Lynn Ball, from Hanbury School, to start this off in Hanbury very soon; it might be that we extend it to our other schools too. But the works of all of our four schools in nurturing young lives in Christ, continues to go from strength to strength. My thanks to Kirsty and Sara at Himbleton School; to Martina and staff at Crowle; to Rhiannon, Jo and Alex at Tibberton and to Aaron and Lynn at Hanbury for all that they do, and for their endless enthusiasm in a challenging educational environment. Last Christmas it was also a great pleasure to be able to host Crowle Preschool at Crowle church for a short Service with parents too; thanks to Victoria at preschool. These are mustard-seeds that we trust will flourish in future days.

However much we love our Benefice, we must glance outwards.

The Church of England has had, I think, a rather better year - although there are those who say, not without some justification, that it really needed to if it was to survive with any integrity. Our church still struggles with issues of Safeguarding; there are times, I think, when we all have our head in our hands. I was very sad this year to hear the

revelations over Soul Survivor, the charismatic Evangelical church, and the investigation into Mike Pilavachi. When revelations such as this occur, I have just occasionally wondered how it's possible to carry on in the Church of England with any integrity, given these abject failures in Safeguarding; reputationally disastrous, it has felt theologically catastrophic at times too. But my personal experience of our church weighs against these headlines - my experience is that it is 'peopled by wonders'. We all know too, that bad news is far more newsworthy than good news. We pray for our leadership, for wise counsel, for humble reflection, and for genuine repentance - and we pray to see that repentance in public pronouncements, in some evidence of Christ being at the centre of decision-making from Church House, and from General Synod. Finance is important; Christ is more so.

The Church's 'Living in Love and Faith' programme seems, essentially, to have ground to a halt. We recognise deep disagreement within the Church over issues of human sexuality, and communities are invited to explore how to live faithfully and lovingly amid those differences. As things stand, priests can use prayers formally commended for use by our Bishops in December 2023 for a same-sex relationship as part of an existing service; a stand-alone service is not permitted. Bishops will now *not* be proposing the introduction of stand-alone services of blessing for same-sex couples, or removing the ban on clergy entering same-sex civil marriages, at our General Synod in February. Across the UK, I have heard of some clergy teams who are going to ignore this and are going to welcome stand-alone same-sex blessings and possibly marriages, anyway. I know of others who will never countenance doing this in any circumstances, even if it was permitted in Canon Law. I look forward to discussions restarting.

We welcome Rev<sup>d</sup> Sarah Mullally this year as the 106<sup>th</sup> Archbishop of Canterbury. May God bless her work in that challenging role; may she find courage and resilience. In our own Diocese, we give thanks for the arrival of Bishop Hugh, and we also give thanks for the work of Bishop Martin, who has shouldered a heavy burden since Bishop John retired in September 2024. For me, one feeling that has emerged is one of remoteness, both from the wider national church and also from the Diocese when events like the two installations above seem to be taking place in a parallel universe to that of rural ministry and community. It is sometimes difficult not to fall into the trap of regarding the relationship as 'them and us.'

Bishop Hugh will be at Deanery Chapter in May, and no doubt we will see him before then too; his appointment feels like very good news. I wonder if becoming a Bishop is also like 'falling off a cliff'? Luckily, I shall never know!

It has been a good, and blessed year in our Benefice; may we continue to have the courage and generosity to show God's love to all that we meet.

To end with a quote from the late and much-lamented Rachel Held Evans, from her book '*Searching for Sunday: Loving, Leaving, and Finding the Church*;

"...we learned, perhaps the hard way, that church isn't static. It's not a building, or a denomination, or a '501(c)(3) nonprofit organization'. Church is a moment in time when the kingdom of God draws near, when a meal, a story, a song, an apology, and even a failure is made holy by the presence of Jesus among us and within us." Amen, and Amen.

With every blessing

Rev<sup>d</sup> Richard Sandland

*On the Feast of the Presentation, 2026*

## 7 Electoral roll and usual Sunday attendance

The number on the electoral roll reported to the Annual Parochial Church Meeting on 3 June 2025 was 55, unchanged from 2023.

		2025	2024	2023
Oddingley	Average attendance per Sunday	14	14	11
Tibberton	Average attendance per Sunday	20	16	13

## 8 Finance

The PCC would like to express its sincere thanks to the members of both congregations for your continuing support, through your giving, for the witness of our churches and their maintenance and upkeep. As you are aware, the only reason we can pay our bills is through our own efforts, and voluntary income meets about 50% of those costs, so this support is vital; we receive no subsidies or grants from the government or local authority to help us continue representing God's presence in our villages. So, a very big 'Thank you'.

Both our general fund income and expenditure were within £500 of the equivalent amounts in 2024 at £34,091 (2024 - £34,079) and £40,478 (2024 - £40,829) respectively, although the 'mixes' were different.

Voluntary income decreased by £500, comprising of £300 gift aid. £1,300 donations, and a £500 legacy in 2024 was not repeated, offset by a £300 increase in loose collections and a grant from the Ministry Support Fund of £1,300 towards Ministry Share. Fund raising increased by £1,900 principally attributable to a Quiz, £700, and the reinstated Christmas Raffle, £1,000. Interest income was down £1,300 caused by the drifting down of interest rates through the year and a lower average amount on deposit., and fees for weddings and funerals brought in £100 less.

On the expenditure side missionary and charitable giving decreased by £200, Ministry Share by £200 because our previous year's income was a smaller percentage of the Bowbrook Benefice income, church running costs £700, all from lower electricity usage, costs of holding services £100 for organists. These savings were cancelled out by increases in our share of Bowbrook Group costs £600 and maintenance and repairs £300.

The net result of all these transactions in our general (day-to-day) fund was a deficit of £6,887 compared to £6,924 in the previous year. We had budgeted for a deficit closer to £10,000. Our restricted and endowment funds, which can only be spent in specific circumstances, had a combined surplus of £17,816 (2024 - £11,582) the increase being attributable to a legacy of £5,000 which we received.

Our long-term investments suffered a reversal of 2024's appreciation and fell in value by £19,665 as a result of stock market movements. However they still had a market value at the end of the year of £163,000 more than we paid for them, and we are only expecting a small disinvestment in 2026 to help pay for the Tibberton toilet/kitchen project..

At the year end, our total funds carried forward into 2026 were:

	2026	2024	2023	2022	2021
	£	£	£	£	£
General funds (unrestricted)	115,458	122,560	129,354	152,346	160,800
Restricted funds	11,565	4,656	3,498	15,184	16,172
Endowment funds	509,079	517,622	496,298	445,708	494,273
Total funds	£636,102	£644,838	£629,150	£613,238	£671,245

You can see from the steady decline above - General plus Restricted funds - that we have not had enough income to meet our day-to-day bills for a number of years. We can cope with this situation for a while yet, but must seriously consider how the outflow can be arrested. Standing orders for regular giving have a number of benefits to both the giver and the church, but they have one disadvantage: once set up the amount being given is rarely revisited to take account of inflation and other cost pressures on the church or in changes in the circumstances of the donor. To an extent that often applies, too, to freewill offering envelopes although they are more flexible. In the past, churches have held Gift Days when members have come to the church to renew their giving commitment in confidence and/or make a special one-off donation, perhaps being combined with a special service.

For major projects we have to seek grants from outside bodies.

## 9 Reserves

The PCC considers it prudent to have reserves equivalent to six months' expenditure plus the estimated amount required to carry out the maintenance advised in the Quinquennial Inspection Reports (QI) and the estimated cost

of any major work in progress or planned, plus a margin of £5,000 for contingencies, i.e. £40,256. This is on the basis that we are able to secure grant funding to cover the majority of the Tibberton toilet/kitchen project. Our free reserves amounted to £115,458 so, for the time being we have adequate reserves.

### 10 Members of the Parochial Church Council ("PCC") from 1 January 2025 to the date of this report

Rector	Reverend Richard Sandland				
Churchwarden	Mrs Lynne Morton	O	Secretary	SC	
Authorised Lay Minister	Mr Richard Barrett	T			
Elected members	Mrs Frances Campbell	T			2023-2026
	Mrs Lynn Dickens	T	School Governor & Liaison	SC	2024-2027
	Mr John Gearey	O	Treasurer	SC	2023-2026
	Professor John Thornes	O	Deanery Synod representative		2023-2026
	Dr Tobias Thornes	O	Lay Chairman (to 3 June 2025)		2022-2025
	Miss Janet Thomlinson	T			2024-2027
	Mrs Linda Warren	T			2024-2027

Representatives to Bowbrook Group Council  
 to Mrs Frances Campbell  
 Mrs Lynne Morton  
 Mr John Gearey

Key:- O-Oddingley, T-Tibberton, SC-member of the Standing Committee

### 11 Other Officers, Advisers etc.

Electoral roll officer	Mrs Elizabeth Cornelissen
Bankers	Lloyds Bank plc P O Box 1000 BX1 1LT
Independent examiner	David Heywood, B.Sc, ACA Medlar Cottage, Eastbury Manor Court Lower Broadheath Worcestershire WR2 6PB
Architect	Alan A Simcox Dip Arch (Leics), AABC Nick Joyce Architects LLP 5 Barbourne Road Worcester WR1 1RS

### 12 Constitutional Matters.

The parish is in the Pershore & Evesham Deanery in the Diocese of Worcester, and together with four other parishes constitutes the Bowbrook Benefice. There are two churches, St James, Church Lane, Oddingley, Droitwich Spa, WR9 7NE and St Peter ad Vincula, Church Lane, Tibberton, Droitwich Spa, WR9 7NW. The PCC is a corporate body established by The Church of England. It operates under the Parochial Church Council Powers Measure and is a charity, but is currently exempted from registration with the Charity Commission because its annual income is less than £100,000. The method of appointment of PCC members from the electoral roll of the

parish, is set out in the Church Representation Rules. All those who attend our services are encouraged to register on the Electoral Roll so that they can vote at the Annual Parochial Church Meeting or special meetings.

Members of the PCC are management trustees as defined by the Charities Act. This Act and associated legislation requires the PCC to prepare accounts to 31 December each year which give a true and fair view of the financial position of the parish at the end of the financial year and of the financial activities for the year.

The PCC as a legal minimum is responsible for:

- The financial management of the parish;
- The care and maintenance of the churches' fabric and churchyards; and
- The appointment of trustees to any separate trusts connected with the parish.

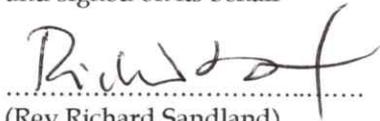
The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, i.e. the duty to have due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults.

### 13 Conclusion

We are thankful to end 2025 in a better place than in January, maybe not financially, but in all our other activities and we continue to pray for the continued provision of the people and other resources needed to maintain and grow the work of the Church in this parish for the years to come. The increasing closeness of our two congregations, each contributing from our respective strengths, will continue to grow and enrich our worship and other joint enterprises. We praise God that under His guidance, this is also proving to be the case in the wider Benefice and is helping to fulfil our missional aims.

We pray that we can remain steadfast in our conviction that God is with us in all the twists and turns of life and maintain our faith in Him to guide us through the coming year.

Approved by the Parochial Church Council  
and signed on its behalf



(Rev Richard Sandland)

22 March 2026

## Independent examiner's report to the trustees of Hadzor with Oddingley and Tibberton Parochial Church Council (PCC)

I report to the trustees on my examination of the accounts of the Hadzor with Oddingley and Tibberton Parochial Church Council (the Trust) for the year ended 31 December 2025 set out on pages 11 to 20.

### **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).

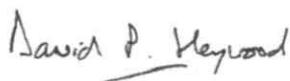
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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 accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

### **Independent examiner's statement**

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

- accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- 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.



David P Heywood, B.Sc ACA  
22 March 2026

Medlar Cottage, Eastbury Manor Court  
Lower Broadheath  
Worcestershire  
WR2 6PB

STATEMENT OF FINANCIAL ACTIVITIES - Year ended 31 December 2025

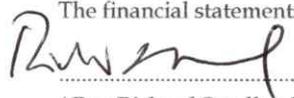
Income	Note	Unrestricted funds	Restricted funds	Endowment funds	Total funds	
		£	£	£	2025 £	2024 £
Voluntary income	2	20,997	5,356		26,353	21,805
Fund raising events	3	4,070	505		4,575	2,299
Income from investments	4	3,968	4,587	10,902	19,457	19,903
Income from church activities	5	5,056			5,056	5,182
<b>Total income</b>		<b>34,091</b>	<b>10,448</b>	<b>10,902</b>	<b>55,441</b>	<b>49,189</b>
<b>Expenditure</b>						
Cost of church activities	6	(40,478)	(4,034)		(44,512)	(44,531)
<b>Net (expenditure) income before transfers</b>		<b>(6,387)</b>	<b>6,414</b>	<b>10,902</b>	<b>10,929</b>	<b>4,658</b>
Transfers between funds		(500)	500		0	0
<b>Net (expenditure) income before investment gains</b>		<b>(6,887)</b>	<b>6,914</b>	<b>10,902</b>	<b>10,929</b>	<b>4,658</b>
Gains (losses) on revaluation of investments	7	(215)	(5)	(19,445)	(19,665)	(19,665)
<b>Net movement in funds</b>		<b>(7,102)</b>	<b>6,909</b>	<b>(8,543)</b>	<b>(8,736)</b>	<b>(15,007)</b>
Fund balances brought forward from previous year		122,560	4,656	517,622	644,838	629,150
<b>Fund balances carried forward to next year</b>		<b>£115,458</b>	<b>£11,565</b>	<b>£509,079</b>	<b>£636,102</b>	<b>£614,143</b>

HADZOR with ODDINGLEY and TIBBERTON PAROCHIAL CHURCH COUNCIL

BALANCE SHEET - 31 December 2025

	Note	Unrestricted funds	Restricted funds	Endowment funds	Total funds	
		£	£	£	2025 £	2024 £
<b>Fixed assets</b>						
Investments	7	5,090	165	466,930	472,185	491,850
<b>Current assets</b>						
Income tax recoverable		1,076			1,076	1,605
Debtors and prepayments		5,016		1,566	6,582	344
Bank, cash and CBF deposit balances		106,314	11,400	40,583	158,297	154,702
		112,406	11,400	42,149	165,955	156,651
<b>Liabilities: amounts falling due within one year</b>						
Accruals for utilities and other costs		(733)			(733)	(967)
Charitable giving provision		(747)			(747)	(1,667)
Other amounts owing		(558)			(558)	(1,029)
		(2,038)			(2,038)	(3,663)
<b>Net current assets</b>		110,368	11,400	42,149	163,917	152,988
<b>Total net assets</b>		£115,458	£11,565	£509,079	£636,102	£644,838
<b>Funds</b>						
Unrestricted	8	115,458			115,458	122,560
Restricted	9		11,565		11,565	4,656
Endowment	10			509,079	509,079	517,622
		£115,458	£11,565	£509,079	£636,102	£644,838

The financial statements were approved by the Parochial Church Council on 22 March 2026

 Chairman  
( Rev Richard Sandland )

## NOTES TO THE ACCOUNTS - 31 December 2025

**1 Accounting policies***(a) Basis of preparation*

The accounts have been prepared in accordance with the Charities Act 2011 and the Church Accounting Regulations 2006, as well as with applicable accounting standards and with the Charities SORP (FRS 102), using, with the exception of investments (which are included at market value), the historical cost convention and the accruals basis; that is, with the exception noted in (b) below, income and expenditure is brought into account in the period to which it relates, which is not necessarily the same period in which it is received or paid.

In order to give a complete picture of the affairs of the parish, these accounts include the transactions, assets and liabilities representing our shares of Bowbrook Group and Bowbrook News.

*(b) Income*

With the exception of gift aid tax recoverable, which is accrued, income is only brought into account when it is received and recorded or legal title exists. For fund raising events the proceeds are accounted for gross with any associated costs (if material) being shown separately.

*(c) Missionary and charitable giving*

Donations are made to other charities of a percentage of the gross income of the General fund and they are accounted for at the earlier of the time of payment or when awarded.

*(d) Tangible fixed assets**Consecrated property and moveable church furnishings*

Consecrated and benefited property of any kind is excluded from the accounts by sections 10 (2) (a) and (c) of the Charities Act 2011.

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for their disposal, are accounted as inalienable property unless consecrated. They are listed in the respective church's Inventory which can be inspected (at any reasonable time). For inalienable property acquired prior to 1 January 2000, there is insufficient cost information available and therefore, such assets are not valued in the accounts. Items acquired since 1 January 2000 and costing more than £1,000 are capitalised.

*Other land and buildings, fixtures, fittings and equipment*

If the cost of an individual item is less than £500 its cost is written off at the time of purchase.

Depreciation is provided so as to write the cost of fixed assets down to their estimated residual value in equal annual instalments at the following rates:

Computers	33 1/3%
Other assets	20%

*(e) Investments*

Fixed asset investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

NOTES TO THE ACCOUNTS - 31 December 2025

*(f) Fund accounting*

*Unrestricted general funds*

The Unrestricted funds can be used in accordance with the charitable objects of the PCC at the discretion of the PCC. In practice, these are the funds we use for day to day expenditure. In addition, funds designated by the PCC for a particular purpose are also unrestricted.

*Designated funds*

These comprise income which the PCC has resolved should be transferred from the Unrestricted fund together with interest on the investments in which these funds are invested. In particular, allocations are made to the Fabric funds from time to time to provide for the cost of the major repairs revealed by Quinquennial Inspections and to enable enhancements to or replacement of consecrated land and buildings and movable church furnishings.

*Restricted funds*

These funds, which arise from grants or donations made for a specific purpose, can only be used for that particular purpose within the objects of the PCC. Restrictions arise when specified by the donor or grantor or where funds are raised for a particular publicised purpose.

Where monies are received towards expenditure on tangible fixed assets then the depreciation applicable to that proportion of the expenditure financed by the restricted fund is charged against that fund.

*Endowment funds*

These comprise:

(i) the following funds the capital of which cannot be spent:

(a) the Fabric Endowment funds which were created by the dissolution of The Tibberton and Oddingley Church Buildings Trust and the distribution of its assets;

(b) the Oddingley Churchyard Endowment Fund, created by a donation of £40,000 with the stipulation that the income from which is to pay for the upkeep of Oddingley churchyard; and

(ii) the ex-Hall proceeds which can be spent for the ecclesiastical purposes of the parish.

HADZOR with ODDINGLEY and TIBBERTON PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS - 31 December 2025

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	
	£	£	£	2025 £	2024 £
<b>2 Voluntary income</b>					
Gift aided	13,060			13,060	13,205
Income tax recoverable thereon	3,265			3,265	3,405
Collections (open plate) at all services	2,686			2,686	2,375
Donations	726	356		1,082	2,320
Grants					
Ministry Support Fund (note 11)	1,260			1,260	0
Benefact Trust	0			0	0
Legacy	0	5,000		5,000	500
	<b>£20,997</b>	<b>£5,356</b>		<b>£26,353</b>	<b>£21,805</b>
<b>3 Fund raising events</b>					
Christmas raffle	992			992	40
Harvest lunch	931			931	815
Beetle Drive	700			700	600
Quiz	652			652	0
Coffee mornings	622			622	500
Lent lunch		434		434	0
Ride and Stride	102			102	103
Carol singing	71	71		142	156
Christingle service				0	50
Summer Fayre				0	35
	<b>£4,070</b>	<b>£505</b>		<b>£4,575</b>	<b>£2,299</b>
<b>4 Income from investments</b>					
CBF Investment Fund dividends	147	4,171	9,349	13,667	13,378
Bank and CBF Deposit interest	3,821	416	1,553	5,790	6,525
	<b>£3,968</b>	<b>£4,587</b>	<b>£10,902</b>	<b>£19,457</b>	<b>£19,903</b>
<b>5 Income from church activities</b>					
Bowbrook News sales and advertising	2,198			2,198	2,178
Wedding and funeral fees	2,858			2,858	3,004
	<b>£5,056</b>			<b>£5,056</b>	<b>£5,182</b>

HADZOR with ODDINGLEY and TIBBERTON PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS - 31 December 2025

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	
	£	£	£	2025 £	2024 £
<b>6 Cost of church activities</b>					
<b>Missionary and charitable giving</b>					
Acorn's Children's Hospice	300			300	250
Children's Society				0	128
DEC Earthquake Appeal				0	218
Droitwich Food Bank	400			400	375
Farmers' Overseas Action Group	300			300	250
Friends of Mengo Hospital (Uganda)	300			300	250
Maggs Day Centre	400	71		471	482
RAF Benevolent Fund				0	120
Royal British Legion	300			300	310
St Richard's Hospice	300			300	250
Ukraine Appeal				0	95
Alzheimers Society		434		434	0
Increase (decrease) in Charitable giving provision	920			(920)	(390)
	1,380	505		1,885	2,338
<b>Ministry</b>					
Ministry share (note 11)	24,137			24,137	24,415
Clergy expenses	665			665	619
	24,802			24,802	25,034
<b>Running costs</b>					
Heat, light and water	2,133			2,133	2,867
Insurance	2,813			2,813	2,736
Group office	559			559	567
	5,505			5,505	6,170
<b>Repairs, replacements &amp; maintenance</b>					
Buildings	0	654		654	282
Furnishings and equipment	358	755		1,113	198
Churchyard		2,120		2,120	2,516
	358	3,529		3,887	2,996
<b>Carried forward</b>	32,045	4,034		36,079	36,538

HADZOR with ODDINGLEY and TIBBERTON PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS - 31 December 2025

	Oddingley £	Tibberton £	Unrestricted funds £	Restricted funds £	Endowment funds £	Total funds	
						2025 £	2024 £
<b>6 Cost of church activities - continued</b>							
<i>Brought forward</i>	17,832	14,213	32,045	4,034		36,079	36,538
<b>Services</b>							
<i>Organists</i>	840	355	1,195			1,195	1,285
<i>Supplies</i>	101	74	175			175	226
			1,370			1,370	1,511
<b>Administration</b>							
<i>Printing, postage and stationery</i>	600	1,457	2,057			2,057	2,253
<i>Bowbrook News - editor's and treasurer's honoraria</i>	58	168	226			226	235
<i>Group administrator</i>	2,086	1,748	3,834			3,834	3,311
<i>Sundries</i>	533	147	946			946	683
			7,063			7,063	6,482
<b>Total cost of church activities</b>	22,050	18,162	£40,478	£4,034		£44,512	£44,531

HADZOR with ODDINGLEY and TIBBERTON PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS - 31 December 2025

	Unrestricted funds £	Restricted funds £	Endowment funds £	Total funds 2024 £
<b>7 Investments</b>				
<i>CBF Church of England Investment Fund</i>				
Market value at 1 January 2025	5,305	170	486,375	491,850
Losses on revaluation	(215)	(5)	(19,445)	(19,665)
<b>Market value at 31 December 2025</b>	<b>£5,090</b>	<b>£165</b>	<b>£466,930</b>	<b>£472,185</b>

The investments originally cost £309,200 (2024 - £309,200)

**8 Summary of fund movements - Unrestricted**

	Oddingley General £	----- Tibberton ----- General £	----- Designated ----- Fabric £		Toilet £
Balances at 1 January 2025	92,767	8,874	12,268		4,404
Income	13,731	17,430	530		145
Expenditure	(18,333)	(13,990)			
Investment gains	(200)		(15)		
Transfers between funds	(3,759)	(2,767)			
<b>Balances at 31 December 2025</b>	<b>£84,206</b>	<b>£9,547</b>	<b>£12,783</b>		<b>£4,549</b>

	Bowbrook Group Designated £	Total £
Balances at 1 January 2025	4,247	122,560
Income	2,255	34,091
Expenditure	(8,155)	(40,478)
Investment gains		(215)
Transfers between funds	6,026	(500)
<b>Balances at 31 December 2025</b>	<b>£4,373</b>	<b>£115,458</b>

HADZOR with ODDINGLEY and TIBBERTON PAROCHIAL CHURCH COUNCIL

NOTES TO THE ACCOUNTS - 31 December 2025

9 Summary of fund movements - Restricted

	Oddingley Fabric £	Tibberton Fabric £	Oddingley Churchyard £	Tibberton Churchyard £	
Balances at 1 January 2025	1,752	1,112	1,161	225	
Income	6,025	1,180	2,360	307	
Expenditure	(714)	(695)	(1,940)	(180)	
Investment revaluation					
Transfers between funds	500				
<b>Balances at 31 December 2025</b>	<b>£7,563</b>	<b>£1,597</b>	<b>£1,581</b>	<b>£352</b>	

	Tibberton Special collections £	Tibberton Toilet £	Total £
Balances at 1 January 2025	0	406	4,656
Income	505	71	10,448
Expenditure	(505)		(4,034)
Investment revaluation		(5)	(5)
Transfers between funds			500
<b>Balances at 31 December 2025</b>	<b>£0</b>	<b>£472</b>	<b>£11,565</b>

10 Summary of fund movements - Endowment

	Oddingley Fabric £	Tibberton Fabric £	Oddingley Ex-Hall £	Oddingley Churchyard £	Total £
Balances at 1 January 2025	27,500	40,200	367,707	82,215	517,622
Income			10,902		10,902
Investment revaluation	(1,100)	(1,605)	(13,450)	(3,290)	(19,445)
<b>Balances at 31 December 2025</b>	<b>£26,400</b>	<b>£38,595</b>	<b>£365,159</b>	<b>£78,925</b>	<b>£509,079</b>

NOTES TO THE ACCOUNTS - 31 December 2025

**11 Ministry Share**

This was paid in full in 2024. In 2025 we received a grant of £1,260 from the Ministry Support Fund which reduced the amount we were asked to contribute to £22,877, which was paid in full.

**12 Insured value**

At 31 December 2025 the church buildings and their contents were insured for:

Oddingley £3,660,000

Tibberton £3,660,000