



Dear Reader,

This supplement is included with this edition of Transforming Ministry as we are unable to hold our annual business meeting in April this year because of the pandemic. You may recall that CRC reconstituted as a Charitable Incorporated Organisation (CIO) in 2019, with the approval of the 2019 annual meeting of the old CRC Association. All active Readers are now associate members of CRC. The annual meeting for April 2020 had to be cancelled at relatively short notice and we are unable to hold a 'normal' meeting in April 2021. CRC will host instead an online event on Saturday 13 November this year. Given the timing of the event, the presentation of annual reports and accounts would be too late (they need to be filed by the end of October) so we include this supplement to provide that information now in a timely manner. The Trustees' Report is slightly abridged from the format that will be filed with the Charity Commission later this year. The accounts are not reproduced in full, but are referred to in the financial review in the trustees' report. The statement of financial activities and the balance sheet are reproduced on page 4 of this supplement. Full accounts will be published on the Commission's website later in the year. The 2019 reports and accounts are already on the commission's website under our registered number 1182319 at: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5135844>

## TRUSTEES' ANNUAL REPORT FOR 2020

**CENTRAL READERS' COUNCIL, CIO – Registered Charity no. 1182319**

### OBJECTIVES AND ACTIVITIES

#### Objects

The objects of CRC are to advance the religious and other charitable work of the Church of England by supporting the recruitment, training, education and development of Readers for their ministry. Thus enabled, Readers offer public benefit through teaching and pastoral activities under the auspices of the Church.

CRC works to enhance the contribution of Readers to the overall ministry of the Church, particularly to encourage the most effective integration with other forms of ministry, ordained and lay. As well as administrative co-ordination and services for Diocesan Readers' Boards, it arranges conferences, publishes a quarterly magazine (*Transforming Ministry*) and maintains a website.

CRC manages funds invested from two bequests and Readers can apply for grants in certain circumstances.

Members of the CRC Council of Reference (CoR) and the Working Groups of the CoR give their time voluntarily, not only when participating in working groups but also in ensuring that the activities of CRC as a whole continue, within its objectives. The objects may change during 2021, as the trustees look at revising the constitution. Following the Bishop of Leicester's decision to stand down in September, the Archbishops advised the trustees that they will not be appointing another diocesan bishop to the role of chair. The constitution expects a diocesan bishop to chair CRC, so the constitution will need to be adjusted accordingly and, while doing this, the opportunity will be taken to make other changes at the same time. The trustees will consider the overall scope of the responsibilities of CRC for various lay ministries and is likely to look at broadening the scope of lay ministries that CRC represents, thereby recognising the increasing support of lay ministries across the Church of England as it looks to embed the mutuality of lay and ordained ministries in the way envisaged in the 2017 report, *Setting God's People Free*.

The Board has due regard to the Charity Commission's public benefit guidance, where this is relevant to the activities of CRC.

#### Activities

##### *Council of Reference (CoR) and Board of Trustees*

The full CoR met only once 2020, in February in a residential meeting in Leicester. The meeting included discussion about the discernment process for Readers and for the future of lay ministry within the Church of England as a whole, and routine matters of agreeing the annual reports and accounts.

The coronavirus pandemic was starting to have an impact in the world by the time of this meeting and its effect was starting to reach activity and large gatherings in the UK by then. It was becoming clear that it was not going to be the minor matter that many had hoped and that would pass as winter moved on into spring. Its full impact became very clear as the world shut down in the next month. This curtailed CRC's activity, not least with the cancellation of the planned Gathering on 25 April and the decision not to go ahead with an on-line alternative. The pandemic put extra strain on many and it was the major cause of the changes of personnel on the Board as the year progressed.



All other meetings in 2020 were just of the Board and all were held on Zoom. The Chair was unable to attend the scheduled meeting on 6 June and an extra meeting was called for 28 September, when a paper to discuss the future of CRC was tabled by the Chair. Following that meeting various resignations were tabled, including that of the Chair, and a new Board was eventually convened.

This new board is looking at how the constitution needs to be revised now that CRC will not have a bishop as its Chair. It is also arranging for the website which relaunched in 2020 to be re-branded and launched again in 2021 as an integrated site covering all aspects of CRC's work. The profile of CRC on social media has also been raised and regular tweets and posts to Facebook now happen.

Imogen Clout, Warden of Readers in Sheffield Diocese was appointed as Vice-Chair in February and is now acting as Chair, following Bishop Martyn Snow's decision to stand down in September. Appointment of a new chair will be one of the decisions the Board takes during 2021.

#### *Transforming Ministry magazine*

The magazine that had been known as *The Reader* for many years was relaunched as *Transforming Ministry* in its first edition of 2020. It continues to be one key ways that CRC provides material of benefit to Readers and others in the Church of England and beyond. It provides material for theological reflection, book reviews and resources for use in the ministry of Readers.

The Editorial Working Group that oversees the magazine is seeking to widen the readership of the magazine to other lay ministries within the Church of England, to clergy and to look to see how much interest there is within the Anglican Communion outside the UK.

Alongside this it was decided to see how much interest there was in a digital form of the magazine (a page-turning PDF initially) and to offer subscriptions for print only, digital only or print and digital together.

#### *Grants*

CRC administers funds that are available to assist Readers in their ministry. Any Reader is entitled, for example, to apply to CRC for a grant to attend a course, or request a contribution towards the costs of studying for an academic qualification. During 2020, grants totalling £3,102 (2019: £1,895) were made.

#### *Staff*

**Christine McCone** continued in the role of database administration, which is still evolving as CRC works at integrating data maintenance and new direction of CRC as a whole.

Ruth Haldane remained in her role as Reader Training Project Manager, until she stepped down in October. By this time, a new training video dealing with on-line church was put together at short notice as the coronavirus pandemic forced church buildings to close and for services to move on-line. Various parts of the project are now being shaped into an integrated whole as CRC seeks to explore its role in a post-pandemic world and seeks to involve other lay ministries within the church.

**Susanne Mitchell** was based in Church House, Westminster, until the pandemic forced the closure of the building. She continues to deal with regular paperwork, banking of cheques and other administrative process as required.

**Andrew Walker** continued the work of secretary to the CRC. During 2020 much of the work focused around the move the impact of the pandemic and the additional work of extra meetings following the revamp of the Board.

The continuing support and advice of our National Advisers, **Rosemary Walters** and **Lynn Comer**, is very greatly appreciated.

### **ACHIEVEMENTS AND PERFORMANCE**

As indicated above, much of the activity of CRC was curtailed as a result of the coronavirus pandemic. CRC continued to provide grants to eligible Readers who were undertaking studying to further their ministry. An additional, once only online course was prepared dealing with tips and skills needed for preparing an on-line video service, which included explaining such concepts as the differences between pre-recorded video that might be premiered at a certain date and time and services that were being broadcast live from homes or churches where the leader and recording team were the only people present. As reported above, during 2020, plans were put in hand to launch a digital edition of *Transforming Ministry* magazine, and this duly happened with the January 2021 edition.

### **FINANCIAL REVIEW**

The financial position of CRC was reviewed closely by the Board at its November 2020 meeting, following the sudden curtailment of the training project, when the project manager resigned. The immediate impact was a reduction in costs, but some remedial action was needed to revamp the website and to ensure completion of material that was in progress at the time. The year ended with a small surplus (£4,150, compared to a loss of £6,704 in 2019). Activity generally was curtailed due to the pandemic, resulting in lower levels of expenditure. Since income mainly comes from dioceses, this was not



affected directly by the pandemic, although diocesan finances are under severe pressure with many of their normal income generated functions unable to operate as normal, if at all.

Just over 78% (2019: 82%) of the value on the balance sheet relates to shares held by the Central Board of Finance for the Church of England. At the end of 2018, share values were particularly depressed, but bounced back sharply during 2019. The 2019 accounts showed an increase in value of £28,833 during that year. Shares plummeted at the end of the first quarter of 2020 as the impact of national lockdowns round the world took their toll on share values. However, the markets adjusted more quickly than many expected. The strongly performing sectors meant that by the end of the year the share indices had increased, leaving CRC with an increase in value of shares £9,995.

Non-recurring costs relating to the website meant that some shares needed to be sold and this raised £26,402. Most other items are stable year-by-year. There are no endowment funds and no restricted funds.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **CRC Council of Reference**

The management and administration of the Central Readers' Council (CRC) is vested in its Board of Trustees ('The Board'). CRC has a wider body known as the 'CRC Council of Reference' (CoR), that includes wider membership and advisors called in as needed to provide support to the Board. The membership during 2020 was:

#### *Chair*

The Rt Rev Martyn Snow, Bishop of Leicester (resigned 30 September, with Chair remaining vacant)

#### *Trustees*

Gertrud Sollars (Vice-Chair until 25 April)

Imogen Clout (Elected Reader until 25 April and thereafter Vice-Chair)

Karen Senior (Elected Warden)

Peter Mansell (Elected Warden from 6 June until 12 October)

Bruce Pennie (Elected Warden from 23 November)

Jan Waterschoot (Elected Reader)

Alan Mitchell (Elected Reader)

Kathleen Bradshaw (Elected Reader)

Tony Jefferis (Elected Reader from 23 November)

Richard Havergal (Honorary Treasurer)

James Behrens (Elected Reader to take over from Treasurer, when Richard Havergal steps down)

#### *Other members*

Carrie Myers (Lay Ministries Officer from April *ex officio*)

John Collier (Representative of the Church in Wales)

Pam Odam (Representative of the Church in Wales)

Richenda Milton-Daws (Editor, *Transforming Ministry* magazine)

Lynn Comer (National Consultant for Reader CMD)

Rosemary Walters (National Consultant for Selection & Training)

Andrew Walker (Secretary *ex officio*)

Susanne Mitchell (Associate Secretary *ex officio*)

Christine McCone (Database Administrator *ex officio*)

Ruth Haldane (Reader Training Project Manager *ex officio* resigned 31 October)

## **REFERENCE AND ADMINISTRATIVE DETAILS**

The Central Readers' Council, CIO is a registered charity, number 1182319. Its address is Church House, Great Smith Street, London SW1P 3AZ. The secretary is Andrew Walker.

The charity is governed by its constitution, which was re-written for the CIO (February 2019).

Banking facilities were provided by the CAF Bank, West Malling.

CRC continues to work in close association with the Ministry Team of the General Synod of the Church of England, and is grateful to the Archbishops' Council for the continuing provision of office facilities at Church House, Westminster.