



NEWSLETTER

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A NEW SEASON - STEPPING INTO THE FUTURE

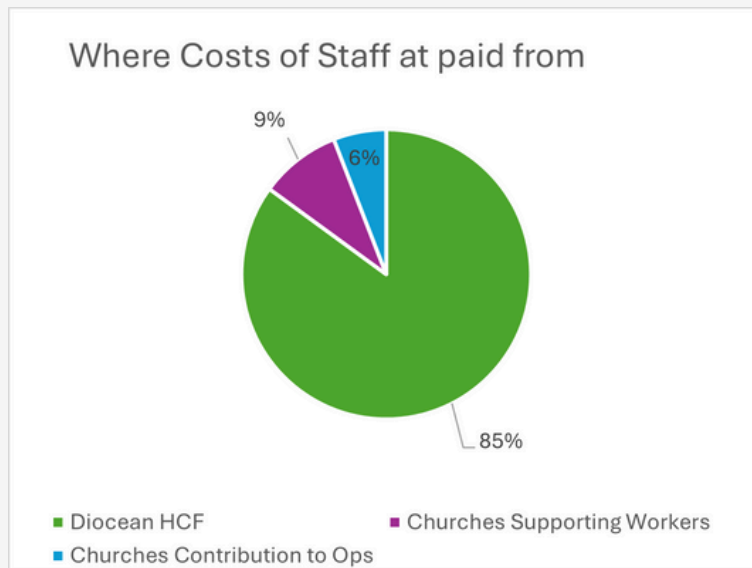
Something truly special is stirring within the Redditch Mission Area. We're on the cusp of an incredible new chapter, and it's all starting to fall into place. With our recent registration as a charity, we immediately began the search for a dedicated full-time operations manager. We're thrilled to announce this new person will be joining us in December, and they'll be spending their first few months getting to know you, visiting every church to learn how we can best serve our communities.

With that foundational piece in place, the real mission is about to begin. We are now ready to start recruiting for three vital new roles: a full-time Children and Families Worker, a full-time Community Missioner, and a part-time Youth Worker. These are the people who will be on the front lines, helping us reach out and connect with Redditch in powerful, new ways. For more details, you can find the job descriptions at cofe-redditch.org.uk/jobs.

As we turn the page to 2026, my greatest hope is to witness God at work in our churches in ways we've only dreamed of. Alongside the incredible things already happening at St. Stephen's, I pray we see our shared vision with the Diocese spring to life. Imagine: more children and young people filling our pews, vibrant new worshipping communities taking root, and more opportunities than ever for clergy and lay people to be trained and equipped to be the hands and feet of God's mission in the world

FUNDING OUR MISSION

The question of money is always a complex one, especially with the challenges of maintaining historic buildings. So, it's natural to wonder how this exciting new phase impacts the finances of our individual churches.



The majority of the funding for our new staff is coming from a significant grant from the Diocese's Healthier Churches Fund—a total of £315,740 over the next three years. This generous contribution covers a remarkable 85% of our staff costs. The remaining 15% (£55,597 over three years) is being met through a collaborative effort: a portion is covered by the three churches

where our new staff will spend 60% of their time, and the rest is a shared contribution from all churches to cover the Operations Manager's salary. Their work will benefit everyone across the entire Mission Area.

Another key financial question is how we'll support my own Ministry Share Contribution. I am considered to be 25% at St. John's Greenlands, leaving 75% to be covered. The current plan is to divide this remaining share across the 12 churches of the RMA. We are currently working with the Diocese to review this arrangement for 2025 and beyond. I'll be meeting with treasurers and leadership teams in the coming weeks to discuss this further.

NAVIGATING THE ROAD AHEAD

It wouldn't be a journey of faith without a few bumps in the road. We've faced some challenges, particularly with a managerial issue and the recent stepping down of our Finance Trustee. Please know that these issues are related to managerial processes and not to any financial malpractice. We are currently working to recruit a new Finance Trustee and have brought on an agency to help us with day-to-day financial matters, including HMRC and pensions.

WHAT THE MISSION AREA OFFERS YOU...

A tremendous amount of time has been spent on setting up the Redditch Mission Area in the right way—ensuring we are legally compliant and can be the best possible employer. Now, as our new team members come on board, the focus will shift from setting up to actively supporting you in your parishes. We are already working behind the scenes to support our wider



What have the Romans ever done for us?

church and God's mission across Redditch. For instance, we've supported the Christmas Toy Appeal, helped musical worship leaders from different churches connect, and are supporting the rollout of the Diocesan Cornerstone initiative, which provides guidance on financial management. We've also done some "light touch" work to help groups like Open the Book and Messy Church share resources. Our next step is to simply listen. We want to hear from you in your local churches so we can find new and powerful ways to help each other.

THE POWER OF PRAYER

For years, I've had the privilege of hosting a small but faithful group for Prayer For Redditch. Every first Tuesday, around a dozen of us gather to pray for the people, places, and events of this town. As we stand on the threshold of this new season, our journey must be wrapped in prayer. This is a moment to step out in faith, into what might feel like the unknown, but with a God we know. We will be creating more opportunities for us to pray together,



both in person and through shared resources. In addition to prayer, you can expect to see us more often. We'll be visiting on Sundays and throughout the week, building on the visits some of you have already experienced. We're eager to be with you !

We hope you're as excited as we are to see what God will do with His Church across Greater Redditch.

**Every blessing,
Paul**