

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF HOLY TRINITY, CAMBRIDGE

England & Wales · Charity number 1128200

Details

Other names HOLY TRINITY PCC, CAMBRIDGE

Status Registered

Legal form Previously excepted

Registered 2009-02-23

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: Promoting in the ecclesiastical parish the whole mission of the Church.

Activities: Church of England, provision of worship services, full programme of activities for all age groups. Social action, global mission.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** General Charitable Purposes, Education/training, Religious Activities
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE LOCAL
- Cambridgeshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£1,844,980	£1,795,333	£2,180,936	28
2024-12-31	£1,483,634	£1,563,422	£2,131,356	24
2023-12-31	£1,206,845	£1,172,611	£1,590,098	20
2022-12-31	£1,005,167	£1,046,241	£1,553,399	15
2021-12-31	£1,261,888	£1,047,893	£1,594,473	16
2020-12-31	£823,156	£899,382	£1,380,478	17

Trustees

Name	Role	Appointed
Alan Raymond Norrish		2023-05-21
Andrew Woodman		2023-11-06
Anna Christine Gough McDonald		2021-05-10
Clare Ruth Irwin		2022-05-22
Edwina Isobel Skye Swann		2020-10-12
Fiona Tweedy Saunderson		2020-10-12
GRAHAM STEPHEN BUDD		2022-05-22
Geoffrey Russel How		2023-05-21
Laura Anne Stedman		2023-05-21
Olatokunbo Sanwo		2023-05-21
Peter Jack Sloman		2020-10-12
Rebekah Joy Fairley		2018-04-28
Rev Oliver William Yates Benyon		2015-07-31
Rev Stuart John Browning		2016-06-27
Richard John Meakin		2016-04-30
Simon William George		2023-05-21
Stephen Julian Rymill		2013-07-17
Xanthe Sarah Barker		2021-05-10

Accounts

HOLY TRINITY CHURCH CAMBRIDGE

Annual Report & Financial Statements
of the Parochial Church Council
for the year ended 31 December 2024

*The PCC is a charity registered in England and Wales.
Registered Charity Number: 1128200*



VICAR'S WELCOME

Welcome to the 2024 Annual Report for Holy Trinity Cambridge (HT).

We hope this report gives an informative and encouraging record of all that has happened, and all God has done, in the past year.

The headline is that 2024 has been another year of very significant numerical and organisational growth for the church, with Sunday Attendance jumping approximately 20% in September 2024 – an increase similar to the year before. The growth has been mainly in the adult congregation and spread across all age groups and all four services, but this has had ripple effects throughout all our ministries and events. To accommodate this, our staff team has also grown, with the significant additions of Steven Copsey as Curate and the retaining of Grace Brown and Rachel Jacob as they move from being Ministry Assistants to Children's Pastors. The Worship Team was also expanded with the addition of a new Ministry Assistant role. We are incredibly blessed by a fantastic staff team and culture and a wonderful forward-looking PCC.

Spiritually, it has also been a very exciting year! The number of guests on Alpha was double the previous four-year average, and during the autumn, over 25 people came to Christ through courses, services and Christmas guest events. It has also been encouraging to see the prayer culture within the church deepen and to see more freedom in our worship and prayer ministry times together. We continue to try and focus on investing in evangelism and discipleship of new believers.

As the accounts show, God has provided generously for our rapidly increasing budget, but we do remain stretched as we anticipate the growth we've seen to continue into future years. We also feel the pressure to begin to plan for making room beyond our central building as we outgrow the space.

Overall, 2024 has been an incredibly positive year and our primary challenge continues to be stewarding the abundance God is bringing us. I am incredibly grateful to God, the team, and the wider church family for all I see.

Stuart Browning

Vicar

STRUCTURE, GOVERNANCE & MANAGEMENT

ROLE OF THE PCC

The Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent in promoting in the parish the whole mission of the church, pastoral, evangelistic, social and ecumenical. The PCC is responsible for the upkeep and development of Holy Trinity Church in Market Street, Cambridge together with the Henry Martyn Hall and the Charles Simeon Centre.

The PCC is a body corporate established by and operating under the Parochial Church Councils (Powers) measure 1956. It is a charity registered with the Charity Commission of England and Wales, registration no. 1128200.

The Council members have pleasure in presenting their report and the financial statements of the charity for the year ended 31 December 2024.

COUNCIL MEMBERS

The method of appointment of PCC members is set out in the Church Representation Rules (2020). At Holy Trinity the membership of the PCC comprises Clergy licensed to the parish, Churchwardens, Treasurer, Deanery Synod lay representatives, and church members (elected by those members of the congregation who are on the electoral roll of the church) and all are Trustees. All members of the church are encouraged to register on the electoral roll in order to be eligible to vote at the Annual Parochial Church Meeting (APCM) and to stand for elected office.

Elected members of the congregation (laity) serving on the PCC hold office from the conclusion of the annual meeting at which they were elected until the conclusion of the third annual meeting thereafter. One third of the PCC members are elected each year.

Deanery Synod members serve on the PCC until 30 June following the election of their successors. Having served for two successive terms Deanery Synod representatives (who hold that office for a term of three years beginning with the next 1 July following the date of their election) may not serve on the Deanery Synod for the term immediately following the second of those terms.

In the eventuality of members of the PCC leaving office mid-term, their place remains vacant until the following APCM. On rare occasions and for a specific purpose a member of the congregation on the electoral roll may be co-opted for one or more meetings. The Operations Director is a non-voting member of the PCC.

The following served for all or part of 2024:

Vicar	Revd Stuart Browning	Elected PCC Members	Term of Office Dates
Associate Vicars	Revd Oli Benyon Revd Andy Woodman	Xanthe Barker Anna McDonald	Until APCM 2027 Until APCM 2027
Curate	Revd Steven Copsey (<i>from July 2024</i>)	Stephen Rymill	Until APCM 2027
Churchwardens	Alan Norrish Bekah Fairley	Edwina Swann Graham Budd	Until APCM 2027 Until APCM 2025
PCC Secretary	Karen Goldstone	Karen Goldstone	Until APCM 2025

Treasurer	Simon George	Clare Irwin	Until APCM 2025
Operations Director (In Attendance)	John Fleming (<i>from June 2024</i>)	Bekah Fairley	Until APCM 2026
		Simon George	Until APCM 2026
		Geoff How	Until APCM 2026
		Rick Meakin	Until APCM 2026
		Fiona Saunderson	Until APCM 2026
		Deanery Synod	
		Toks Sanwo	Until 30 June 2026
		Laura Stedman	Until 30 June 2026
		Peter Sloman	Until 30 June 2026

The PCC formally met on six occasions during the year in January, March, May, July, November and December. All meetings, with the exception of the December meeting, which was held on Zoom, were held in-person. In addition the PCC met in September for a half day of envisioning, discussion and prayer. The average attendance at PCC meetings was over 80%. The PCC members are responsible for all matters of general concern and importance to the congregation including agreeing on how the funds of the PCC are to be spent. Given its wide range of responsibilities, the PCC has several sub-committees and task groups, each responsible for an aspect of church life. These sub-committees and groups, listed below, are all responsible to the PCC and report back to it regularly with recommendations and formal resolutions that are discussed and acted upon as necessary. All sub-committees and groups ideally, and ordinarily, contain at least one PCC member, and members of the wider congregation as appropriate.

SUB-COMMITTEES

Standing Committee – has the power to transact the business of the PCC between its full meetings subject to directions set by the PCC.

Finance Committee – assists the Treasurer in overseeing the financial affairs of the church and to bring to the PCC an annual budget, regular updates on income and expenditure, and any issues that require resolution together with recommendations on possible courses of action.

Missions Committee – encourages each church member to take an active concern in the spread of the gospel both in this country and overseas and manages the mission allocation as set by the PCC. The mission fund income is based on 10% of unrestricted, regular voluntary donations.

Risk & Audit Group – is responsible for working with the Operations Director to review risk management, governance, and working practices of the church, including employment policies and compliance with all regulations and legislation.

Appeals Committee – is convened when needed and constituted primarily from the Risk and Audit group, plus appropriate others, and is available to receive appeals as to employment or disciplinary decisions. The group forms the last stage in the internal escalation process for the procedures set out in the employment policies.

RISK MANAGEMENT

The PCC, advised by the Risk & Audit Group, monitor the major risks to which the church is exposed, which principally relate to the buildings, finance and employment. Assessments have been carried out for areas of major risk and the management of these risks is documented. The Risk Register is reviewed annually.

Risk is considered regularly as part of the decision-making process and procedures are in place to control and mitigate major risks. Insurance policies are in force to cover appropriate risks, for instance, the risk of damage to the buildings and public liability.

SAFEGUARDING

In line with the House of Bishops policy statement on promoting a "Safer Church," HT remains committed to ensuring that all children, young people, and vulnerable adults involved in its activities are protected and cared for. Safeguarding remains the responsibility of the whole church. This is fundamentally embedded in all we do at HT, and everyone who participates in its life has a role to play.

HT continues to adopt and implement the recommendations, policies and procedures outlined in the Church of England's safeguarding documentation. This includes all the latest guidance issued since the last Annual Report.

HT uses a bespoke web-based system called the Parish Safeguarding Dashboard to ensure comprehensive compliance. It is designed specifically for Church of England churches and is recommended by Ely Diocese.

By using this system, it was identified that further improvements were needed. These were actioned:

- Safeguarding policy promotion
- Safer recruitment practices and people management
- Use of social media

Safeguarding has remained a standing agenda item at PCC meetings. The Safeguarding Officer also gave the PCC regular Safeguarding reports.

The Safeguarding Policy was not scheduled for review in 2024; it was reviewed in the latter part of 2023. As per the policy, HT staff members and volunteers have sought safeguarding advice and guidance.

Logs of concern have been submitted as required. 37 concerns were received in 2024. The key themes were self-harm, harmful sexual behaviours, and historical allegations. The number of concerns raised has increased in all ministry areas. The Diocese Safeguarding Advisor team has been consulted numerous times, which aligns with the safeguarding policy and procedure.

Due to the rise and complexity of safeguarding concerns, which has resulted in a significant workload increase for the Safeguarding Officer and Ministry Heads, a new comprehensive and specifically designed safeguarding system for logging and managing concerns, called MyConcern, was purchased.

HT remains a vigilant church in terms of safeguarding. Staff, volunteers and the whole HT community work extremely hard to ensure that:

- Best practice is followed,
- HT members and the wider community are kept safe from harm, and
- Help and support are provided to people when needed.

We will continue to do this to the highest possible standards in the years to come.

DEANERY SYNOD

Deanery Synod provides the PCC with an important link between the parish and the wider structures of the Church of England. Since 2023, HT has been represented on the Cambridge South synod by Toks Sanwo, Peter Sloman, and Laura Stedman.

Deanery Synod met three times in 2024: twice on its own (at St Mark's, Newnham in February, and at St Andrew's, Cherry Hinton in October) and once jointly with Cambridge North (at St Andrew's, Chesterton in May). In February, the Synod agreed to provide collective support for the Cambridge Churches Homeless Project (CCHP) of up to £25,000 a year over the next three years, using rebates received from the Diocese for full payment of parish share. This commitment is designed to part-fund the position of Chaplain to the Homeless and is in addition to churches' own giving. Synod meetings also received presentations about the work of Ely Cathedral and the Diocese's 'open learning platform' and received updates on the Deanery Development Plan and the appointment process for a new Bishop. Elections to Diocesan Synod took place in the spring, and Laura Stedman, Edwina Swann, and Andy Woodman were among those elected by the Deanery as Cambridge South representatives.

PCC ACTIVITIES IN 2024

The PCC received updates on church finances and safeguarding at every meeting. In addition to these standing items, during the course of the year discussion and action on the following topics were included.

- The PCC was enthusiastic about the leasing of 9 Market Street and were kept informed about contract arrangements and refurbishment, plans being overseen by John Fleming and Andy Irons respectively.
- At a number of meetings throughout the year the PCC discussed and were kept updated about the progress of the "Living in Love and Faith" report going through General Synod.
- Preliminary discussions took place about the possibility of church planting.
- PCC were kept updated about staffing and vacant posts including that of a curate, Steven Copsey, appointed in July 2024. The PCC agreed HT will pay all costs for the first year of his curacy with Ely Diocese taking over the costs in the second year.
- The PCC also approved updated HR policies and the Staff handbook.
- A Remunerations Working Group (RWG) was set up in March to recognise the work relating to staffing structure, salaries and benefits etc. necessary with an increased number of staff.
- A revised Safeguarding policy was approved in March. The Safeguarding Action Plan based on the Diocesan dashboard was reviewed in May.
- Governance and financial risks were reviewed during the year and additional risks associated with security and cyber activity were identified and discussed with suppliers.
- In November 2024 the PCC approved the Missions allocations for the year as proposed by the Missions Committee, informed in some cases by suggestions from the congregation.
- Also at the November meeting, the PCC approved work to backfill a collapsing vault in our churchyard as specified by Dr Tim Reynolds, DAC Archaeological Adviser.
- The PCC approved the church budget for 2025 at the December meeting and also approved essential expenditure on failing AV equipment.

ADULT MINISTRY

SUNDAY SERVICES

HT has seen significant growth in our Sunday services over the past year. They have been well-attended, and at the end of 2024, we had an average of 548 adults attending in-person on a Sunday (not including children or youth), with another 223 watching online.

HT Kids runs during the 9:30 AM and 3:45 PM service, Student Lunch is provided after the 11:30 AM service, and HT Youth runs during the 5:30 PM service. HT's 20s & 30s members connect for food and drinks after the 11:30 AM and 5:30 PM service. Sunday attendance is genuinely multi-generational, with lots of families at the 9:30 AM and 5:30 PM, lots of students at the 11:30 AM, and the 20s & 30s and older adults attending throughout. Outside of university term-time, the Sunday services consolidate into three; at 10:30 AM, 3:45 PM and 5:30 PM.

Throughout the year, HT has several significant Sundays. Highlights include the multiple evangelistic Carol and Nativity services in November and December, reflective worship services on Maundy Thursday and Advent, termly guest-friendly Adult Baptism services, annual Commitment and Mission Sundays, and our wonderful family celebrations around Christmas, Easter, and Pentecost. New in 2024 was 'HT at the Movies'. This special service was an excellent opportunity to share the gospel with many who would not normally come to church.

Our Associate Vicar, Revd Oli Benyon, went on sabbatical for 3 months in May for a well-earned break. He returned at the end of August. We also welcomed over the summer our curate, Revd Steven Copsey onto the team. Steven has brought plenty of experience and wisdom to the Adults Team.

HT typically focuses on a specific teaching series throughout weekly sermons, as outlined below, and have been fortunate to have welcomed a number of visiting speakers throughout the year.

SERMON SERIES

- ***Prosperity & the Gospel?*** (January - February)
- ***Acts: People of the Last Days*** (April - July)
- ***Promises to Build Your Life On*** (July - September: Morning Services)
- ***All-In-One: 6 Old Testament Books, 6 Weeks*** (July - September: Evening Services)
- ***Jesus in Focus*** (September)
- ***Joshua: Taking Ground for God*** (October - December)

GUEST SPEAKERS

- Andy Byers
- Michaela Copsey
- Simeon Zahl
- Helen Paynter
- Ellie Wiener
- Bekah Fairley
- Mia Ward
- Reb Grendon

- Isaac Olivarez
- Angie Burnett
- Tom Grendon
- Pat Brittenden

HOME GROUPS

Throughout the year, we continued to welcome new members into the church and helped them connect into the HT family. In the autumn, we started one new group, and two groups ceased to meet. We now have 29 Home Groups which are located throughout Cambridge and the surrounding areas. We have around 450 members of the congregation in Home Groups including 82 in the Thursday morning women's group, Connections. Home Groups continue to provide community and space for spiritual growth, with many members also committed to one of our serving teams. During the year, one of our adult pastors, Yanah Browning wrote a study guide to accompany the '*Joshua: Taking Ground for God*' sermon series, which was very well received. We continued to hold termly Home Group Leader Training evenings and trained up several new home group leaders.

20S & 30S

The 20s & 30s group at HT has continued to grow and thrive. The group is led by a committee of volunteers who facilitate a range of events, supported by Phil Kent & Andy Woodman. The focus in 2024 was on deepening community, discipleship amongst the group, and on growing the committee after a number of longstanding members stepped down. In the last year, events included prayer & worship evenings, post-service dinners, shuffleboard, wide games, supporting Christ the Redeemer with their Love Barnwell service projects, and two Together Evenings where they looked at the topics of 'Supporting Others' and 'Biblical Friendship'. Alongside Home Groups and weekly post-service fellowship over lunch and at the pub on Sundays, these events provide opportunities for friendships to grow and for people to invest in their relationship with God.

EQUIPPED FOR LIFE

In February we had our annual 'Equipped for Life' seminar series. This year we had three different seminar streams for people to choose from:

1. Ready for the Future (*This stream was also available via livestream.*)
2. Getting to Grips with the Old Testament Law (*This stream was recorded and available afterward*)
3. Love Cambridge

WEEK 1:

- **Stream 1: Ready for the Future** – 'Living as a Christian in a World of Artificial Intelligence (A.I.)' with Prof. John Wyatt
- **Stream 2: Getting to Grips with the OT Law** – 'What is the OT Law?' with The Revd Dr Olga Fabrikant-Burke
- **Stream 3: Love Cambridge** – 'How to Help the Homeless' with Cambridge Churches Homeless Project (CCHP)

Week 2:

- **Stream 1: Ready for the Future** – 'Being Personal in a Remote World' with HT Panel
- **Stream 2: Getting to Grips with the OT Law** – 'Key Themes in the OT Law?' with The Revd Dr Olga Fabrikant-Burke

- **Stream 3: Love Cambridge** – ‘Bringing Hope to Struggling Children’
with Transforming Lives for Good (TLG)

Week 3:

- **Stream 1: Ready for the Future** – ‘Following Jesus in a Climate Crisis’
with Prof. Bob White
- **Stream 2: Getting to Grips with the OT Law** – ‘What Does the OT Mean for Christians Today?’
with The Revd Dr Olga Fabrikant-Burke
- **Stream 3: Love Cambridge** – ‘Serving Those in Prison’
with Sarah Reynolds

ALPHA

The Alpha Course was hosted three times in 2024: two courses at HT in January and September, and with one workplace course being run at WeWork on Station Road. Over the year, we hosted around 70 people. It has been a great joy to see people come to faith through Alpha, and several guests have since been baptised and become members of HT.

As a continuation from the Alpha Course, we hosted two post-Alpha Bible studies (January and May) going through the gospel of Mark over the course of six evenings. This allowed those still exploring, or new to faith, to learn how to read the Bible in a small group of 10 people.

PRAYER

Our Weekly Online Prayer Gathering continued on Wednesday nights from 7:45-8:45 PM. These gatherings were hosted by Oli & Lois Benyon, Leila & Ken Ong, Fiona & David Saunderson, Andy & Jo Woodman and Steven Copsey. The average number who attend is around 35 people. Twice a term these evenings have been in-person at HT.

THY KINGDOM COME: WEEK OF PRAYER

Throughout the week leading to Pentecost, HT gathered with churches across the country in prayer. The week before, we premiered a YouTube and Instagram mini-series called ‘5 Reasons to Fast’ that included five videos released over the course of five days where our Vicar, Revd Stuart Browning, encouraged the church to fast for one meal a day during Thy Kingdom Come (if medically able). Every day at HT during the week of Thy Kingdom Come, there was a time of Morning Prayer with just under 50 people gathering either online or in-person as well as Lunchtime Intercessory Worship. We also had a very well attended in-person Prayer Night on the Wednesday evening. The week ended with a multi-church Saturday Prayer Night hosted by Christ the Redeemer, Barnwell and this was a fitting conclusion to a very encouraging week of prayer.

PASTORAL SUPPORT

We launched our Pastoral Support Initiative in the spring of 2023, and it has become an invaluable resource. It is overseen by the Pastoral Oversight Team which is currently made up of Oli Benyon, Stephanie Bishop, Steven Copsey, Jane Melia, Rob McDonald, Leila Ong, and Wendy Watts. We also have 8 Pastoral Support Team members who meet with those who submit requests, and their role is to listen, provide support, and particularly to pray. Over 25 requests were submitted in 2024, and the pastoral support has been very positively received. The Pastoral Oversight Team meets regularly to review the

provision, to discuss how to develop it further and to cover the pastoral support in prayer. We held two very encouraging training evenings for our Pastoral Support Team in 2024, one in the spring and another in the autumn.

We are also very thankful for the provision of our Pastoral Support Worker, Jenny Allum who gives one day a week on a voluntary basis to HT. Jenny provides pastoral home visits to a growing number of women in the congregation who greatly appreciate the support she provides. We are very thankful for her generous service.

MEN'S EVENTS

Our Men's Ministry has continued to flourish over the year with the aim to foster fellowship, discipleship, and outreach opportunities for the men in the church. This ministry is led by Jon Reynolds and Busoye Anifalaje and is overseen by the Associate Vicar, Revd Oli Benyon.

In 2024, we hosted three Men's Breakfasts with up to 80 people attending, as well as monthly social gatherings which included lunches, a rugby and curry night, country walks, and darts. Roughly 160 men have attended these different events throughout the year.

WOMEN'S EVENTS

We held very encouraging Women's Brunches in February, June, and November with approximately 100 women attending each event. At these events, we looked at topics of 'Spurring One Another on Toward Love & Good Deeds', 'Seeing Anew: Encountering Jesus', and 'Trusting God in Every Season.' We also had two Women's Walks in August and September with around 20 women at each.

CONNECTIONS

Our Thursday morning women's fellowship group, Connections, has gone from strength to strength with now 82 women signed up to the group. Connections is for women of any age and stage of life who attend HT. It meets during term-time. The sessions run from 10 AM until 12 PM and include coffee, treats, chat, worship and ministry time, small group Bible Study, and prayer. Connections also holds termly socials, regular lunches and an annual summer garden party in one of the member's beautiful gardens.

Considering its numerical growth and the workload that this growth has brought in, the Standing Committee and PCC agreed that this ministry needed to be led by a paid member of staff. Lois Benyon was employed in March 2024 to lead this ministry. She is employed for 1.5 days per week and leads a team of 9 extraordinary, Jesus-centred ladies who volunteer on the Connections Leadership Team.

Over the past year, we have had the joy to see more women with preschool children join Connections. Becca Pinhey was employed in the Autumn Term to lead the Connections Crèche (as well as the New Creations Crèche), and we are blessed to have Pauline Stevens volunteer every Thursday to help with the crèche as well.

SHOPPERS' HAVEN

Shoppers' Haven took place on two Saturdays in December 2024. Across the two days, around 1,000 people came through our doors. Over 60 volunteers helped facilitate the events which included serving refreshments, live music, biscuit decoration, a bouncy castle and soft play, story time with Santa, and

present wrapping. It was wonderful to be able to connect with lots of folks for the first time, change some people's preconceptions of church, and show a church that is very much alive and active. We were able to promote our Carol Services and other Christmas events. We were also able to chat to several people about faith. A number of people expressed a desire to do the Alpha course and subsequently signed up.

CAROLS AT THE PUB

We hosted a new event this year on a Saturday evening in December at the Town and Gown Pub & Theatre just across the street from HT. At this event, we had live sing-along carols (with printed songbooks for everyone in attendance) and festive games hosted by Oli Benyon, Andy Woodman, and Esther-Jane Baxter. The venue was packed, and it was a fun and joyous event. It was attended by many from HT, their guests, as well as many others. It was great to be able to host an event outside of the church building and to connect with people in a different way.

WELCOME EVENTS & TEAMS

As HT grows, welcoming newcomers continues to be a priority. As well as encouraging the congregation in their personal welcome and hospitality, the Adult Ministry has facilitated welcome in a number of ways. In 2024, we held five Welcome Coffees after the 9:30 AM / 10:30 AM morning service with opportunities for newcomers to connect with the staff team over a hot drink and a pastry. In addition, we ran five Discover HT sessions on Sunday lunchtimes or Monday evenings which cover the vision, values, and mission of HT in more detail.

Developing the Hospitality Teams – which cover welcome and refreshments at our Sunday services – has also been a focus. In January, we introduced a rotating teams structure across all services to match the success of this that had already been implemented at the 3:45 PM service. These teams of 8-10 people are overseen by Phili Kent and are led by congregation members.

We also introduced 'Hope is Here' evangelistic fliers to give to the many passers-by who walk into our services and have upgraded the welcome area with a beautiful new, custom-made welcome desk complete with a welcome slideshow and iPad for people to sign up for emails.

CAP MONEY COURSE

In October, we ran a CAP (Christians Against Poverty) Money Course. It was led by two members of the HT congregation, Sue Puddephatt and Paul Russell, who are both CAP-trained money coaches. It was a hands-on course that provided attendees with the tools they needed to consider and manage their finances better. Seven people attended the four-week course, and we would like to run it again in future years, as another member of HT has recently trained to be a CAP money coach.

OCCASIONAL OFFICES

Throughout the year, HT held six weddings, no funerals, 14 adult baptisms, three infant baptisms, and nine infant dedications.

MISSION WORK

Pursuing the Great Commission to make disciples of all nations, the Mission Support Committee has four main aims: to encourage church members to take an active concern in the spread of the Gospel in this country and overseas; to support the HT Mission Partners and church members engaged in mission, and raise awareness of their work amongst the congregation; to act as an advisory forum to those exploring mission work; and to manage the Mission Fund.

The Mission Committee works to encourage and support HT's Mission Partners on behalf of the church through prayer, correspondence, mentoring, and grants – seeking to build up the relationship between them and the congregation. Mission Sunday, on Sunday 2 June, was a very encouraging day. Pat Brittenden, a member of HT, preached on Acts 9 as part of our 'Acts: *People of the Last Days*' sermon series at all four services. Amongst other roles, Pat leads the Hikma Partnership (hikmapartnership.org/en/) – a network committed to amplifying the voices of Christians of a Muslim Heritage through research, mentoring, writing, and publishing. We produced a leaflet summarising the work of all our Mission Partners, had a Mission Table with lots of information about our Partners, and encouraged members of the congregation to submit Mission Funding requests.

Our Weekly Online Prayer Gatherings on Zoom continued to provide an opportunity for the church to commit to praying for our Mission Partners.

We organised four very well attended Mission Lunches in 2024 on the following topics:

- **Meeting Needs in Myanmar**
- **Why Ireland? with Paul & Gill Collinson**
- **Am I Called to Mission?**
- **Everyday Christians Meeting & Reaching Everyday Muslims**

The church supports a large number of Mission Partners involved in a range of ministries both locally and overseas, including outreach to international students, work amongst the homeless in Cambridge, theological training in Zimbabwe, church planting in India, engineering ministry in Uganda and sharing the gospel in East Asia.

STUDENT MINISTRY

The Student Team has seen God widen our church family across Cambridge University and ARU, deepen students' love for Jesus, and raise our passion for living aligned with, and empowered by, the gospel.

In Spring Term, our Student Night sermon series, called *Christian Identity: Living Beyond Culture's Script*, considered how the gospel gives us a new identity rooted in Jesus. As a community centred on the gospel, we spent time together in the following ways: service projects with Christ the Redeemer, Barnwell, where we painted and gardened; socials, such as our annual Lunar New Year celebration and Halfway Hall; and seminars, such as our Women in Ministry talk and panel. For the third year in a row, we hosted CICCUC's Events Week, titled *Humans*.

In Summer Term, we reflected on what it looks like to live out our Christian identity in our Student Night sermon series, *Gospel Practices*. This series, on the Sermon on the Mount, gave students an opportunity to reflect on the purpose and use of spiritual disciplines. Another Student Night highlight was our annual West & Central African cultural celebration. Additionally, we continued to see wider church integration and community through Hospitality Sunday meals and discipleship one-to-ones. Then over the summer

months, Hannah Fox and some students joined other HT members at the New Wine Festival. During this time, John Brown finished as MA.

In Autumn Term, Asher Dunnett joined as Student MA. We continued our usual fresher outreach of attending CICCU's Freshaway and running a fresher welcome stall outside HT. We expanded our efforts by attending ARU's Freshers Fair and speaking at ARU Christian Union's first meeting. We also continued our new initiatives from last year. We launched new Discipleship Groups and added more Adopt-a-Student pairings –in addition to some groups continuing from the year before, we saw over 50 students and 17 hosts get involved! The Student Night sermon series was *Why Jesus?* looking at the person of Jesus. We had 20 small group leaders and an average attendance of 90, with our highest showing at 105. This year, we had two Student Carol Services with guest speaker Stephen Foster. 60 students attended Houseparty, our annual weekend away, with Yanah Browning speaking on *Hearing God's Voice*.

YOUTH MINISTRY

The heartbeat of HT Youth remains our Sunday sessions that meet during the 5:30 PM service for young people in school years 7-13. In 2024, the average attendance across the year was 54, with a number of sessions that had over 60 young people present. These sessions took place onsite at HT, for the first two terms, younger youth met in the Henry Martyn Hall (HMH) and older youth in the Charles Simeon Centre (CSC) offices. After summer, this swapped as older youth were now a bigger group, so needed the bigger space. Space continues to be a challenge as the youth group grows.

In spring term, our teaching series, *John's Gospel: Jesus in His Own Words*, explored the person of Jesus through the 'I Am' statements of John's Gospel. In summer term, our teaching series, *Big Questions*, used questions asked in the Bible to open up conversations on big topics such as suffering, science & faith, and judgement. In autumn term, our teaching series worked through Paul's letter to the Philippians.

A highlight of the year was the Youth Weekend Away. Taking place in January, it was our biggest yet with 65 young people attending! Teaching across the weekend explored the topic of the Holy Spirit with former HT staff member Matt Lewis joining as our speaker. This was such an encouraging time with lots of young people encountering God's Holy Spirit. Off the back of this, we've been making more space for Holy Spirit ministry. This has included Encounter Sundays a couple times a term where we pause small groups to make space for worship and response in our usual Sunday sessions. We also launched termly Friday evening Youth ENCOUNTER Nights. Open to youth groups from other churches, these are chances for young people from across the city to gather together for games, worship, an encouraging talk, and space to wait on the Holy Spirit. At our autumn ENCOUNTER Night, there were groups from three churches across the city.

Another significant event this year was our trip to DTI Summer Youth Festival. This was our second time taking a group to DTI and we over doubled our numbers from the previous year with 38 young people coming. Our young people had a great time both engaging with sessions and seminars as well as fun activities onsite. We were really encouraged to hear lots of stories of what God had been doing.

Small events throughout the year included a mix of chances for the whole youth group and smaller groups to have fun together and build relationship. We also ran a Youth Leadership Course – this was an exciting space to disciple a small group of young people, helping them think about how Jesus might be calling them to lead in their contexts and what it could look like to step into that.

There was significant change in the staff team as Jason Allison finished his role as Youth Ministry Assistant in the summer. In September, Bethany Cook joined the staff team to take on this role. HT Youth continues to be facilitated by a wonderful team of about 15 volunteers who generously give their time and energy to welcome young people, build relationship with them, and walk with them as they explore their faith.

CHILDRENS' MINISTRY

HT Kids had a great year growing in their relationship with Jesus, each other, and their leaders. In June, we had a huge turnover of leaders, some graduated and moved away, two moved overseas, two joined the HT staff team in other roles, while others got married or moved to other ministries. Thankfully, by December, the new recruits were through the Safer Recruitment process and coming into the groups.

The number of children coming on Sundays remained similar to 2023. We had 181 "regulars" with around 80 coming each Sunday morning and 20 in the afternoon. During the year, HT Kids continued to use all the meeting rooms onsite and a big room at Sidney Sussex College to have enough space to conduct the regular weekly groups.

The staff team was Cat Meakin (Senior Children's Pastor), Grace Brown and Rachel Simpson (Ministry Assistants until August 2024, then Children's Pastors from September 2024), and Ben Pymer (Ministry Assistant).

In the spring term, HT Kids looked at the 10 Commandments. In the summer term, we looked at *Lives Lived by Faith*, with testimonies from church members and "famous Christians". In the autumn term, we looked at the "I Am" statements found in John's Gospel, followed by one week of "HT Kids at the Movies" and two weeks of Christmas teaching looking at *God Came Down* – a mini-series focused on what He's like and why He came to rescue us.

NON-SUNDAY EVENTS

HT Kids ran events outside of the normal Sunday church setting to help the children grow in friendships with each other and their leaders, and to encourage them to invite their friends to come to know Jesus and to grow in their faith.

DISCIPLESHIP & GROWING IN FAITH

The Year 6 age group participated in a discipleship course called Rooted to help them go deeper with Jesus and prepare them for the transition to HT youth, as their time at HT Kids came to an end.

OUTREACH

HT Kids held a number of guest events throughout the year. Our first Praise Party saw 150 children, mums, dads, and grandparents gather during the February half-term to create instruments, praise Jesus, bounce on the bouncy castle, and eat donuts. It was wonderful!

On Good Friday, 167 children gathered in three locations for crafts, games, and challenges, followed by worship and a gospel talk. This ended with an Easter Egg Hunt in the grounds of Sidney Sussex College. It was wonderful to share the Good News of Easter with both HT children and guests, and to have so much

fun as well. The number was significantly higher than last year, which was significantly higher than the year before that.

In October, 161 children and their families (62 from non-HT families) gathered in a church member's garden for our annual Light Party. This included games, hot dogs, a bonfire, toasting marshmallows, worship, and a short thought on Jesus. It was so much fun and wonderful to share the Good News with so many.

At Christmas we ran three Interactive Nativity Services again. Children could bring guests and come dressed as any character they liked. They were then invited up on stage when the narrators got to their part, and all kids joined in for the grand finale action song at the end of the play.

SOCIAL EVENTS

HT Kids groups enjoyed socials to help their friendships flourish with each other and their leaders – bowling for Years 3-6, picnics with games and crafts for Reception to Year 2, and a teddy bears picnic for the creches.

In January, we hosted a dinner for the parents and leaders of HT Kids. 61 parents and most of the leaders gathered together for a delicious meal and the chance to get to know each other better. This was followed by a Parenting for Faith Course hosted online by the Adults Team.

On the last Sunday of the student term, we run our annual Jesus Green Messy Games for Years 1-6 to have fun together and say thank you to the student leaders before they leave. The younger children also had an Outer Space party in their groups at church. All the children got a "certificate" with photos of their group and a memory verse they've been memorising to give thanks for the year.

NEW CREATIONS

New Creations is a group for parents and carers of children aged 0-11. We had more dads coming along and welcomed new parents as well, whilst others have moved away from Cambridge or returned to work.

We enjoyed activities including: a visit from the Stylists at John Lewis, first aid training, sharing ideas for things to do around Cambridge over the summer with children, a meeting with the dentist, our own Olympics, a children's mental health seminar, a parenting course, Christmas food tasting, and lots of crafts.

Each session begins with a thought for the day. In the spring we looked at "A Song That Encourages Me..."; in the summer, "People Who Met Jesus in Mark's Gospel"; and in the autumn, "Psalms That Encourage Us".

New Creations was led by Cat Meakin (Senior Children's Pastor), Sarah Reynolds, Bethany Atkinson (until Easter 2024), Ros Couchman, Tess Lamb, and Leke Ojumu (who was on Paternity leave from the role but returned at Christmas 2024). The Creche was led by the Ministry Assistants, supported by Hailey Burks until July 2024. Becca Pinhey was appointed to the Midweek Creche Leader position in December 2024.

WORSHIP MINISTRY

The last year was a busy but exciting one for the Worship Team. The team has been working hard to ensure all four services each Sunday are equipped with a full band as well as an AV team. The growth of many ministries in the church has led to a greater need for Worship Teams in different ministries – 20s & 30s, Students, Youth, and Kids, as well as at Women's & Men's events, Alpha and several outreach events. Alongside this, we've seen the development and growth of the livestream with the approval of new infrastructure to be installed in early 2025.

This growth across the board has seen the need for the continued upscaling of the Worship & Production Teams, with 95 people currently serving in the Worship Team. We have also had a change of staffing. Bez Idakula finished up his time as Production Ministry Assistant and the role was filled by Caleb Harris in September 2024. Jonny Rhodes also joined the team as Worship Ministry Assistant in September, and both of them have been an amazing asset to the team. We've also been hugely blessed by Finn Pett staying on as Worship Ministry Assistant this year, as well.

As always, Christmas was a huge undertaking for the Worship Team, but we continued to upscale with five Carol Services, three Interactive Nativity services, a Christmas Worship Night, two Shoppers' Haven events with busking, and a Carols at the Pub event. Additionally, the team wrote a spoken word 'Still Wonder' which has been shared as a resource and used by number of churches across the country for their own carol services. The biggest challenges came in the form of major AV infrastructure failure during the weeks of the Carol Services where we lost our sound system. However, the team was amazing and successfully purchased, installed, and reprogrammed a new system in time for the next round of Carol Services. This was a huge feat for what would usually be about a 6-month project, so a massive thank you is in order for the wider team.

From February through August, every three weeks, the Holy Trinity Cambridge Collective released all the singles that were recorded live in February 2023, culminating in the full release of their live album *Season of Singing* in August. In the 3 months after releasing these songs, they were played in 84 countries across the world. We continue to hear stories of how God has been using these songs to minister to people and how people are using them in their churches.

Other highlights have included the growth of worship & prayer events with the rebrand of 'GATHER' our twice-termly Prayer & Worship Night and the opening up of the church for Lunchtime Intercessory Worship every Wednesday during autumn term. We have seen hundreds of people coming in off the streets during Lunchtime Worship and countless people being prayed for.

We were so grateful to partner with other churches as we hosted St Paul's Hammersmith for a Worship Night and hope to continue to partner with other churches in similar ways in the future. The Worship Team has also helped to resource other churches, particularly through the New Wine Network. As a team, we were able to send worship leaders to lead a number of national festivals – New Wine Festival & Leadership Conference – and wrote songs released in the 'Songs for the UK Church' initiative.

It has been an exciting year across the board for the Worship Team and we are expectant to see how the Lord will continue to grow our team, meet with us in our times of corporate worship, grow us in our pursuit of prayer, and help us continue to resource churches.

STAFFING

The HT family is blessed with a committed and selfless staff team. It is impossible to thank them adequately in a report such as this, but we are truly grateful to them for all their hard work, commitment, and fruitful ministry.

As of the end of December 2024, Holy Trinity employed 28 staff, with the team comprising:

Esther-Jane Baxter (Worship Pastor), **Loïs Benyon** (Safeguarding Administrator), **Rev'd Oli Benyon** (Associate Vicar), **Julia Bishop** (Media & Communications Manager), **Grace Brown** (Children's Pastor), **Rev'd Stuart Browning** (Vicar), **Yanah Browning** (Adult Pastor), **Bethany Cook** (Youth Ministry Assistant), **Rev'd Steven Copsey** (Curate), **Ben Crelin** (Student Pastor), **Asher Dunnnett** (Student Ministry Assistant), **John Fleming** (Operations Director), **Hannah Fox** (Student Ministry Assistant), **Sasha Glasscock** (Vicar's PA & Administrative Assistant - *Maternity Leave Cover*), **Steve How** (Safeguarding Officer), **Caleb Harris** (Production Ministry Assistant), **Andy Irons** (Facilities Manager), **Rachel Jacob** (Children's Pastor), **Phili Kent** (Adult & Services Teams Pastor), **Lorna Kidd** (Office Administrator), **Cat Meakin** (Senior Children's Pastor), **Jaime Olivarez** (Finance & HR Officer), **Leila Ong** (Adult Pastor), **Finn Pett** (Worship Ministry Assistant), **Rebecca Pett** (Youth Pastor), **Becca Pinhey** (Midweek Crèche Supervisor), **Ben Pymer** (Children's Ministry Assistant), **Jonny Rhodes** (Worship Ministry Assistant), **Ruby Truesdale** (Vicar's PA - *On Maternity Leave*), **Lucas Warren** (Facilities Assistant), and **Rev'd Andy Woodman** (Associate Vicar).

Finally, the church would also like to acknowledge the support of the following Ordinands who were on attachment in 2024: **Lizelke Klindt**, **William Ingle**, **Patrick Craig**, and **Joe Gray**.

FINANCIAL REVIEW & FUNDRAISING

Holy Trinity relies on God's provision for the financial resources it needs to operate and expand its ministries. We thank God for the generosity of our congregation who continue to provide most of our funding through a combination of regular and one-off giving. As can be seen we can report that the church has received a continuing and growing level of financial support through the year.

Income in the year grew by around 23%, which included an increase in regular giving of 35% whilst one-off giving declined by 15% (which was caused mainly by a particularly strong Autumn Gift Day in 2023 that raised £187k compared to £100k in 2024).

Expenditure in the year grew by 33% with the predominant growth driver being staffing costs which rose by 43% as we continued to expand our ministry teams to cope with the increasing demand and activity within the church.

Overall, the increased expenditure generated of a small loss of £80k which compares to last year's surplus of £37k.

The long-term policy of HT is to expend income received during each financial year on its purposes. However, some years will result in a surplus whilst other years result in deficit. Surpluses are prudently carried forward to offset deficits. In addition, it is the policy of the PCC to maintain at least three months of cash reserves equivalent to three months of operating expenditure. However, following some large one-off gifts in the last few years our cash reserves have been higher than this and the PCC is actively looking at ways of investing this surplus to expand our ministries and God's provision within Cambridge.

Great thanks this year must be given to Jaime Olivarez (our new Finance Officer) for all her hard work. In addition, the support of the Finance Committee continues to be invaluable to the Treasurer, Simon

George, and in this regard, special thanks are additionally due to Roy Warnes, Allen Swann, Anna McDonald, and Tom Russell.

FUTURE PLANS

As a church, we have felt God speak to us about preparing for an extended season of growth and seeing a significant number of people exploring the Christian faith. This tallies not only with our experience in recent years, but also with the significant planned housing developments for Cambridge and the surrounding area.

We are therefore committed to increasing our mission and evangelism, to leaning into our prayer life as a Church, and to making significant organisational plans to continue making space, as we are currently close to capacity limits on Sundays and in most ministries.

We are very excited to see the completion of the 9 Market Street renovation during 2025 and look forward to inhabiting that space. This will significantly increase space for Kids and Youth work on Sundays and will give us a third large space for mid-week events and courses, not to mention much needed staff office space and meeting rooms.

Due to growth, we anticipate that from Autumn 2025 we will have to run our four Sunday services for longer periods of the year than we currently do and foresee major capacity issues at high points such as Christmas, Baptism Sundays, and other guest events. We are therefore earnestly pursuing conversations with the PCC and the Diocese about how to plant a congregation beyond HT or significantly expand our space in other ways.

To facilitate all this, we have budgeted for a modest increase to staffing next year – in particular, to add to the Youth, Worship, and Operations Teams. We are very aware of the need to raise our giving income in line with our year-on-year growth as we are coming to the end of our ability to fund growth from the reserves.

Overall, the future is very exciting and the combination of God moving in significant ways among us and the growth of Cambridge makes stewarding rapid growth in a healthy and sustainable way our primary challenge.

PCC RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The PCC is responsible for preparing financial statements for each financial year, which give a true and fair view of the state of its affairs and of the surplus or deficit for that year.

In preparing those financial statements, the PCC is required to:

- Select suitable accounting policies and then apply them consistently,
- Make judgements and estimates that are reasonable and prudent,
- Prepare the financial statements on the going concern basis, and
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The PCC has overall responsibility for ensuring that the church has appropriate systems of control, financial and otherwise, and is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the church and enables them to ensure that the financial statements comply with the Charities Act 2011 and the Church Accounting regulations 2006. It is also, with the Churchwardens, responsible for safeguarding the assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the PCC is aware:

- There is no relevant audit information of which the church's auditors are unaware.
- PCC has taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

On behalf of the PCC,
Bekah Fairley, Church Warden



Alan Norrish, Church Warden



**INDEPENDENT AUDITOR'S REPORT TO THE
MEMBERS OF THE PAROCHIAL CHURCH
COUNCIL OF HOLY TRINITY, CAMBRIDGE**

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, CAMBRIDGE

OPINION

We have audited the financial statements of the Parochial Church Council of Holy Trinity, Cambridge for the year ended 31st December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of:
 - incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 13 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the members' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the members with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the Members' Annual Report, other than the financial statements and our auditors' report thereon. The members are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, CAMBRIDGE

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Members' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF MEMBERS

As explained more fully in the members' responsibilities statement in the Members' Annual Report, the members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the members are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISA's (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

THE EXTENT TO WHICH OUR PROCEDURES ARE CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The primary responsibility for the prevention and detection of irregularities including fraud rests with both the management and those charged with governance of the charity. We design procedures in line with our responsibilities, outlined above, to detect misstatements in respect of irregularities, including fraud.

We have considered the nature of the industry and sector, control environment, laws and regulations and business performance of the charity. Laws and regulations considered included, but were not limited to the Charities Act 2011, FRS102, Charity SORP and UK taxation legislation.

We have enquired with the management in regards to their own assessment of the risks of irregularities, including fraud. We also enquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

We obtained relevant documentation and representations in order to form an opinion on potential irregularities, including fraud.

We considered the opportunities and incentives that may exist within the organisation for fraud.

Based on this understanding, we designed specific audit procedures to identify instances of non-compliance with laws and regulations, including obtaining additional corroborative evidence as required. Examples of procedures included reviewing large and unusual transactions, reviewing large and unexpected variances, reviewing journal entries and reviewing relevant legal correspondence.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, CAMBRIDGE

There are inherent limitations in the audit procedures described above, not least as sampling is used under International Auditing Standards, therefore not all transactions are reviewed. Therefore, there is a risk we will not detect all irregularities including those leading to a material misstatement in the financial statements or non-compliance with regulations. The risk of not detecting a material misstatement due to fraud is also higher than the risk of not detecting one from error, as fraud may involve deliberate concealment by, for example, forgery, collusion, omission or intentional misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

This report is made solely to the PCC's members as a body, in accordance with Sections 144 and 145 of Charities Act 2011. Our audit work has been undertaken so that we might state to the PCC's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the PCC and the PCC's members as a body, for our audit work, for this report, or for the opinions we have formed.



PRENTIS & CO LLP
CHARTERED ACCOUNTANTS
& STATUTORY AUDITORS
115c Milton Road
Cambridge
CB4 1XE

14th April 2025.

Prentis & Co LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

STATEMENT OF FINANCIAL ACTIVITIES

	Notes	2024			2023				
		Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
		£	£	£	£	£	£	£	£
INCOME									
Donations and legacies	2a	1,349,971	-	-	1,349,971	1,091,959	11,347	100	1,103,406
Other income	2b	15,672	25,250	-	40,922	20,661	27,079	-	47,740
Investment income	2c	52,830	-	-	52,830	23,969	-	-	23,969
Church/Charitable activities	2d	39,911	-	-	39,911	31,730	-	-	31,730
TOTAL INCOME		1,458,384	25,250	-	1,483,634	1,168,319	38,426	100	1,206,845
EXPENDITURE									
Charitable activities	3	1,218,817	25,250	3,000	1,247,067	852,225	49,103	3,000	904,328
Support and governance		315,883	472	-	316,355	268,283	-	-	268,283
TOTAL EXPENDITURE		1,534,700	25,722	3,000	1,563,422	1,120,508	49,103	3,000	1,172,611
Net income/(expenditure) before gains/(losses) on investments									
Unrealised gains/(losses) on investments		(76,316)	(472)	(3,000)	(79,788)	47,811	(10,677)	(2,900)	34,234
Revaluation of fixed assets	5	46	-	-	46	2,465	-	-	2,465
Transfers between funds	9	-	-	621,000	621,000	-	-	-	-
NET MOVEMENT IN FUNDS		-	-	-	-	-	-	-	-
NET MOVEMENT IN FUNDS		(76,270)	(472)	618,000	541,258	50,276	(10,677)	(2,900)	36,699
RECONCILIATION OF FUNDS									
Total funds brought forward	9	972,650	35,348	582,100	1,590,098	922,374	46,025	585,000	1,553,399
Total funds carried forward		896,380	34,876	1,200,100	2,131,356	972,650	35,348	582,100	1,590,098

The Statement of Financial Activities include all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 12 to 22 form part of these financial statements.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

BALANCE SHEET
YEAR ENDED 31ST DECEMBER 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £
FIXED ASSETS					
Tangible assets	5	149,378	-	1,200,000	1,349,378
Investments	6	2,511	-	100	2,611
TOTAL FIXED ASSETS		151,889	-	1,200,100	1,351,989
CURRENT ASSETS					
Debtors	7	29,594	-	-	29,594
Cash at bank and in hand		805,410	34,876	-	840,286
TOTAL CURRENT ASSETS		835,004	34,876	-	869,880
CURRENT LIABILITIES					
Creditors: Amounts falling due within one year	8	90,513	-	-	90,513
NET CURRENT ASSETS		744,491	34,876	-	779,367
TOTAL NET ASSETS AND CHARITY FUNDS	9	896,380	34,876	1,200,100	2,131,356

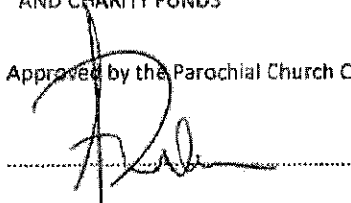
YEAR ENDED 31ST DECEMBER 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £
FIXED ASSETS					
Tangible assets	5	30,227	-	582,000	612,227
Investments	6	2,465	-	100	2,565
TOTAL FIXED ASSETS		32,692	-	582,100	614,792
CURRENT ASSETS					
Debtors	7	50,017	-	-	50,017
Cash at bank and in hand		940,337	35,348	-	975,685
TOTAL CURRENT ASSETS		990,354	35,348	-	1,025,702
CURRENT LIABILITIES					
Creditors: Amounts falling due within one year	8	50,396	-	-	50,396
NET CURRENT ASSETS		939,958	35,348	-	975,306
TOTAL NET ASSETS AND CHARITY FUNDS	9	972,650	35,348	582,100	1,590,098

Approved by the Parochial Church Council on

10th April 2025

and signed on its behalf:


 Alan Norrish Church Warden

The notes on pages 20 to 30 form part of these financial statements.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

STATEMENT OF CASH FLOWS

	Notes	Total Funds 2024 £	Total Funds 2023 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities:	10	(48,671)	(1,308)
Cash flows from investing activities:			
Dividends, interest and rents from investments		52,830	23,969
Purchase of fixed asset additions		(139,558)	(19,621)
Fixed asset investments		-	(100)
Net cash provided by/(used in) investing activities:		(86,728)	4,248
Change in cash and cash equivalents in the reporting period:		(135,399)	2,940
Cash and cash equivalents at the beginning of the reporting period:		975,685	972,745
Cash and cash equivalents at the end of the reporting period:		840,286	975,685

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

(a) BASIS OF PREPARATION AND ASSESSMENT OF GOING CONCERN

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have also been prepared in accordance with the Church Accounting Regulations 2006 and modified where necessary.

The financial statements include all transactions, assets and liabilities for which the Parochial Church Council is responsible in law. They do not include the transactions of church groups that owe their main affiliation to another body, nor those that are informal gatherings of church members.

The Parochial Church Council of Holy Trinity, Cambridge constitutes a public benefit entity as defined by FRS 102.

The Council Members consider that there are no material uncertainties about the Parochial Church Council's ability to continue as a going concern. A healthy reserves position has been maintained thanks to sustained regular giving despite the pandemic.

The financial statements are presented in sterling, which is the functional currency of the charity.

(b) INCOME RECOGNITION

All income is recognised once the Parochial Church Council has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations and grants are recognised on the day they are deposited with the Parochial Church Council's bankers. In the event that a donation or grant is subject to conditions that require a level of performance or where terms of use are implied, the income is deferred and not recognised until either of those conditions are met.

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by the Council's investment managers.

Interest on funds held on deposit are included when receivable and the amount can be measured reliably by the Parochial Church Council; this is normally upon notification of the interest paid or payable by the bank.

Other investment income (rental income) is recognised in the period in which it falls payable to the Parochial Church Council; this is normally upon notification of the income payable by the appointed letting agents.

(c) EXPENDITURE RECOGNITION AND IRRECOVERABLE VAT

Expenditure is recognised once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes grants made as part of the PCC's commitment to the worldwide church, evidenced in its financial commitment to individuals and organisations working throughout the UK and abroad, programme cost undertaken to further the purpose of the PCC and all associated support costs.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS cont

(d) FUND ACCOUNTING

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted Funds are those that can only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for particular purposes.

Endowments Funds are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted or unrestricted funds, depending upon the purpose for which the endowment was established.

The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to general funds.

(e) TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets, other than Freehold Land and Buildings, are initially recognised at costs. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs measured to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Freehold Land and Buildings had been recognised under the revaluation model. Under the revaluation model Freehold Land and Buildings are initially recognised at cost but thereafter will be stated at fair value where this can be measured reliably.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers.

Gains and losses on revaluation are recognised in the Statement of Financial Activities.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the costs less estimated residual value of each asset over its expected useful life as follows:

Furniture	- 3 years straight line
Office equipment	- 3 to 5 years straight line
AV equipment	- 3 to 5 years straight line
Church resources	- 5 to 10 years straight line
Kitchen equipment	- 3 to 5 years straight line
Leasehold improvements	- Over the remaining term of the lease
Building	- 100 years straight line
Land	- Not depreciated

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS cont

(f) FIXED ASSET INVESTMENTS

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value at the balance sheet date using the closing market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Parochial Church Council does not acquire put options, derivatives or other complex financial instruments.

(g) REALISED GAINS AND LOSSES

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS cont

2. INCOME

a) DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £
Cash and cheques	6,541	-	-	6,541	8,702	-	-	8,702
Regular giving	899,691	-	-	899,691	666,444	-	-	666,444
Gift days and appeals	119,626	-	-	119,626	181,409	9,601	-	191,010
One off donations	96,687	-	-	96,687	50,182	1,746	100	52,028
Gift aid	227,426	-	-	227,426	185,222	-	-	185,222
	1,349,971	-	-	1,349,971	1,091,959	11,347	100	1,103,406

b) OTHER INCOME

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £
Grants	2,500	25,250	-	27,750	2,644	27,079	-	29,723
Photocopier/Book sale income	980	-	-	980	249	-	-	249
Weddings, Banns, etc.	7,074	-	-	7,074	4,883	-	-	4,883
Miscellaneous	5,118	-	-	5,118	12,885	-	-	12,885
	15,672	25,250	-	40,922	20,661	27,079	-	47,740

c) INVESTMENTS

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £
Bank interest	46,247	-	-	46,247	17,385	-	-	17,385
M&S passage licence	6,583	-	-	6,583	6,584	-	-	6,584
	52,830	-	-	52,830	23,969	-	-	23,969

d) CHURCH/CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £
Church/Charitable activities	39,911	-	-	39,911	31,730	-	-	31,730
	1,458,384	25,250	-	1,483,634	1,168,319	38,426	100	1,206,845

TOTAL INCOME

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS cont

3. CHARITABLE ACTIVITIES

	Charitable Activities	Support and Governance Costs	Total 2024	Charitable Activities	Support and Governance Costs	Total 2023
	£	£	£	£	£	£
Staff costs	751,350	158,633	909,983	532,401	115,604	648,005
Programme costs	126,293	-	126,293	106,812	-	106,812
Grants	106,543	-	106,543	85,360	-	85,360
Building and office costs	239,474	-	239,474	160,257	-	160,257
Parish share	-	151,522	151,522	-	146,879	146,879
Audit fees	-	6,200	6,200	-	5,800	5,800
Depreciation	23,407	-	23,407	19,498	-	19,498
	1,247,067	316,355	1,563,422	904,328	268,283	1,172,611

	Unrestricted Funds	Restricted Endowment Funds	Total 2024	Unrestricted Funds	Restricted Endowment Funds	Total 2023
	£	£	£	£	£	£
Staff costs	726,350	25,000	751,350	507,436	25,000	532,436
Salaries and Employer's NIC	50,573	-	50,573	36,671	-	36,671
Pension Costs	776,923	25,000	801,923	544,107	25,000	569,107
Payroll fees	2,098	-	2,098	1,475	-	1,475
Staff housing costs	45,260	-	45,260	41,814	-	41,814
Training and development	6,342	-	6,342	4,899	-	4,899
Other costs	51,172	472	51,644	28,784	-	28,784
Recruitment	2,716	-	2,716	1,926	-	1,926
Total Staff Costs	884,511	25,472	909,983	623,005	25,000	648,005

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS

3. CHARITABLE ACTIVITIES continued

The average number of employees during the year was 24 full time equivalent (2023: 20 full time equivalent) with all employee time involved in providing either support services to charitable activities or support to the governance of the charity.

The total number of employees whose total salaries exceeded £60,000 is as follows:

	2024	2023
£60,000 - £70,000	1	0

None of the trustees have been paid any remuneration or received any other benefits incurred for being a trustee of the charity. The work of the charity is directed by the Vicar, Chair of the Trustees who is an employee of the Ely Diocese.

Trustees expenses reimbursed during the year were £8,614. This was for reimbursing 3 trustees for a variety of costs including travel, staff entertaining, team and pastoral costs (2023: £6,311 for 4 trustees).

The charity operates a defined contribution pension scheme with NEST. The assets of the scheme are held separately from those of the charity in independently administered funds. The pension charge represents the amounts payable by the charity to the fund in respect of the year. Although the charity's auto-enrolment staging date was 1 February 2017 the scheme was adopted in 2013 and all staff enrolled from the commencement of their employment.

4. NET INCOME FOR THE YEAR	2024	2023
This is stated after charging:	£	£
Auditor's remuneration - external audit	6,200	5,800
Depreciation of tangible fixed assets	23,407	19,498

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS

5. TANGIBLE FIXED ASSETS YEAR ENDED 31ST DECEMBER 2024	Freehold Land and Buildings £	Leasehold Improvements £	Furniture £	Office Equipment £	AV Equipment £	Church Resources £	Kitchen Equipment £	Totals £
COST BROUGHT FORWARD AT 1ST JANUARY 2024	600,000	-	106,055	112,109	202,091	31,081	19,588	1,070,924
Additions	-	35,392	23,948	4,985	64,056	-	11,177	139,558
Revaluations	600,000	-	-	-	-	-	-	600,000
COST CARRIED FORWARD AT 31ST DECEMBER 2024	1,200,000	35,392	130,003	117,094	266,147	31,081	30,765	1,810,482
DEPRECIATION BROUGHT FORWARD AT 1ST JANUARY 2024	18,000	-	101,529	109,247	180,216	30,117	19,588	458,697
Depreciation charge for the year	3,000	-	5,454	2,311	10,517	909	1,216	23,407
Revaluation adjustment	(21,000)	-	-	-	-	-	-	(21,000)
DEPRECIATION CARRIED FORWARD AT 31ST DECEMBER 2024	-	-	106,983	111,558	190,733	31,026	20,804	461,104
NET BOOK VALUE AT 31ST DECEMBER 2024	1,200,000	35,392	23,020	5,536	75,414	55	9,961	1,349,378
TANGIBLE FIXED ASSETS YEAR ENDED 31ST DECEMBER 2023								
COST BROUGHT FORWARD AT 1ST JANUARY 2023	600,000	-	101,430	110,520	188,684	31,081	19,588	1,051,303
Additions	-	-	4,625	1,589	13,407	-	-	19,621
COST CARRIED FORWARD AT 31ST DECEMBER 2023	600,000	-	106,055	112,109	202,091	31,081	19,588	1,070,924
DEPRECIATION BROUGHT FORWARD AT 1ST JANUARY 2023	15,000	-	101,430	102,977	172,320	28,845	18,627	439,199
Depreciation charge for the year	3,000	-	99	6,270	7,896	1,272	961	19,498
DEPRECIATION CARRIED FORWARD AT 31ST DECEMBER 2023	18,000	-	101,529	109,247	180,216	30,117	19,588	458,697
NET BOOK VALUE AT 31ST DECEMBER 2023	582,000	-	4,526	2,862	21,875	964	-	612,227

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS cont

6. INVESTMENTS	2024		2023	
	Cost	Market Value	Cost	Market Value
	£	£	£	£
Listed investments	100	2,035	100	1,989
Capital account	576	576	576	576
	<u>676</u>	<u>2,611</u>	<u>676</u>	<u>2,565</u>
Listed investments			2024	2023
			£	£
Market value as at 1st January			1,989	-
Unrealised gains			46	2,465
Historic adjustment			-	(476)
Market value as at 31st December			<u>2,035</u>	<u>1,989</u>

Investments are held in the CBF Church of England Investment Fund.

7. DEBTORS YEAR ENDED 31ST DECEMBER 2024	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2024
	£	£	£	£
Gift Aid reclaimable	15,693	-	-	15,693
Prepayments	11,481	-	-	11,481
Other debtors	2,420	-	-	2,420
	<u>29,594</u>	<u>-</u>	<u>-</u>	<u>29,594</u>

DEBTORS YEAR ENDED 31ST DECEMBER 2023	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2023
	£	£	£	£
Gift Aid reclaimable	43,794	-	-	43,794
Prepayments	333	-	-	333
Income receivable	249	-	-	249
VAT reclaimable	5,641	-	-	5,641
	<u>50,017</u>	<u>-</u>	<u>-</u>	<u>50,017</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR YEAR ENDED 31ST DECEMBER 2024	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2024
	£	£	£	£
Trade creditors	39,965	-	-	39,965
Other creditors and accruals	50,548	-	-	50,548
	<u>90,513</u>	<u>-</u>	<u>-</u>	<u>90,513</u>

CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR YEAR ENDED 31ST DECEMBER 2023	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2023
	£	£	£	£
Trade creditors	35,572	-	-	35,572
Other creditors and accruals	14,824	-	-	14,824
	<u>50,396</u>	<u>-</u>	<u>-</u>	<u>50,396</u>

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS cont

9a RECONCILIATION OF MOVEMENT OF FUNDS BY FUND
YEAR ENDED 31ST DECEMBER 2024

	Funds b/fwd 1st January 2024	Incoming Resources	Resources Expended	Revaluation and Investments gains/(losses)	Transfers	Funds c/fwd 31st December 2024
	£	£	£	£	£	£
General Funds	957,928	1,458,384	(1,400,072)	46	(133,231)	883,055
General Fund						
PCC Designated Funds						
Mission Fund	14,722	-	(108,128)	-	106,731	13,325
Quinquennial Fund	-	-	(26,500)	-	26,500	-
Restricted Funds						
Vicar's Discretionary Fund	11,944	-	(472)	-	-	11,472
Student Ministry	21,658	25,000	(25,000)	-	-	21,658
Children	-	250	(250)	-	-	-
Wellcome Fund	1,746	-	-	-	-	1,746
Endowment Funds						
Endowment Funds	582,000	-	(3,000)	621,000	-	1,200,000
Mann Bequest	100	-	-	-	-	100
TOTALS	1,590,098	1,483,634	(1,563,422)	621,046	-	2,131,356

Purpose of fund

name of unrestricted fund

General Fund
Mission Fund

All unrestricted voluntary donations are held in a general fund to resource the work of the charity.

The Parochial Church Council designate 10% of all regular unrestricted voluntary donations as a tithe. This fund is distributed to various

Name of restricted fund

Vicar's Discretionary Fund
Student Ministry
Transform Project

For the purpose of providing social relief within the local community.

Student pastor, pastoral assistants and associated ministry.

This is the fund set up to manage the refurbishment and expansion of the existing church buildings to make the best use of the physical space available. The Transform Project was completed in 2018 with the last invoices paid in 2019 and the remaining balance pertains to the assets.

Income is received from time to time to help fund activities within the ministry of the church.

Specific Ministries

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS cont

9b. RECONCILIATION OF MOVEMENT OF FUNDS BY FUND
YEAR ENDED 31ST DECEMBER 2023

RECONCILIATION OF MOVEMENT OF FUNDS BY FUND						
YEAR ENDED 31ST DECEMBER 2023						
	Funds b/fwd		Incoming	Resources	Investments	Funds c/fwd
	1st January 2023	Resources	Expended	gains/(losses)	Transfers	31st December 2023
	£	£	£	£	£	£
General Funds						
General Fund	895,935	1,168,319	(1,035,148)	2,465	(73,643)	957,928
PCC Designated Funds						
Mission Fund	26,439	-	(85,360)	-	73,643	14,722
Restricted Funds						
Vicar's Discretionary Fund	11,944	-	-	-	-	11,944
Student Ministry	21,658	25,000	(25,000)	-	-	21,658
Youth Work Church Schools	3,317	-	(3,317)	-	-	-
Children	758	250	(1,008)	-	-	-
Transform - Equipment	8,348	-	(8,348)	-	-	-
Bowtell Contributions	-	1,829	(1,829)	-	-	-
Wellcome Fund	-	1,746	-	-	-	1,746
HT Cambridge Collective	-	9,601	(9,601)	-	-	-
Endowment Funds						
Endowment Funds	585,000	-	(3,000)	-	-	582,000
Mann Bequest	-	100	-	-	-	100
TOTALS	1,553,399	1,206,845	(1,172,611)	2,465	-	1,590,098

	Purpose of fund
	name of unrestricted fund

All unrestricted voluntary donations are held in a general fund to resource the work of the charity.

The Parochial Church Council designate 10% of all regular unrestricted voluntary donations as a tithe. This fund is distributed to various

Name of restricted fund

For the purpose of providing social relief within the local community.

Student pastor, pastoral assistants and associated ministry.

This is the fund set up to manage the refurbishment and expansion of the existing church buildings to make the best use of the physical space available. The Transform Project was completed in 2018 with the last invoices paid in 2019 and the remaining balance pertains to the assets.

Specific Ministries

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS cont

10. RECONCILIATION OF INCOMING RESOURCES TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income/(expenditure) for the reporting period (per Statement of Financial Activities)	541,258	36,699
Adjustments for:		
Depreciation charges	23,407	19,498
Dividends, interest and rents from investments	(52,830)	(23,969)
Revaluation of fixed assets	(621,000)	-
Gains/(losses) on investment	(46)	(2,465)
Decrease/(increase) in debtors	20,423	(28,548)
Increase/(decrease) in creditors	40,117	(2,523)
Net cash provided by/(used in) operating activities	(48,671)	(1,308)

11. OPERATING LEASES

As at 31st December 2024, the charity had entered into negotiations for an operating lease on a building. The agreement is yet to be signed.

12. RELATED PARTY DISCLOSURES

Three employees are related to Trustees, whose employment pre-dates the appointment of the connected Trustees. There are no favourable conditions in their employment contracts and the Trustees as a whole are satisfied that there are no conflicts of interest arising.

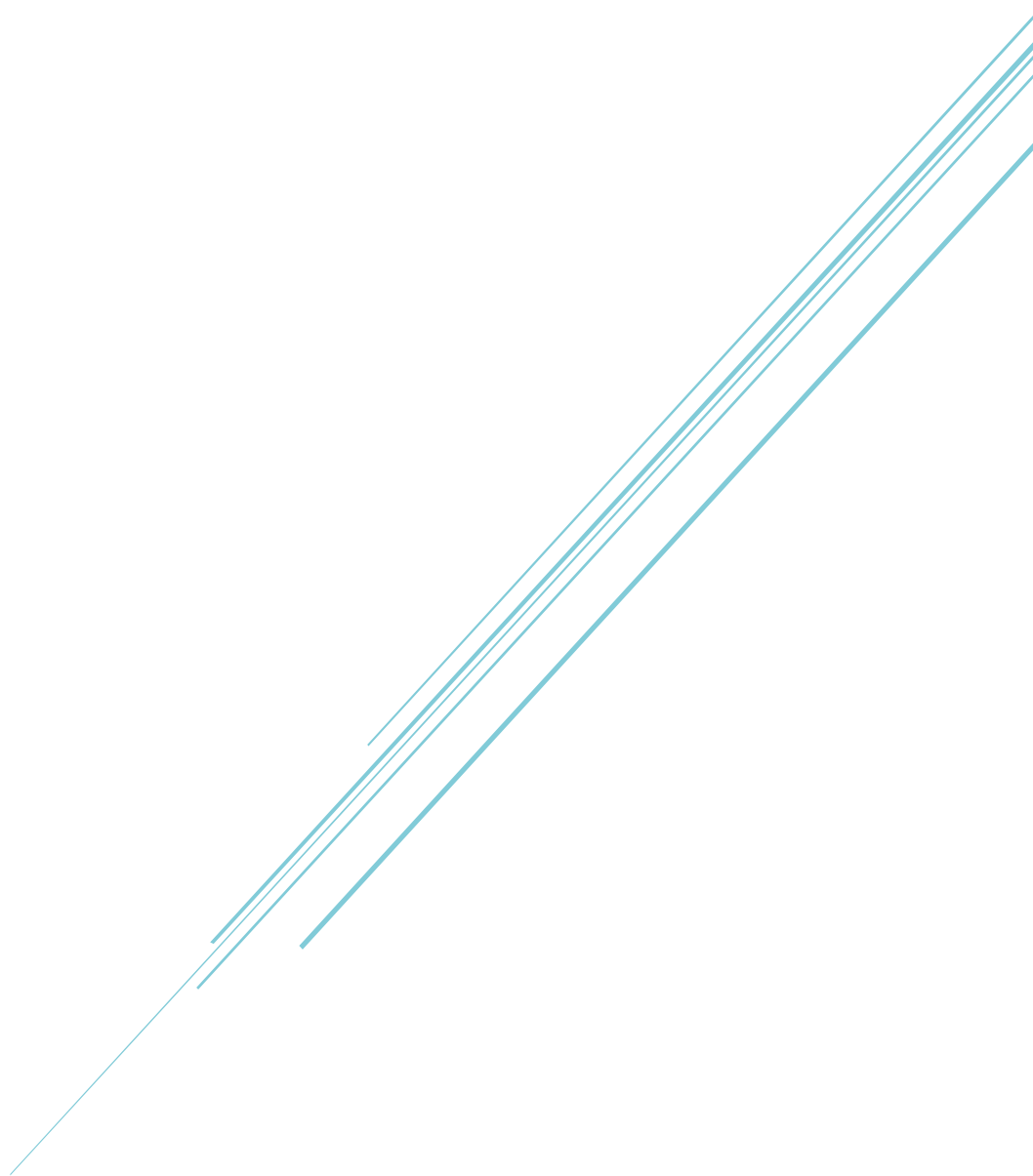
13. MANAGEMENT THREAT IN RELATION TO NON-AUDIT SERVICES

In common with many other charities of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements. The Trustees and auditors are both comfortable that these additional services are non-material and do not present a threat to the independence of the audit process.

Accounts

HOLY TRINITY CHURCH CAMBRIDGE

Annual Report & Financial Statements of the Parochial
Church Council for the year ended 31 December 2023



*The PCC is a charity registered in England and Wales.
Registered Charity Number: 1128200*

VICAR'S WELCOME

Welcome to Holy Trinity (HT)'s 2023 Annual Report.

Looking over the year, it has continued to be one of blessing and growth.

The year kicked off with the launch of our new 3:45 Sunday service, with kids' work. It started with a bang and many faithful people moved from other services to form the core serving team and community team. Over the year, some of the initial group have naturally resettled back into other services, but God has been adding new members, including a number who were new to faith or not going to another church before. As we near the end of a full year, the service has developed its own community and character and continues to be a blessing to many, both with and without children – praise God!



Stuart Browning
Vicar, Holy Trinity Cambridge

This new service has contributed to a wider trend, and we've seen roughly a 20% increase in Sunday attendance from 2022 – which has been energising and challenging!

The youth ministry has also experienced its own growth spurt. Going into September 2023, the number attending has multiplied considerably, leading to rejoicing but also further focusing questions about expanding our physical space.

Within the Adult Ministries, the launch of our new 'Pastoral Oversight' team has catapulted us forward in our ability to raise up and equip pastors within the church, and there have been many personal stories testifying to the power of the 1-to-1 care that this has enabled. We also launched quite a few new Home Groups over the year in innovative ways, as we remain determined to keep small group numbers in step with the growth of church attendance.

A huge step forward has been bringing our new Associate Vicar, Andy Woodman, onto the team in July of 2023. This has massively increased our capacity in adults work and has already had a big impact on our outreach and evangelism. This has been further added to by Phil Kent joining the Adults Team and to support Sunday Teams. And possibly most encouraging of all has been the marked increase in Adult Baptisms we've seen — almost double from the year before.

There are too many amazing things to highlight them all here, so please do read on. Overall, by God's grace, our biggest challenge, at the moment, is coping with the rate of change as we look to steward all those God is bringing to our shores.

Looking back at 2023, we are very grateful for God's goodness, and it gives us great confidence looking forward to the coming year and beyond!

STRUCTURE, GOVERNANCE & MANAGEMENT

ROLE OF THE PCC

The Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent in promoting in the parish the whole mission of the church, pastoral, evangelistic, social, and ecumenical. The PCC is responsible for the upkeep and development of Holy Trinity Church in Market Street, Cambridge together with the Henry Martyn Hall and the Charles Simeon Centre.

The PCC is a body corporate established by and operating under the Parochial Church Councils (Powers) Measure 1956. It is a charity registered with the Charity Commission of England and Wales, registration no. 1128200.

The Council members have pleasure in presenting their report and the financial statements of the charity for the year ended 31 December 2023.

COUNCIL MEMBERS

The method of appointment of PCC members is set out in the Church Representation Rules (2020). At Holy Trinity the membership of the PCC comprises Clergy licensed to the parish, Churchwardens, Treasurer, Deanery Synod lay representatives, and church members (elected by those members of the congregation who are on the electoral roll of the church) and all are Trustees. All members of the church are encouraged to register on the electoral roll in order to be eligible to vote at the Annual Parochial Church Meeting (APCM) and to stand for elected office.

Elected members of the congregation (laity) serving on the PCC hold office from the conclusion of the annual meeting at which they were elected until the conclusion of the third annual meeting thereafter. One third of the PCC members are elected each year.

Deanery Synod members serve on the PCC until 30 June following the election of their successors. Having served for two successive terms Deanery Synod representatives (who hold that office for a term of three years beginning with the next 1 July following the date of their election) may not serve on the Deanery Synod for the term immediately following the second of those terms.

In the eventuality of members of the PCC leaving office mid-term, their place remains vacant until the following APCM. On rare occasions and for a specific purpose a member of the congregation on the electoral roll may be co-opted for one or more meetings. The Operations Director is a non-voting member of the PCC.

The following individuals served for all or part of 2023: *(see next page)*

Vicar	Revd Stuart Browning	Elected PCC Members	Term of Office Dates
		Michael Pollitt	Until APCM 2023
Associate Vicar	Revd Oliver Benyon	Tom Russell	Until APCM 2025 (ret'd APCM 2023)
Associate Vicar	Revd Andy Woodman (from July 2023)	Xanthe Barker	Until APCM 2024
Churchwardens	Blake Hansen (until 22 May 2023)	Anna McDonald	Until APCM 2024
		Stephen Rymill	Until APCM 2024
		Edwina Swann	Until APCM 2024
		Graham Budd	Until APCM 2025
	Alan Norrish (from –May 2023)	Karen Goldstone	Until APCM 2025
	Bekah Fairley	Clare Irwin	Until APCM 2025
		Bekah Fairley	Until APCM 2026
PCC Secretary	Karen Goldstone	Geoff How	Until APCM 2026
		Rick Meakin	Until APCM 2026
		Fiona Saunderson	Until APCM 2026
Treasurer	Tom Russell (until APCM 2023) Simon George (from APCM 2023)		
Deanery Synod			
Operations Director (in attendance)	Pete Williams (until June 2023)	Toks Sanwo	Until 30 June 2026
		Laura Stedman	Until 30 June 2026
		Peter Sloman	Until 30 June 2026

The PCC formally met on six occasions during the year in January, March, May, July, November, and December. All meetings were held in-person. In addition, the PCC met in September for a half day of envisioning, discussion, and prayer. The average attendance at PCC meetings was over 80%. The PCC members are responsible for all matters of general concern and importance to the congregation including agreeing on how the funds of the PCC are to be spent. Given its wide range of responsibilities, the PCC has several Committees and task groups, each responsible for an aspect of church life. These Committees and groups, listed below, are all responsible to the PCC and report back to it regularly with recommendations and formal resolutions that are discussed and acted upon as necessary. All Committees and groups ideally, and ordinarily, contain at least one PCC member, and members of the wider congregation as appropriate.

COMMITTEES

Standing Committee – has the power to transact the business of the PCC between its full meetings subject to directions set by the PCC.

Finance Committee – assists the Treasurer in overseeing the financial affairs of the church and to bring to the PCC an annual budget, regular updates on income and expenditure, and any issues that require resolution together with recommendations on possible courses of action.

Missions Committee – encourages each church member to take an active concern in the spread of the gospel both in this country and overseas and manages the mission allocation as set by the PCC. The mission fund income is based on 10% of unrestricted, regular voluntary donations.

Risk & Governance Group – is responsible for risk management of the church and advises the PCC on the governance of working practices including employment matters and compliance with all regulations and legislation.

Appeals Committee – is available to receive appeals as to decisions made by the Risk and Governance Group. The group forms the last stage in the internal escalation process for the procedures set out in the employment policies.

Other less formally constituted teams carry forward the work of the church. These include home groups, work with families, youth work, 20s and 30s, pastoral care, student ministry, worship team and children's church. HT run various small groups, which provide a valuable way to build relationships through sharing food, worship and studying the Bible together.

RISK MANAGEMENT

The PCC, advised by the Risk and Governance Group, monitor the major risks to which the church is exposed, which principally relate to the buildings, finance, and employment. Assessments have been carried out for areas of major risk and the management of these risks is documented. The Risk register is currently under review.

Risk is considered regularly as part of the decision-making process and procedures are in place to control and mitigate major risks. Insurance policies are in force to cover appropriate risks, for instance, the risk of damage to the buildings and public liability

SAFEGUARDING

In line with the House of Bishops policy statement on promoting a Safer Church, Holy Trinity remains committed to ensuring that all children, young people, and vulnerable adults involved in its activities are protected and cared for. Safeguarding is the

responsibility of the whole church and everyone who participates in the life of HT has a role to play in promoting a safer church for all. This is embedded in the life of Holy Trinity.

Holy Trinity continues to adopt and implement the recommendations, policies and procedures outlined in the Church of England Safeguarding documentation.

This includes all the latest guidance issued since the last Annual Report. This covers the key roles and responsibilities of office holders, including practical guidance on how to respond to, assess and manage concerns or allegations against church officers.

As per the Safeguarding Policy, staff members and volunteers of HT have sought safeguarding advice and guidance. Logs of concern have been submitted as required. As in previous years, the key themes raised in 2023 have been self-harm, consent, and historical allegations.

The Diocese Safeguarding Advisor team have been consulted on several issues over the year, which is in line with our procedure and is good practice. No Logs of Concern were escalated for additional work and support. No further actions from other agencies or parties were required.

Holy Trinity remains a vigilant church in terms of safeguarding. It is pleasing to report we have kept everyone associated with HT safe from harm. This we will continue to do to the highest possible standards in the years to come.

DEANERY SYNOD

Deanery Synod provides the PCC with an important link between the parish and the wider structures of the Church of England. In 2023, Peter Key stepped down as a synod representative after six years and Toks Sanwo and Laura Stedman were elected as new members, serving alongside Peter Sloman.

Deanery Synod met three times in 2023. One major focus of activity was the Deanery Development Plan, which was drafted by a committee chaired by Stuart Browning and has now been submitted to the Diocese. Synod meetings also discussed Deanery finances, support for the Cambridge Churches Homeless Project (CCHP), the appointment process for a new Bishop, and wider developments in the Church of England.

PCC ACTIVITIES IN 2023

The PCC received updates on church finances and safeguarding at every meeting. In addition to these standing items, during the course of the year, discussion and action on the following topics was included:

- The PCC was kept informed about the development of the 3:45 PM service introduced at the start of 2023 and the development of the Pastoral Oversight group, launched in Spring 2023.

- The PCC was kept updated about staffing and vacant posts including that of a new Associate Vicar, a post filled by Rev'd Andy Woodman in July 2023.
- Guidelines on "Dealing promptly with allegations or suspicions of abuse" were approved in March. The Safeguarding Action Plan based on the Diocesan dashboard was reviewed in May.
- In November 2023, the PCC approved the Missions allocations and in December 2023, the PCC approved the church draft budget for 2024.
- A rationalisation of clergy expenses was discussed, and a way forward agreed in November 2023.
- A proposal to address the problem of lack of space, especially for children and youth work and provide additional office accommodation, by taking on a long lease of vacant premises above the shop at 9 Market Street was discussed. Action on the proposal was agreed at the December PCC meeting.
- The PCC were kept updated about the progress of the "Living in Love and Faith" report through General Synod and the resulting action amongst evangelical churches in the Diocese.

SUNDAY SERVICES

HT has seen significant growth in our Sunday services over the past year. Sunday services have been well attended, and at the end of 2023 there were around 600 attending in person on a Sunday (not including children or youth), with another 100 watching online.

In January we launched a 4th service at 3:45 PM which included children's church. It has been wonderful to welcome both existing as well as new members of HT to that service. Over the year we have seen a steady increase in people attend each week to around 50-60 adults and 25 kids.

HT Kids runs during the 9:30 AM and 3:45 PM service, Student Lunch is provided after the 11:30 AM service, and Youth Group runs during the 5:30 PM service. HT's 20s & 30s members connect for food and drinks after the 11:30 AM and 5:30 PM service. Sunday attendance is genuinely all-age, with lots of families at the 9:30 AM and 5:30 PM, lots of students at the 11:30 AM, and the 20s & 30s and older adults attending throughout. Outside of university term time, the Sunday services consolidate into three; at 10:30 AM, 3:45 PM and 5:30 PM.

Throughout the year HT has several significant Sundays. Highlights include the multiple evangelistic Carol and Nativity services in November and December, reflective worship services on Maundy Thursday and Advent, termly guest-friendly adult baptism services, annual Commitment Sunday and Mission Sundays, and our wonderful family celebrations around Christmas, Easter, and Pentecost.

We also welcomed, over the summer, Rev'd Andy Woodman onto the team. Andy joins Oli Benyon as Associate Vicar and has brought plenty of experience and wisdom to the team.

HT typically focuses on a specific teaching series throughout weekly sermons, as outlined below, and have been fortunate to have welcomed several visiting speakers throughout the year.

2023 SUNDAY TEACHING SERIES

- ***Come & See: John's Gospel*** (January - March)
- ***Unpacking the Resurrection*** (April - May)
- ***David: After God's Own Heart*** (June - July)
- ***Growing More Like Jesus*** (July - August)
- ***Verses to Live By*** (September)
- ***The Gospel Prayer*** (October - November)
- ***To Us A Son Is Given*** (December)

GUEST SPEAKERS

The visiting speakers during the year included: Andy Byers, Flo Judson, Jason Wendel, Rhona Holliday, Ellie Wiener, Tolu Anifalaje, Michaela Copsey, Steven Copsey, Gavin Howard, Chris Wilson, Eve Ridgeway, Simeon Zahl, Danny Driver, Amy Orr-Ewing, Michael Volland, Ed Corke, Peri Tsim, Anne Maclaurin, and Denis Adide.

ADULT MINISTRY

HOME GROUPS

Throughout the year, we have continued to welcome new members into the church and to help them connect into the HT family. In the autumn, we started four new groups and one group ceased to meet. We now have 29 Home Groups which are located throughout Cambridge and the surrounding areas. We have over 400 members of the congregation in Home Groups, with just under 70 in the Thursday morning women's group, Connections. Many members of our Home Groups are also committed to one of our serving teams and Home Groups continue to provide community and space for spiritual growth. During the year, one of our Adult Pastors, Yanah Browning, wrote study guides to accompany the *Unpacking the Resurrection* and the *Gospel Prayer* sermon series. These were both very well-received. We continued to hold termly Home Group Leader Training evenings and trained up several new home group leaders.

20S & 30S

The 20s & 30s group at HT has continue to grow and thrive. The group is led by a committee of volunteers who facilitate a range of social events and spiritual input - their focus in 2023 was particularly on deepening and consolidating community and discipleship amongst 20s & 30s. In the last year, events included two post-service dinners at HT, a ceilidh, prayer and worship evenings, shuffleboard, a Besom project, a prayer night in Barnwell, and 'Together Evenings' where they looked at the topics of work and hospitality in more depth. Alongside Home Groups and weekly post-service fellowship at lunch and the pub on Sundays, these events provide opportunities for friendships to grow and people to invest in their relationship with God.

ALPHA

The Alpha Course was hosted twice in 2023 (January and September) with 30 people attending each course. It has been a great joy to see people come to faith through Alpha and several guests have since been baptised and become members of HT. This year we added the addition of an Alpha celebration evening after the course had ended. This gave guests an opportunity to share their testimony of their journey of faith.

POST-ALPHA BIBLE STUDY

Another new addition this year was the introduction of a Post-Alpha Bible Study. Starting in May, and meeting fortnightly for 6 sessions, this was an opportunity for those who have just completed Alpha to carry on meeting together to study John's Gospel. This has proved a helpful next step for those who are still exploring or are new to faith.

EQUIPPED FOR LIFE

In February we had our annual 'Equipped for Life' series of talks. This year, instead of having different streams of seminars, we focused on the theme of Sexuality.

- **Week 1:** Stuart Browning spoke on 'what kind of church do we want to be?
- **Week 2:** Ian Paul spoke on 'What does the Bible say about sexuality?
- **Week 3:** An evening with David Bennett, the author of War of Loves

These were well attended evenings with around 250 people coming each week, and 500+ views for each session online.

PRAYER

Our weekly, online Prayer Gathering continued on Wednesday nights from 7:45-8:45 PM. These gatherings were hosted on Zoom by Oli & Lois Benyon, Leila & Ken Ong, and Fiona & David Saunderson. The average number who attend on is around 40 people. Twice a term, these evenings have been in-person at HT.

THY KINGDOM COME

Throughout the week leading to Pentecost, HT gathered with churches across the country in prayer. Everyday there was a time of morning prayer that was attended both online (30 people) and in-person (30 people), as well as lunchtime worship (25 people). We also had an In-Person Prayer Gathering on the Wednesday evening.

PASTORAL SUPPORT

At the HT Family Gathering, we launched our new Pastoral Support initiative, whereby members of the congregation can submit a pastoral request form and meet with one of our pastoral support volunteers for up to three meetings lasting one hour. The Pastoral Support Initiative is overseen by the Pastoral Oversight Team, which is made up of Oli Benyon, Stephanie Bishop, Steve How, Jane Melia, Rob McDonald, Leila Ong, and Wendy Watts. We also have eight pastoral volunteers who meet with those who submit requests, and their role is to listen, provide support, and to pray. We have received a steady number of requests, and the pastoral support has been very positively received. The Pastoral Oversight Team meets regularly to review the provision and to discuss how to develop it further, and to cover the pastoral support in prayer. In the autumn, we held a training evening for our pastoral support volunteers.

MEN'S EVENTS

Our Men's Ministry has continued to flourish over the year with the aim to foster fellowship, discipleship, and outreach opportunities for the men in the church. This ministry has been led by Jon Reynolds and Busoye Anifalaje, and is overseen by the Associate Vicar, Oli Benyon. In 2023, we hosted three Men's Breakfasts with up to 80 people attending, as well as monthly social gatherings which included lunches, bowling and chats around a fire. Roughly 145 men have attended these different events throughout the year.

WOMEN'S EVENTS

We held very encouraging Women's Brunches in February, June, and November with approximately 100 women attending each event. We also held a Women's Walk to Grantchester in September with 19 women in attendance.

CONNECTIONS

Our Thursday morning women's fellowship group, Connections, goes from strength to strength with just under 70 women signed up to the group. Connections meets during term-time and is led by eight volunteers led by Lois Benyon. The sessions run from 10 AM - 12 PM and include coffee, chat, worship, small group Bible studies, and prayer. Connections also holds termly socials, regular lunches and a not-to-be-missed, annual Summer Garden Party in one of the member's beautiful gardens.

SINGLENES & DATING

In May, we ran a Healthy Singleness half-day workshop and a Healthy Dating & Relationships half-day workshop. 52 people signed up for one or both workshops. The workshops were led by Annabel Clarke, a chartered psychologist and co-chair of Engage, a national network of Christian organisations with expertise in different areas around relationships.

THE MARRIAGE SESSIONS

Over four weeks in June, we hosted 'The Marriage Sessions', a course by Care for the Family. There were 24 couples who attended the course, with each couple having their own table to chat through the sessions together, with drinks and puddings being served in the church.

SHOPPERS' HAVEN

Shoppers' Haven took place on two Saturdays in December 2023, an increase from one date in 2022. Across the two days, over 1,300 people came through our doors. Over 60 volunteers helped facilitate the events, which included serving refreshments, live music, biscuit decoration, a bouncy castle and soft play, as well as present wrapping. The second Saturday ended with carols and a short Christmas talk about the Gospel. It was wonderful to be able to connect with folks either for the first time, maybe change people's preconceptions of church, and showcase a church that is very much alive and active. We were also able to chat to several people about faith, and a number of people expressed a desire to do the Alpha course and subsequently signed up.

OCCASIONAL OFFICES

Throughout the year HT held six weddings, one memorial service, 26 adult baptisms, three infant baptisms, and nine dedications.

STUDENT MINISTRY

The Student Team has seen God deepen students' love for Jesus and widen their involvement in the life of the wider church and in seeking the good of Cambridge.

In Spring Term, we celebrated the many ways God was clearly at work in our community. Nine students proclaimed their faith in Jesus and were baptized. One student reported she had received miraculous healing for endometriosis in the autumn, and many others shared testimonies of God healing in other ways. For the second year in a row, we hosted CICCUs Events Week, *Humans*, with guest speaker Matt Lillicrap. Our weekly Student Night gathering grew to its highest attendance (110 students) since the

pandemic. The term's student sermon series, called *God's New People*, looked at Ephesians.

We recognised the beautiful diversity within God's family as we continued our cultural celebration events. In the spring, we celebrated the Lunar New Year with our largest Sunday student lunch attendance, and in the summer term we celebrated West and Central African culture during a Student Night.

In Summer Term, the students grew their vision for following Jesus in university and beyond during our Student Night sermon series, *All-In Discipleship*. This vision led students to share their faith with others and to live out their faith through acts of compassion — such as partnering with Christ the Redeemer church twice to serve Barnwell. Throughout each term, the students' sense of community deepened. Student community was strengthened through socials, including our annual Halfway Hall. And wider church community was built by older members of the church caring for students, through Hospitality Sunday meals and one-to-ones. Moreover, some of our team and students joined other members of HT at New Wine in the summer. During this time, Matt Lewis finished as MA and Phil Kent finished up her role as MA and joined the adult team as Service Teams Pastor.

In Autumn Term, Hannah Fox and John Brown joined as Student MAs, and Student Pastor Ben Crelin went on paternity leave for his second child. The Student Team launched several new initiatives including Adopt-A-Student (a hospitality ministry with wider HT members), Discipleship Groups (a high-commitment discipleship opportunity for 2nd year students), and a vision revamp for one-to-one discipleship pairings. Like last year, the incoming academic class brought many new students, including male students and ARU students, two smaller but growing student groups at HT. The autumn Student Night sermon series was *The Story of God's People*, covering the overarching storyline of the Old Testament. The annual Student Carol Service was overflowing with students and guests as guest speaker Amy Orr-Ewing shared. 67 students attended Houseparty, our annual weekend student retreat in December, with guest speaker Ellie Huggins speaking on the gifts of the Spirit.

YOUTH MINISTRY

The main focal point of HT Youth remains Sunday sessions that meet during the 5:30 PM service for young people in school years 7-13. The average attendance across the year was 47 with numbers consistently above 50 in the Autumn Term. Throughout the Spring Term, older youth (school years 11-13) went to Real Eating Co. Café on Sidney Street for their session. However, after a change in management, we lost this space, meaning that all groups had to meet in HT during the Summer and Autumn Terms.

There were two teaching series in the Spring Term; the first explored stories of the heroes of the faith and the second was an Easter mini-series. The Summer Term was a significant term for teaching, as we began with a five-week series on the topic of sexuality. This was a weighty, but encouraging series, as it opened up the conversation around sexuality and established HT Youth as a space where they can be honest, share their thoughts, and ask real questions. The remainder of the Summer Term teaching explored values of the Early Church through the book of Acts, before a series on the Story of the Old Testament in the Autumn Term.

Alongside smaller socials throughout the year, key events included the Youth Weekend Away and DTI Festival. The Youth Weekend Away took place in January and was our biggest yet with 51 young people! Teaching across the weekend focused on the life of Daniel with talks by the regular volunteer team. This was an absolute highlight of the year and a weekend full of fun and family-building, as well as time to worship and reflect on God's Word. The summer saw our first trip to a youth festival since before COVID, as we took 16 young people to DTI. This was a full-on, but really encouraging week, as all the young people had a great time and said they were already keen to go the following year.

The staff team remained consistent with Becca Stoklund Lee as Youth Pastor and Jason Allison as Youth Ministry Assistant, supported by a committed team of volunteers. Although exciting, rapid growth in the Autumn Term, partnered with some volunteers stepping down over the summer, led to the team feeling very stretched. As a result, recruitment was a real focus this term with five new volunteers ready to start in January 2024.

CHILDREN'S MINISTRY

HT Kids are very thankful for a wonderful year. The number of children in HT Kids has continued to grow, and we have seen the children growing in their love of Jesus, in their eagerness for sharing the gospel, and in their boldness in trusting Him. By December 2023, we had nearly 170 "regulars", and around 120 kids coming each Sunday, split into 10 age groups over two services. We are very thankful to have about 50 leaders made up of grandparents, 20s & 30s, students, and youth, who come either weekly or fortnightly to lead. HT also launched a second afternoon service at 3:45 PM which includes HT Kids groups.

The Children's staff team this year was made up of Cat Meakin (Senior Children's Pastor), Rob Canniffe (Ministry Assistant until August 2023), Grace Brown and Rachel Simpson (Ministry Assistants), and Ben Pymer (Ministry Assistant joined in September 2023). During the year, HT Kids used all the meeting rooms onsite and a big room at Sidney Sussex College to have enough space simply to conduct the regular weekly groups.

In the Spring Term, HT Kids looked at Old Testament characters including Daniel, Caleb, Elijah, and Esther to learn about “following God in a hostile world.” In the Summer Term, HT Kids learnt a promise from the Bible each week and then looked at stories Jesus told. In the Autumn Term, we read Mark’s Gospel, followed by three weeks of Christmas teaching looking at names of Jesus.

NON-SUNDAY EVENTS, GUEST SOCIAL EVENTS, OUTREACH & DISCIPLESHIP

HT Kids ran events outside of the normal Sunday church setting to help the children grow in friendships with each other and their leaders, giving them the opportunity to invite their friends to come to know Jesus. The year-six age group did a discipleship course called ‘Rooted’, to help them go deeper with Jesus as their time at HT Kids came to an end, preparing them for the transition to HT Youth.

HT Kids also held several guest events throughout the year. On Good Friday, **121** children and their families (**28** children were from non-HT families) gathered in three locations for crafts, games, and challenges, followed by worship and a Gospel talk. This ended with an Easter egg hunt in the grounds of Sidney Sussex College. It was wonderful to share the Good News of Easter with both HT children and guests, and to have so much fun as well. In October, **131** children and their families (**30** children were from non-HT families) gathered in a garden for our annual Light Party, for games, face painting, supper, a bonfire, toasting marshmallows, worship, and a short thought on Jesus with a prayer response. It was very special to be together in a beautiful setting celebrating Jesus. At Christmas, we ran three Interactive Nativity Services. Children could bring guests and come dressed as any character they liked. They were invited up on stage when the narrators got to their part.

SOCIAL EVENTS

On the last Sunday of term, we run our annual ‘Jesus Green Games.’ At this event, the student leaders, and children from school years 1-6, go to Jesus Green (morning groups) and Coe Fen (afternoon groups) to play messy games and say thank you to the student leaders before they leave for the summer. All the children get a "certificate" with photos of their group, and a memory verse they've been memorising to give thanks for the year. The younger children had an “under-the-sea” party in their groups at church.

OTHER THINGS TO NOTE

HT Kids continued to ask families to sign up in advance of Sunday services. Families know if their plans change, they forget to sign up, or find that friends want to come unexpectedly, that no child will ever be turned away; however, it is extremely helpful to know the approximate numbers for the weekend, so that the team can arrange a sufficient number of leaders each week. We continue to look for large rooms close to HT, as some of the groups are outgrowing the spaces we have, although a lot of group time is lost in the walk

there and back. The 3:45 PM has relieved some of this pressure, but the morning groups are still very full.

NEW CREATIONS

New Creations is a group for parents and carers of children ages 0-11. We have seen more dads coming along and have welcomed new parents, whilst others have moved away from Cambridge or returned to full-time work. We have enjoyed activities such as a visit from a Speech Therapist, a Coronation tea party and bunting making, chocolate tasting, sharing things to do around Cambridge over the summer with children, Christmas food tasting, scratch choir, a talk about how to nurture a love of reading, and conversations about easy ways to make the world a better place for our children. Each session begins with a thought for the day. The themes of these talks were 'God Is...' (Spring Term), 'My Favourite Bible Verse' (Summer Term), and 'Personal Testimonies' (Autumn Term). New Creations was led by Cat Meakin (Senior Children's Pastor), Lucy How (until Easter 2023), Sarah Reynolds, Bethany Atkinson, Leke Ojumu (from Easter 2023) and Ros Couchman (from Easter 2023). The Creche was led by the Ministry Assistants, supported by Hailey Burks from November 2023.

WORSHIP MINISTRY

The last year has been a busy but exciting one for the Worship Team. With the launch of the 3:45 PM in early 2023, the team has been working to ensure all four services each Sunday are equipped with a full band as well as AV team. The exciting growth of many ministries in the church has led to a greater need for worship teams in different ministries – 20s & 30s, Students, Youth, and Kids, as well as Women's & Men's events and Alpha. With Matt Lewis moving on and ending his time at HT, the team has been down a staff member, so have been working hard to raise and develop worship leaders within the wider team, and we've seen 14 different worship leaders lead at Sunday services.

Alongside usual weekly ministry, in March 2023, the Worship Team recorded a live album of 13 songs written by members of the HT team in collaboration with a number of other churches from across the UK & US. This was an exciting event bringing together members of the Worship Team – both old and new – as well as a number of AV team as the night captured the audio and video of these songs led in our church. The album '*Season of Singing*' will be released in August 2024, with a single being released every three weeks beginning in February 2024. The album is excitingly being published by Essential Christian, the largest UK Christian Publisher, as part of their "Songs for the Church" initiative.

As always, Christmas was a huge undertaking for the Worship Team, but we continued to upscale with three carol services, three interactive nativity services, a Christmas worship night, two Shoppers' Haven events complete with busking and a "festive carols" addition. As part of the Christmas season, the Worship Team recorded a rendition of 'O Holy Night'

which was played out at the carol services as well as uploaded online – this has been watched over **14,400 times** on Instagram and **950 times** on YouTube. Additionally, the team wrote a spoken word inspired by the Barbie movie called ‘What Was I Made For?’ This was also watched over **5,100 times** on Instagram and **646 times** on YouTube. Both the Live Album Recording and the Christmas events were facilitated by an amazing collaboration of creatives from across the church.

Other highlights for the Worship Team have included leading worship at a few national festivals — New Wine & David’s Tent. This again has opened up a number of opportunities to connect and collaborate with other churches in the UK, as we seek to resource and equip other churches.

It has been an exciting year across the board for the Worship Team, and we are expectant and excited to see how the Lord will continue to grow our team, meet with us in our times of corporate worship, and use the songs released in the album project.

MISSION WORK

Pursuing the Great Commission to make disciples of all nations, the Mission Support Committee has four main aims:

1. To encourage church members to take an active concern in the spread of the Gospel in this country and overseas
2. To support the HT mission partners and church members engaged in mission and raise awareness of their work amongst the congregation
3. To act as an advisory forum to those exploring mission work
4. To manage the Mission Fund

The Committee works to encourage and support HT’s Mission Partners on behalf of the church through prayer, correspondence, and mentoring and grants, ultimately seeking to build up the relationship between them and the congregation. Mission Sunday, in June, was a very encouraging day. Danny Driver from Christ the Redeemer, Barnwell preached at both morning services and Gavin Howard, the Chair of Trustees at Cambridge Churches Homeless Project (CCHP), preached at our afternoon services. HT provides financial support to both Christ the Redeemer and CCHP. We showed several videos from Mission Partners, and we produced a leaflet summarising the work of all our Mission Partners.

Our Wednesday night Zoom prayer meetings continued to provide an opportunity for the church to commit to praying for our Mission Partners. One of the positive by-products of the COVID pandemic has been the ease of connecting with our Mission Partners via Zoom. Our Mission Partners, Chris and Suzy Wilson, who serve with the Church Mission Society in Ethiopia were on home leave in 2023. Chris preached at a Sunday morning service and both Chris and Suzy spoke at a well-attended Mission Lunch. We were delighted to provide grants to a group of HT students who went on a Mission Trip to India in the summer with

500k Churches. It was wonderful to have them share the amazing lessons they learned from the Indian church on prayer, hospitality, generosity, and sacrifice, at a Mission event in November.

The church supports many Mission Partners involved in a range of ministries both locally and overseas, including outreach to international students, work amongst the homeless in Cambridge, theological training in Zimbabwe, engineering ministry in Uganda, and sharing the gospel in East Asia.

STAFFING

The HT family is blessed with a committed and selfless staff team. It is impossible to thank them adequately in a report such as this, but we are truly grateful to them for all their hard work, commitment, and fruitful ministry.

As of the end of December 2023, Holy Trinity employed 25 staff, with the team comprising: **Jason Allison** (Youth Ministry Assistant), **Loïs Benyon** (Safeguarding Administrator), **Rev'd Oli Benyon** (Associate Vicar), **Julia Bishop** (Media & Communications Manager), **Grace Brown** (Children's Ministry Assistant), **John Brown** (Student Ministry Assistant), **Rev'd Stuart Browning** (Vicar), **Yanah Browning** (Adult Pastor), **Hailey Burks** (Midweek Crèche Leader), **Ben Crelin** (Student Pastor), **Hannah Fox** (Student Ministry Assistant), **Steve How** (Safeguarding Officer), **Bez Idakula** (Music Production & Worship Assistant), **Andy Irons** (Facilities Manager), **Phili Kent** (Services Teams Pastor), **Lorna Kidd** (Office Administrator), **Cat Meakin** (Senior Children's Pastor), **Leila Ong** (Adult Pastor), **Finn Pett** (Worship Ministry Assistant), **Ben Pymer** (Children's Ministry Assistant), **Rachel Simpson** (Children's Ministry Assistant), **Rebecca Stoklund Lee** (Youth Pastor), **Ruby Truesdale** (Vicar's PA), **Esther-Jane Baxter** (Worship Pastor) and **Rev'd Andy Woodman** (Associate Vicar).

HT had some staff turnover as usual, as several of the team ended their contracted placements, and others moved on to new pastures. The church community is grateful for the service of **Rob Canniffe** (Family Ministry Assistant), **George Clarke** (Creative & Communications Manager), **Matt Lewis** (Student Ministry Assistant) and **Pete Williams** (Operations Director), all of whom finished working for HT in 2023.

Finally, the church would also like to acknowledge the support of the following Ordinands who were on attachment in 2023: **Steven Copsey**, **Zoe Mathias**, **Dan Grayson**, **Lizelke Klindt**, and **William Ingle**.

FINANCIAL REVIEW & FUNDRAISING

Holy Trinity relies on God's provision for the financial resources it needs to operate and expand its ministries. We thank God for the generosity of our congregation who continue to provide most of our funding through a combination of regular and one-off giving and it is pleasing to report on the growing level of financial support that the church received through the year.

Income in the year grew by around 20%, which included an increase in regular giving of 9% and an increase in one-off giving of 60% (that was boosted by a particularly strong Autumn Gift Day that raised £187k including Gift Aid).

Expenditure in the year grew by 12% with the predominant growth driver being staffing costs which rose by 24% as we expanded our ministry teams to cope with the increasing demand and activity (which included the additional Sunday service).

Overall, the increased revenue enabled the generation of a small surplus of £37k which compares to last year's deficit of £41k.

The long-term policy of HT is to expend income received during each financial year on its purposes. However, some years will result in a surplus whilst other years result in deficit. Surpluses are prudently carried forward to offset deficits. In addition, it is the policy of the PCC to maintain at least three months of cash reserves equivalent to three months of operating expenditure. However, following some large one-off gifts in the last few years our cash reserves have been higher than this and the PCC is actively looking at ways of investing this surplus to expand our ministries and God's provision within Cambridge.

Great thanks this year must be given to Becky Eccleston for all her hard work as Finance Officer. In addition, the support of the Finance Committee continues to be invaluable to the Treasurer, Simon George, and in this regard special thanks are additionally due to Roy Warnes, Allen Swann, Anna McDonald and Tom Russell.

FUTURE PLANS

Our goal at HT is to become "*A Church for the City.*" We want to spread the Good News of the risen Lord Jesus and see Cambridge transformed, as well as have an impact on the world.

Cambridge continues to grow rapidly, with expanding research, technology, and medical industries, and thousands of houses being built each year. According to the council's figures, the population of Cambridge is set to grow by 30% by 2030. We want to make the biggest possible impact under God's hand, reaching as many people as possible with the

Good News of Jesus and seeing God's church thrive across wider Cambridge and beyond. While our mission to the city centre and university remains, God is giving us a vision to reach the wider city in a big way.

In 2024, we plan to finalise the renovation and rental of more space in 9 Market Street, to enable more kids and youth work on Sundays, as well as many more events and office space throughout the week.

We are also continuing with our financial plan to invest our reserves in expanding our ministry staff team to better facilitate the growth we are seeing in the wider church.

We also want to continue strengthening our partnerships with local churches and organisations, aiming to be a resource for Gospel ministry across the city.

Finally, we plan to continue investing in our relationship with the Diocese to discern opportunities for planting or revitalising churches. We pray that God will lead us into all that He has for us, and that, in His hands, we will be fruitful.

PCC RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The PCC is responsible for preparing financial statements for each financial year, which give a true and fair view of the state of its affairs and of the surplus or deficit for that year.

In preparing those financial statements, the PCC is required to:

- select suitable accounting policies and then apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- prepare the financial statements on the going concern basis,
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The PCC has overall responsibility for ensuring that the church has appropriate systems of control, financial and otherwise, and is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the church and enables them to ensure that the financial statements comply with the Charities Act 2011 and the Church Accounting regulations 2006. It is also, with the Churchwardens, responsible for safeguarding the assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the PCC is aware:

- There is no relevant audit information of which the church's auditors are unaware

- The PCC has taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

On behalf of the PCC,

Bekah Fairley, Church Warden



Alan Norrish, Church Warden



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, CAMBRIDGE

OPINION

We have audited the financial statements of the Parochial Church of Holy Trinity, Cambridge for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as of 31 December 2023, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 12 to the financial statements, and we have fulfilled our other ethical responsibilities

in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATED TO ONGOING CONCERN

In auditing the financial statements, we have concluded that the members' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the members with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the Members' Report, other than the financial statements and our auditor's report thereon. The members are responsible for the Members' Report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities Act 2011 require us to report to you if, in our opinion:

- the information given in the Members' Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or

- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF MEMBERS

As explained more fully in the members' responsibilities statement set out on page 19, the members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the members are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but it is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

THE EXTENT TO WHICH OUR PROCEDURES ARE CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The primary responsibility for the prevention and detection of irregularities including fraud rests with both the management and those charged with governance of the charity. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

We have considered the nature of the industry and sector, control environment, laws and regulations and business performance of the charity. Laws and regulations considered included, but were not limited to the Charities Act 2011, FRS102, Charity SORP and UK taxation legislation. We have enquired with the management in regard to their own

assessment of the risks of irregularities, including fraud. We also enquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

We obtained relevant documentation and representations in order to form an opinion on potential irregularities, including fraud.

We considered the opportunities and incentives that may exist within the organisation for fraud.

Based on this understanding, we designed specific audit procedures to identify instances of non-compliance with laws and regulations, including obtaining additional corroborative evidence as required. Examples of procedures included reviewing large and unusual transactions, reviewing large and unexpected variances, reviewing journal entries and reviewing relevant legal correspondence.

There are inherent limitations in the audit procedures described above, not least as sampling is used under International Auditing Standards, therefore not all transactions are reviewed. Therefore, there is a risk we will not detect all irregularities including those leading to a material misstatement in the financial statements or non-compliance with regulations. The risk of not detecting a material misstatement due to fraud is also higher than the risk of not detecting one from error, as fraud may involve deliberate concealment by, for example, forgery, collusion, omission, or intentional misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at the following address: **www.frc.org.uk/auditorsresponsibilities**. This description forms part of our auditor's report.

This report is made solely to the members, as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

PRENTIS & CO LLP
CHARTERED ACCOUNTANTS
& STATUTORY AUDITORS
115c Milton Road
Cambridge CB4 1XE



2 May 2024

Prentis & Co LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES

		Unrestricted	Transform	Other	Endowment	2023	Unrestricted	Transform	Other	Endowment	2022
		£	Project	Restricted	Funds	Total	£	Project	Restricted	Funds	Total
		£	£	£	£	£	£	£	£	£	£
Income											
Donations and Legacies	2a	1,091,959	-	11,347	100	1,103,406	920,747	2,690	-	-	923,437
Other income	2b	20,661	-	27,079	-	47,740	10,118	-	45,200	-	55,318
Investments	2c	23,969	-	-	-	23,969	7,817	-	-	-	7,817
Church/Charitable Activities	2d	31,730	-	-	-	31,730	18,595	-	-	-	18,595
Income Total		1,168,319	-	38,426	100	1,206,845	957,277	2,690	45,200	-	1,005,167
Expenditure											
Charitable Activities	3	852,225	8,348	40,755	3,000	904,328	649,015	34,861	45,200	3,000	777,076
Support and Governance	3	268,283	-	-	-	268,283	269,165	-	-	-	269,165
Expenditure total		1,120,508	8,348	40,755	3,000	1,172,611	963,180	34,861	45,200	3,000	1,046,241
Net Income /(expenditure) before gains/(losses) on investments		47,811	(8,348)	(2,329)	(2,900)	34,234	(5,903)	(32,171)	-	(3,000)	(41,074)
Unrealised gains / (losses)		2,465	-	-	-	2,465	-	-	-	-	-
Net income/(expenditure)		50,276	(8,348)	(2,329)	(2,900)	36,699	(5,903)	(32,171)	-	(3,000)	(41,074)
RECONCILIATION OF FUNDS	8										
Total funds b/f		922,374	8,348	37,677	585,000	1,553,399	928,277	40,519	37,677	588,000	1,594,473
Total funds c/f		972,650	-	35,348	582,100	1,590,098	922,374	8,348	37,677	585,000	1,553,399

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure relate to continuing activities.

The notes on pages 26 to 33 form part of these financial statements.

BALANCE SHEET

	Notes	Unrestricted Funds £	Restricted Transform £	Restricted Other £	Endowment £	2023 Total £
FIXED ASSETS						
Tangible assets	4	30,227	-	-	582,000	612,227
Investments		2,465	-	-	100	2,565
TOTAL FIXED ASSETS		32,692	-	-	582,100	614,792
CURRENT ASSETS						
Debtors	6	50,017	-	-	-	50,017
Cash at bank and in hand		940,337	-	35,348	-	975,685
TOTAL CURRENT ASSETS		990,354	-	35,348	-	1,025,702
CURRENT LIABILITIES						
Creditors: amounts falling due within 1 year	7	50,396	-	-	-	50,396
NET CURRENT ASSETS		939,958	-	35,348	-	975,306
TOTAL NET ASSETS	8	972,650	-	35,348	582,100	1,590,098

	Notes	Unrestricted Funds £	Restricted Transform £	Restricted Other £	Endowment £	2022 Total £
FIXED ASSETS						
Tangible assets	4	21,444	5,660	-	585,000	612,104
TOTAL FIXED ASSETS		21,444	5,660	-	585,000	612,104
CURRENT ASSETS						
Debtors	6	21,469	-	-	-	21,469
Cash at bank and in hand		932,380	2,688	37,677	-	972,745
TOTAL CURRENT ASSETS		953,849	2,688	37,677	-	994,214
CURRENT LIABILITIES						
Creditors: amounts falling due within 1 year	7	52,919	-	-	-	52,919
NET CURRENT ASSETS		900,930	2,688	37,677	-	941,295
TOTAL ASSETS AND FUNDS	8	922,374	8,348	37,677	585,000	1,553,399

The financial statements were approved by the Parochial Church Council on: **1 May 2024**

and signed on its behalf by: **Alan Norrish, Church Warden**



STATEMENT OF CASH FLOWS

		2023 £	2022 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	9	5,276	37,634
Cash flows from investing activities:			
Dividends, interest, and rents from investments		17,385	7,817
Purchase of property, plant, and equipment		(19,621)	(2,909)
Fixed Asset Investments		(100)	
Net cash provided by (used in) investing activities		(2,336)	4,908
Change in cash and cash equivalents in the reporting period		2,940	42,542
Cash and cash equivalents at the beginning of the reporting period		972,745	930,203
Cash and cash equivalents at the end of the reporting period		975,685	972,745

NOTES TO THE FINANCIAL STATEMENTS

1) ACCOUNTING POLICIES

a. BASIS OF PREPARATION AND ASSESSMENT OF GOING CONCERN

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have also been prepared in accordance with the Church Accounting Regulations 2006 and modified where necessary.

The financial statements include all transactions, assets, and liabilities for which the Parochial Church Council is responsible in law. They do not include the transactions of church groups that owe their main affiliation to another body, nor those that are informal gatherings of church members.

The Parochial Church Council of Holy Trinity, Cambridge constitutes a public benefit entity as defined by FRS 102.

The Council Members consider that there are no material uncertainties about the Parochial Church Council's ability to continue as a going concern. A healthy reserves position has been maintained thanks to sustained regular giving despite the pandemic. The financial statements are presented in sterling, which is the functional currency of the charity.

b. INCOME RECOGNITION

All income is recognised once the Parochial Church Council has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and Grants are recognised on the day they are deposited with the Parochial Church Council's bankers. In the event that a donation or grant is subject to conditions that require a level of performance or where terms of use are implied, the income is deferred and not recognised until either of those conditions are met.

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by the Council's investment managers.

Interest on funds held on deposit are included when receivable and the amount can be measured reliably by the Parochial Church Council; this is normally upon notification of the interest paid or payable by the bank.

Other investment income (rental income) is recognised in the period in which it falls payable to the Parochial Church Council; this is normally upon notification of the income payable by the appointed letting agents.

c. EXPENDITURE RECOGNITION AND IRRECOVERABLE VAT

Expenditure is recognised once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes grants made as part of the PCC's commitment to the worldwide church, evidenced in its financial commitment to

individuals and organisations working throughout the UK and abroad, programme costs undertaken to further the purpose of the PCC and all associated support costs.

d. FUND ACCOUNTING

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds are those that can only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for particular purposes.

Endowment Funds are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted or unrestricted funds, depending upon the purpose for which the endowment was established.

The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to the general fund.

e. TANGIBLE FIXED ASSETS AND DEPRECIATION

Depreciation is provided on all tangible fixed assets at rates calculated to write off the costs less estimated residual value of each asset over its expected useful life as follows:

Furniture	3 years straight line
Office Furniture	3 to 5 years straight line
AV Equipment	3 to 5 years straight line
Church resources	5 to 10 years straight line
Kitchen equipment	3 to 5 years straight line
Building	100 years straight line
Land	Not depreciated

f. FIXED ASSET INVESTMENTS

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value at the balance sheet date using the closing market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Parochial Church Council does not acquire put options, derivatives, or other complex financial instruments.

g. REALISED GAINS AND LOSSES

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales

proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

2) INCOME

2a. Income	Unrestricted Fund £	Restricted £	Endowment Funds £	2023 Total £	Unrestricted Fund £	Restricted Transform £	Other £	Endowment Funds £	2022 Total £
Cash and Cheques	8,702	-	-	8,702	369	-	-	-	369
Regular Giving	666,444	-	-	666,444	612,729	2,390	-	-	615,119
Gift Day and Appeals	181,409	9,601	-	191,010	109,367	-	-	-	109,367
One off donations	50,182	1,746	100	52,028	49,139	-	-	-	49,139
Gift Aid	185,222	-	-	185,222	149,143	300	-	-	154,443
	1,091,959	11,347	100	1,103,406	920,747	2,690	-	-	923,437
2b. Other Income	Unrestricted Fund £	Restricted £	Endowment Funds £	2023 Total £	Unrestricted Fund £	Restricted Transform £	Other £	Endowment Funds £	2022 Total £
Grants	2,644	27,079	-	29,723	600	-	45,200	-	45,800
Photocopier/Booksale	249	-	-	249	155	-	-	-	155
Weddings/ Banns	4,883	-	-	4,883	3,347	-	-	-	3,347
Miscellaneous	12,885	-	-	12,885	6,016	-	-	-	6,016
	20,661	27,079	-	47,740	10,118	-	45,200	-	55,318
2c. Investments	Unrestricted Fund £	Restricted £	Endowment Funds £	2023 Total £	Unrestricted Fund £	Restricted Transform £	Other £	Endowment Funds £	2022 Total £
Interest on bank deposits	17,385	-	-	17,385	533	-	-	-	533
M&S Passage licence	6,584	-	-	6,584	7,284	-	-	-	7,284
	23,969	-	-	23,969	7,817	-	-	-	7,817
2d. Church / Charitable Activities	Unrestricted Fund £	Restricted £	Endowment Funds £	2023 Total £	Unrestricted Fund £	Restricted Transform £	Other £	Endowment Funds £	2022 Total £
Church / Charitable Activities	31,730	-	-	31,730	18,595	-	-	-	18,595
TOTAL INCOME	1,168,319	38,426	100	1,206,845	957,277	2,690	45,200	-	1,005,167

3) CHURCH / CHARITABLE ACTIVITIES

	Charitable Activities £	Support and Governance £	2023 Total £	Charitable Activities £	Support and Governance £	2022 Total £
Staff Costs	532,401	115,604	648,005	388,174	122,827	511,001
Programme Costs	106,812	-	106,812	64,053	-	64,053
Grants	85,360	-	85,360	56,179	-	56,179
Buildings/Office	160,257	-	160,257	218,615	-	218,615
Parish Share	-	146,879	146,879	-	139,271	139,271
Audit Fees	-	5,800	5,800	-	7,067	7,067
Depreciation	19,498	-	19,498	50,055	-	50,055
	904,328	268,283	1,172,611	777,076	269,165	1,046,241

STAFF COSTS

	Unrestricted	Restricted	2023 Total	Unrestricted	Restricted	2022 Total
	£	£	£	£	£	£
Salaries and E'ee NIC	507,436	25,000	532,436	383,989	45,000	428,989
Pension Costs	36,671	-	36,671	32,882	-	32,882
	544,107	25,000	569,107	461,871	45,000	461,871
Payroll Fees	1,475	-	1,475	1,330	-	1,330
Staff Housing Costs	41,814	-	41,814	6,366	-	6,366
Training/Development	4,899	-	4,899	8,203	-	8,203
Other Staff Costs	28,784	-	28,784	30,438	-	30,438
Recruitment	1,926	-	1,926	2,793	-	2,793
	623,005	25,000	648,005	466,001	45,000	511,001

The average number of employees during the year was 20 (2022:21 full time equivalent) with all employee time involved in either support services to charitable activities or support to the governance of the charity. No employee received remuneration more than £60,000 in the year (2022: none). None of the trustees have been paid any remuneration or received any other benefits incurred for being a trustee of the charity. The work of the charity is directed by the Vicar, Chair of Trustees who is an employee of Ely Diocese. Trustees' expenses reimbursed during the year were £NIL (2022: Nil)

The charity operates a defined contribution pension scheme with NEST. The assets of the scheme are held separately from those of the charity in independently administered funds. The pension charge represents the amounts payable by the charity to the fund in respect of the year. Although the charity's auto enrolment staging date was 1 February 2017, the scheme was adopted in 2013 and all staff enrolled from the commencement of their employment.

4) TANGIBLE FIXED ASSETS

	Freehold Land Buildings £	Furniture £	Office Equipment £	AV Equipment £	Church Resources £	Kitchen Equipment £	2023 TOTALS £
COSTS B/F AT BEGINNING OF YEAR	600,000	101,430	110,520	188,684	31,081	19,588	1,051,303
Additions	-	4,625	1,589	13,407	-	-	19,621
COSTS C/F AT END OF YEAR	600,000	106,055	112,109	202,091	31,081	19,588	1,070,924
DEPRECIATION B/F AT BEGINNING OF YEAR	15,000	101,430	102,977	172,320	28,845	18,627	439,199
Depreciation charge	3,000	99	6,270	7,896	1,272	961	19,498
DEPRECIATION C/F AT END OF YEAR	18,000	101,529	109,247	180,216	30,117	19,588	458,697
NET BOOK VALUE AT 31 DEC 2023	582,000	4,526	2,862	21,875	964	-	612,227

	Freehold Land Buildings £	Furniture £	Office Equipment £	AV Equipment £	Church Resources £	Kitchen Equipment £	2022 TOTALS £
COSTS B/F AT BEGINNING OF YEAR	600,000	101,430	107,611	188,684	31,081	19,588	1,048,394
Additions	-	-	2,909	-	-	-	2,909
COSTS C/F AT END OF YEAR	600,000	101,430	110,520	188,684	31,081	19,588	1,051,303
DEPRECIATION B/F AT BEGINNING OF YEAR	12,000	101,430	87,542	146,691	26,771	14,710	389,144
Depreciation charge	3,000	-	15,435	25,629	2,074	3,917	50,055
DEPRECIATION C/F AT END OF YEAR	15,000	101,430	102,977	172,320	28,845	18,627	439,199
NET BOOK VALUE AT 31 DEC 2022	585,000	-	7,543	16,364	2,236	961	612,104

5) NET INCOME / (EXPENDITURE) FOR THE YEAR

	2023	2022
This is stated after charging:	£	£
Auditors remuneration – external audit	5,800	7,067
Depreciation of Tangible Fixed Assets	19,498	50,055

6) DEBTORS

	Unrestricted	Restricted	2023 Total	Unrestricted	Restricted	2022 Total
	£	£	£	£	£	£
Gift Aid Claimable	43,794	-	43,794	9,822	-	9,822
Accrued Income	-	-	-	3,769	-	3,769
Prepayments	333	-	333	454	-	454
Income Receivable	249	-	249	-	-	-
VAT Reclaimed	5,641	-	5,641	7,424	-	7,424
	50,017	-	50,017	21,469	-	21,469

7) CREDITORS

	Unrestricted	Restricted	2023 Total	Unrestricted	Restricted	2022 Total
	£	£	£	£	£	£
Trade Creditors	35,572	-	35,572	20,507	-	20,507
Other creditors and accruals	14,824	-	14,824	32,412	-	32,412
	50,396	-	50,396	52,919	-	52,919

8) RESTRICTED AND UNRESTRICTED FUNDS

Name of Unrestricted Fund

General Funds All unrestricted voluntary donations are held in a general fund to resource the work of the charity

Mission Fund The PCC designate 10% of all regular unrestricted voluntary donations as a tithe. This fund is distributed to various mission organisations.

Name of Restricted Fund

Vicar's Discretionary For the purpose of providing social relief within the local community.

Student Student pastor, pastoral assistants, and associated ministry.

Transform Project This is the fund set up to manage the refurbishment and expansion of the existing church buildings to make the best use of the physical space available. The Transform project was completed in 2018 with the last invoices paid in 2019 and the remaining balance pertains to the assets.

Specific Ministries Income is received from time to time to help fund activities within the ministry of the church.

**RECONCILIATION OF MOVEMENT OF FUNDS
YEAR ENDED 31 DECEMBER 2023**

	Funds b/f 1 Jan 2023	Incoming Resources	Resources Expended	Investments Gains/(Losses)	Transfer	Funds c/f 31 Dec 2023
	£	£	£	£	£	£
General Funds						
General Fund	895,935	1,168,319	(1,035,148)	2,465	(73,643)	957,928
Designated Funds						
Mission Fund	26,439	-	(85,360)	-	73,643	14,722
Restricted Funds						
Vicar's Discretionary Fund	11,944	-	-	-	-	11,944
Student Ministry	21,658	25,000	(25,000)	-	-	21,658
Youthwork Church Schools	3,317	-	(3,317)	-	-	-
Children	758	250	(1,008)	-	-	-
Transform – Equipment	8,348	-	(8,348)	-	-	-
Bowtell Fund	-	1,829	(1,829)	-	-	-
Welcome Fund	-	1,746	-	-	-	1,746
HT Cambridge Collective	-	9,601	(9,601)	-	-	-
Endowment Funds						
Endowment Fund	585,000	-	(3,000)	-	-	582,000
Mann Bequest	-	100	-	-	-	100
	<u>1,553,399</u>	<u>1,206,845</u>	<u>(1,172,611)</u>	<u>2,465</u>	<u>-</u>	<u>1,590,098</u>

YEAR ENDED 31 DECEMBER 2022

	Funds b/f 1 Jan 2022	Incoming Resources	Resources Expended	Transfer	Funds c/f 31 Dec 2022
	£	£	£	£	£
General Funds					
General Fund	913,188	957,277	(907,001)	(67,529)	895,935
Designated Funds					
Mission Fund	15,089	-	(56,179)	67,529	26,439
Restricted Funds					
Vicar's Discretionary Fund	11,944	-	-	-	11,944
Student Ministry	21,658	45,000	(45,000)	-	21,658
Youth Work Church Schools	3,317	200	(200)	-	3,317
Children	758	-	-	-	758
Transform Project – Equipment	40,519	2,690	(34,861)	-	8,348
Endowment Funds					
Endowment Fund	588,000	-	(3,000)	-	585,000
	<u>1,594,473</u>	<u>1,005,167</u>	<u>(1,046,241)</u>	<u>-</u>	<u>1,553,399</u>

9) RECONCILIATION OF NET INCOME (EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Total Funds 2023 £	Total Funds 2022 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	36,699	(41,074)
Adjustments for:		
Depreciation charges	19,498	50,055
Dividends, interest, and rents	(17,385)	(7,817)
Gains / (Losses) on investments	(2,465)	-
(Increase)/decrease in debtors	(28,548)	78,951
Increase/(decrease) in creditors	(2,523)	(42,481)
Net cash provided by (used in) operating activities	5,276	37,634

10) CAPITAL COMMITMENTS

The charity has no capital commitments in this year, or the previous year.

11) RELATED PARTY DISCLOSURES

Two employees are related to Trustees, whose employments pre-date the appointment of the connected Trustees. There are no favourable conditions in their employment contracts and the Trustees as a whole are satisfied that there are no conflicts of interest arising.

12) MANAGEMENT THREAT IN RELATION TO NON-AUDIT SERVICES

In common with many other charities of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements. The Trustees and auditors are both comfortable that these additional services are non-material and do not present a threat to the independence of the audit process

Accounts

Holy Trinity Church
Cambridge

Annual Report and Financial Statements
of the Parochial Church Council
for the year ended 31 December 2022

The PCC is a charity registered in England and Wales
Registered charity number 1128200

Holy Trinity Church, Market Street, Cambridge, CB2 3NZ

HOLY TRINITY TRUSTEES' REPORT

Vicar's Welcome

Welcome to Holy Trinity (HT)'s 2022 Annual Report. Reviewing the year, it has felt full of life. At the start of the year, we found our Sunday services rapidly returning towards pre-Covid levels, with many new and previously self-isolating members coming in person. Our 9.30am service was especially full, with the children's ministry nearly overwhelmed with families both new and old. This exciting situation led us on the journey of seeking to make more space for children and families, and much of the year was taken up by planning and preparation for our new 3.45pm service, recently launched in early 2023. Another area to burst back into life was the student work, with Student Night numbers in October returning to levels not seen in over five years. Other significant moments included the recruitment process of a new Associate Vicar to push forward our outreach and evangelism ministries, and the agreement by the PCC to set a faith-stretching budget to invest in ministry expansion in the coming years.

It feels like an exciting season in the church, and I would like to thank the whole family of HT, as well as the staff, PCC & wardens, for not only serving so faithfully but for being willing to go on an adventure of growth and mission together. To God be the glory for his kindness and generosity to us.



Stuart Browning
Vicar, Holy Trinity Cambridge

As with all Annual Reports, there is an obligation to disclose our financial results, and to outline some of the more formal governance aspects of how the church operates. However, it is also an opportunity to showcase to you, as readers of this report, how we focus our efforts, finances and ministries to bring the good news to those in Cambridge and beyond.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Role of the PCC

The Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent in promoting in the parish the whole mission of the church, pastoral, evangelistic, social and ecumenical. The PCC is responsible for the upkeep and development of Holy Trinity Church in Market Street, Cambridge together with the Henry Martyn Hall and the Charles Simeon Centre.

The PCC is a body corporate established by and operating under the Parochial Church Councils (Powers) measure 1956. It is a charity registered with the Charity Commission of England and Wales, registration no. 1128200.

The Council members have pleasure in presenting their report and the financial statements of the charity for the year ended 31 December 2022.

Council Members

The method of appointment of PCC members is set out in the Church representation Rules (2020). At Holy Trinity the membership of the PCC comprises clergy licensed to the parish, Churchwardens, Treasurer, Deanery Synod lay representatives, and church members (elected by those members of the congregation who are on the electoral roll of the church) and all are Trustees. All members of the church are encouraged to register on the electoral roll in order to be eligible to vote at the Annual Parochial Church Meeting (APCM) and to stand for elected office.

Elected members of the congregation (laity) serving on the PCC hold office from the conclusion of the annual meeting at which they were elected until the conclusion of the third annual meeting thereafter. One third of the PCC members are elected each year.

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Deanery Synod members serve on the PCC until 30 June following the election of their successors. Having served for two successive terms Deanery Synod representatives (who hold that office for a term of three years beginning with the next 1 July following the date of their election) may not serve on the Deanery Synod for the term immediately following the second of those terms.

In the eventuality of members of the PCC leaving office mid-term, their place remains vacant until the following APCM. On rare occasions and for a specific purpose a member of the congregation on the electoral roll may be co-opted for one or more meetings. The Operations Director is a non-voting member of the PCC.

The following served for all or part of 2022:

Vicar	Revd Stuart Browning	Elected PCC members	Term of office dates
		Richard Meakin	Until APCM 2023
Associate Vicar	Revd Oliver Benyon	Rebekah Fairley	Until APCM 2023
		Michael Pollitt	Until APCM 2023
Churchwardens	Blake Hansen	Claire McMillan *	Until APCM 2023
	Tolulope Anifalaje (until 22 May 2022)	Fiona Saunderson	Until APCM 2023
	Rebekah Fairley (from 22 May 2022)	Xanthe Barker	Until APCM 2024
		Anna McDonald	Until APCM 2024
		Stephen Rymill	Until APCM 2024
		Edwina Swann	Until APCM 2024
PCC Secretary	Karen Goldstone	Karen Goldstone	Until APCM 2025
		Tom Russell	Until APCM 2025
Treasurer	Tom Russell	Graham Budd	Until APCM 2025
		Clare Irwin	Until APCM 2025
Operations Director	Pete Williams	Deanery Synod	
		Keith Bennett **	Until 30 June 2023
		Peter Key	Until 30 June 2023
		Peter Sloman	Until 30 June 2023

* Until 22 May 2022

** The PCC note with great sadness the sudden death of Keith Bennett in October 2022.

The PCC formally met on six occasions during the year in January, March, May, July, November and December. All meetings were held in person with the exception of the January meeting and the December meeting (which was exclusively to discuss and approve the previously circulated budget for 2023) which were held on Zoom. In addition the PCC met in September for a half day of envisioning, discussion and prayer. The average attendance at PCC meetings was over 80%. The PCC members are responsible for all matters of general concern and importance to the congregation including agreeing on how the funds of the PCC are to be spent. Given its wide range of responsibilities, the PCC has several sub-committees and task groups, each responsible for an aspect of church life. These Committees and groups, listed below, are all responsible to the PCC and report back to it regularly with recommendations and formal resolutions that are discussed and acted upon as necessary. All Committees and groups ideally, and ordinarily, contain at least one PCC member, and members of the wider congregation as appropriate.

Committees

Standing Committee – is appointed annually by the PCC and has the power to transact the business of the PCC between its full meetings, subject to directions set by the PCC. The Committee comprises the Vicar, church wardens, and representatives of the PCC, as well as usually the Operations Director and Church Treasurer.

Finance Committee – assists the Treasurer in overseeing the financial affairs of the church and to bring to the PCC an annual budget, regular updates on income and expenditure, and any issues that require resolution together with recommendations on possible courses of action.

Missions Committee – encourages each church member to take an active concern in the spread of the gospel both in this country and overseas and manages the mission allocation as set by the PCC. The mission fund income is based on 10% of unrestricted, regular voluntary donations.

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Risk and Governance Group – is responsible for risk management of the church and oversees the governance of working practices including employment matters and compliance with all regulations and legislation.

Appeals Committee – is available to receive appeals as to decisions made by the Risk and Governance Group. The group forms the last stage in the internal escalation process for the procedures set out in the employment policies.

Other less formally constituted teams carry forward the work of the church. These include home groups, work with families, youth work, 20s and 30s, pastoral care, student ministry, worship team and children's church. HT runs various small groups, which provide a valuable way to build relationships through sharing food, worship and studying the bible together.

Risk Management

The PCC, advised by the Risk and Governance Group, monitor the major risks to which the church is exposed, which principally relate to the buildings, finance and employment. Assessments have been carried out for all areas of major risk and the management of these risks is documented.

Risk is considered regularly as part of the decision-making process. Insurance policies are in force to cover appropriate risks, for instance, the risk of damage to the buildings and public liability. Formal procedures are in place to control and mitigate major risks.

Safeguarding

In line with the House of Bishops policy statement on promoting a Safer Church, Holy Trinity remains committed to ensuring that all children, young people and vulnerable adults involved in its activities are protected and cared for. Safeguarding is the responsibility of the whole church and everyone who participates in the life of HT has a role to play in promoting a safer church for all. This is embedded in the life of Holy Trinity.

Holy Trinity continues to adopt and implement the recommendations, policies and procedures outlined in the Church of England Safeguarding documentation. This includes all the latest guidance issued since the last Annual Report. This covers the key roles and responsibilities of office holders, including practical guidance on how to respond to, assess and manage concerns or allegations against church officers. A key focus of 2022 was the modification and simplification of HT's Safeguarding Policy, condensing two policies into one and adopting good practice from other churches and institutions into ours.

At the start of 2020 Holy Trinity invested in the Parish Safeguarding Dashboard as recommended by multiple dioceses. The dashboard identifies all safeguarding requirements that parishes must adhere to, splitting this into three levels – level 1 basic compliance, level 2 medium compliance, and level 3 comprehensive compliance. With the dashboard having been further enhanced and expanded, HT remains with its level 3 compliance. This demonstrates the church's high level of compliance, as many other churches have yet to adopt the dashboard or are still working on evidencing requirements needed for level 1-2.

As per the Safeguarding Policy, staff members and volunteers of HT have sought safeguarding advice and guidance. Logs of concern have been submitted as required. As in 2020 and 2021, the key themes raised in 2022 have been self-harm, consent, and historical allegations. The Diocese Safeguarding Advisor team have been consulted on several issues over the year, which is in line with our procedure and is good practice. No Logs of Concern were escalated for additional work and support. No further actions from other agencies or parties were required.

Holy Trinity remains a vigilant church in terms of safeguarding. It is pleasing to report we have kept everyone associated with HT safe from harm. This we will continue to do to the highest possible standards in the years to come.

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Deanery Synod

Deanery Synod provides the PCC with an important link between the parish and the wider structures of the church.

Three members of the PCC sat on the Cambridge South Deanery Synod in 2022, one of whom was the long-standing synod representative, the much-loved and radiant Keith Bennett, who went to Glory in October.

Deanery Synod met three times in 2022, one of which was joint with Cambridge North Deanery and held at Holy Trinity Cambridge. There were presentations and discussions on the Deanery Development plan, which started this year; the Cambridge Churches Homeless Project (CCHP); and Eco Church initiatives.

PCC activities in 2022

2022 saw a return to more normal activity and in-person PCC meetings following the disruption caused by the Covid-19 pandemic.

The PCC received updates on church finances and safeguarding at every meeting. In addition to these standing items, during the course of the year the PCC discussed the following:

- PCC were kept updated about staffing and vacant posts including that of a new Associate Vicar following the appointment of Stuart Browning (previously an Associate Vicar) as Vicar.
- A Safeguarding Action Plan based on the Diocesan dashboard was approved; a revised Safeguarding Policy and a Whistleblowing Policy were also approved. PCC were also asked to take Diocesan on-line Safeguarding courses as requested by our Safeguarding Officer.
- In January 2022, the PCC approved the budget for 2022 and in March approved the Mission Giving over the year.
- Risk and Governance policies underwent annual review.
- The additional work treating damp on the west wall, revealed from the Quinquennial repairs carried out in 2021, was approved along with some minor redecoration.
- Other property matters discussed included installation of CCTV to improve security; repairs to the roof and other necessary maintenance at 42 Pretoria Road (a property owned by the church and lived in by the Associate Vicar and family); and the exploration of taking on the lease of a nearby property to address the shortage of accommodation for children and young people's work and staff office space. This proposal is still under active discussion.
- In May the PCC held a discussion about the Equipped for Life seminars to be held in February 2023 on sexuality issues. Ideas on preparation for Home group leaders were proposed and subsequently acted upon.
- From July 2022 considerable time was spent discussing the development of a fourth Service on Sundays in order to accommodate the increasing number of families attending HT and to alleviate the need for a booking system for children, in force since the Covid-19 pandemic. (This fourth service is at 3.45pm, and ultimately commenced in January 2023).

SUNDAY SERVICES

HT has seen a significant growth in our Sunday services after the lifting of social restrictions from Covid-19. The three Sunday services have been well attended, and at the end of 2022 there were around 500 attending in person on a Sunday (not including children or youth), with another 100 watching online. HT Kids runs during the 9.30am service, Student Lunch is provided after the 11.30am service, and Youth Group runs during the 5.30pm service. HT's 20s & 30s members connect for food and drinks after the 11.30am and 5.30pm service. Sunday attendance is genuinely all-age, with lots of families at the 9.30am and 5.30pm, lots of students at the 11.30am, and the 20s & 30s and older adults attending throughout. Outside of university term time, the Sunday services consolidate into two; at 10.30am and 5.30pm.

Throughout the year HT has a number of significant Sundays. Highlights include the multiple evangelistic Carol and Nativity services in November and December, termly guest-friendly adult baptism services, annual Commitment Sunday and Mission Sundays, and our wonderful family celebrations around Christmas, Easter and Pentecost.

HT typically focuses on a specific teaching series throughout weekly sermons, as outlined below, and have been fortunate to have welcomed a number of visiting speakers throughout the year.

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The Sunday preaching series in 2022 were:

Why the Cross? – January
Living a Fruitful life (Gospel of Luke) – February
The Journey to Jerusalem – March-April
Micah: A message for our times – April-May
Prayers God loves to hear – June-September
Jesus and Peter: Four stages of faith – September
The Prequel: Genesis 1-11 – October-November
Why Christmas? – December

The visiting speakers during the year included:

Jerry and Sussane Varghese, Jonno Linebaugh, Peri Tsim, James Blandford-Baker, Simeon Zahl, Michaela Copsey, Ed Corke, Ellie Huggins, Bekah Fairley, John Wilson, Juliet and Jason Wendel, Andy Byers, Dennis Adide, Rob McDonald, and Zoe Matthias.

ADULT MINISTRY

Home Groups

Throughout the year we have continued to welcome new members into the church and to help them connect into the HT family. Many of these new members have joined one of our 26 home groups that are located throughout Cambridge and the surrounding areas.

We have over 300 members of the congregation in home groups, with just under 60 in the Thursday morning women's group, Connections. Many members of our home groups are also committed to one of our serving teams and home groups continue to provide community and space for spiritual growth. In the autumn, two of our home group leaders produced a very well-received study guide to accompany our sermon series on '*Why the Cross?*'.

We continued to hold termly Home Group Leader Training evenings, and in September we spent a Saturday morning together ending our time with a lunch to say thank you to our very faithful and committed home group leaders.

20s & 30s

The 20s & 30s group at HT has continued to grow. A committee of volunteers leads the group, facilitating a mix of social events and spiritual input. In the last year, these events included several worship and prayer evenings, a quiz evening, a pizza night, a bike ride, a shuffleboard evening and a women's event. These events, in addition to weekly fellowship on Sundays and midweek homegroups, provide ongoing opportunities for friendships to grow and for people to invest in their relationship with God.

Equipped For Life

In February we held our annual 'Equipped for Life' series of talks, focusing on four different streams, from which individuals could choose to attend. All were well attended and very well received. The streams were:

1. 'Engaging with Public Life' with talks on business, housing, and the environment
2. 'Dating and relationships'
3. 'Soul nourishing disciplines'. The disciplines covered were fasting, Christian contemplation, and self-examination
4. 'Am I called to?' with a focus on fostering/adoption, overseas mission, and ordination.

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Alpha

The Alpha Course was hosted twice in 2022 (January and September) with both courses having over 20 guests taking part, and a number of them making first time commitments to follow Jesus as well as deciding to join the church.

Men's Events

This year began our men's ministry that is aimed to foster fellowship, discipleship, and outreach opportunities for the men in the church. This ministry has been led by Jon Reynolds and Busoye Anifalaje and overseen by the Associate Vicar, Oli Benyon.

In 2022, we hosted two men's breakfasts as well as monthly social gatherings which included pub walks, lunches, watching sport and meals out together. Roughly 120 men have attended these different events throughout the year.

Women's Events

We held a very encouraging, intergenerational Women's Brunch in May and approximately 100 women of all ages attended. The theme was 'Growing in Faith Together' and three members of the church shared their testimonies. In November we had a Women's Walk in the Cambridge Botanical Gardens. These events were led by Phili Kent and Leila Ong.

Living and Telling Course

For 10 weeks we ran an evangelistic course that aimed to train and equip members of the church in sharing their faith. The course had 18 guests and was hosted by Susanne Varghese and the Associate Vicar, Oli Benyon.

Prayer

Our weekly online Prayer Gathering continued on Wednesday nights from 7.45-8.45pm. These gatherings were hosted by Oli & Lois Benyon, Leila & Ken Ong, and Fiona & David Saunderson. The average number who attend is around 40 people. Twice a term these evenings have been in person at HT.

2022 also saw the launch of HT using the Echo Prayer App as a way of communicating prayer needs to the church quickly. There are over 170 people engaged in prayer in this way.

Over May and July we ran the Prayer Course which was attended by 18 people.

Occasional Offices

Throughout the year HT held two weddings, one memorial service, eight adult baptisms, three infant baptisms and seven dedications.

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CHILDREN'S MINISTRY

HT Kids are very thankful for a wonderful year. The number of children in HT Kids has continued to grow and we have seen the children growing in their love of Jesus, in their eagerness in sharing the gospel, and in their boldness in trusting Him. By December 2022 we had nearly 200 "regulars", with around 100 coming each Sunday, split into six age groups. We are very thankful for the 30+ leaders, who include among them grandparents, 20s & 30s, students and youth, who come either weekly or fortnightly to lead. The staff team was Cat Meakin (Senior Children's Pastor), Hannah Fisher (Children's Pastor, until July), Rob Canniffe (Ministry Assistant), Grace Brown and Rachel Simpson (Ministry Assistants, joined HT in September). During the year, HT Kids used all the meeting rooms onsite, a meeting room at the Jubilee Centre (until it was sold in mid-June), and a big room at Sidney Sussex College to have enough space simply to conduct the regular weekly groups.



In the Spring term HT Kids read Acts and learnt how to share our faith. In the Summer term we did a Bible Overview with Ellie Harding (HT Youth team), painting the next part of the biblical story each week to help the children visualise the overarching narrative of the Bible.

In the Autumn term we used John's Gospel to be detectives, investigating who Jesus is, followed by four weeks of Christmas teaching looking at Mary, the Shepherds, the Wise Men and the Angels' message to discover that *Jesus is Hope* for individuals, outcasts, those from other cultures, and everyone who believes.



Images: The year 3-6's responses to "Who is Jesus?" at the end of our series on John

Non-Sunday events, guest social events, outreach and discipleship

HT Kids ran events outside of the normal Sunday church setting to help the children grow in friendships with each other and their leaders, and to invite their friends to come to know Jesus. The year six age group did a discipleship course called "Rooted", to help them go deeper with Jesus as their time at HT Kids came to an end, preparing them for the transition to HT Youth.

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HT held a number of guest events throughout the year.



On Good Friday, 131 children and their families (40 children were from non-HT families) gathered in three locations for crafts, games and challenges, followed by worship and a gospel talk. This ended with an Easter Egg Hunt in the grounds of Sidney Sussex College. It was wonderful to share the Good News of Easter with both HT children and guests, and to have so much fun as well.



In October, 137 children and their families (46 from non-HT families) gathered in a garden for our annual Light Party, for games, supper, a bonfire, toasting marshmallows, worship and a short thought on Jesus, the Light of the World. It was very special to be together in a beautiful setting celebrating Jesus.

With the average number of children attending Sundays well over 100 towards the end of the year, a traditional nativity play would have been difficult. After consulting various families it was decided to instead run two "scratch" nativities, rather than anything rehearsed. Children could bring guests and come as any character / animal they liked, and were invited up on stage when the narrators (HT Youth, HT Kids leaders, and year sixes) got to their part.

Social Events

In the Summer term the Rockets and Comets groups (three year olds up to school year two) and their families went to see the animals at the Wimpole Hall Farm and enjoyed a picnic and parachute games together. The Shooting Stars and Galaxies (school years three to six) went bowling in February which was a great success.

On the last Sunday of term, we run our annual 'Jesus Green Games': the student leaders and children from school years one to six go to Jesus Green to play messy games and say thank you to the student leaders before they leave for the summer. All the children get a "certificate" with photos of their group, and the memory verse they've been memorising to give thanks for the year. The younger children have a slightly less messy (but just as fun!) party in their groups at church.



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Other things to note

HT Kids continued to ask families to sign up in advance of Sunday services. Families know if their plans change, they forget to sign up, or find that friends want to come unexpectedly, that no child will ever be turned away, but it is extremely helpful to know the approximate numbers so that the team can arrange a sufficient number of leaders each week.

We continue to look for large rooms close to HT, as some of the groups are outgrowing the spaces we have. We have been so thankful that the Jubilee Centre was available until the end of the Summer term, and that Sidney Sussex allows us use of a room, although a lot of group time is lost in the walk there and back. Having some families move to the 3.45pm service should relieve some immediate pressure on the rooms in the morning service; however we will continue to look for long-term provision as numbers are expected to grow in both the morning and afternoon services.

New Creations

New Creations is a group for parents and carers of children aged 0-11. We have seen more dads coming along and have welcomed new parents, whilst others have moved away from Cambridge or returned to work.

We have enjoyed activities such as a visit from John Lewis, a talk on 'Connecting with your Child', a scratch choir, a pizza making session, a panel for parents to ask 'any question', a Jubilee tea party and bunting making, ten ways to look after your mental health, and a clothes swap. Each session begins with a thought for the day and we have done these on People who met Jesus (spring), My Favourite Bible Verse (summer), and Alpha topics (autumn).

New Creations was led by Cat Meakin (Senior Children's Pastor), Lucy How, Sarah Reynolds and Bethany Atkinson. The Creche was led by the Ministry Assistants, supported by Carole Bennett and Eila Craig.



YOUTH MINISTRY

The main focal point of HT Youth remains Sunday sessions that meet during the 5.30pm service. Attendance ranged between 25-40 youth between school years 7 and 13 throughout the year with this growing to over 40 most Sundays in the Autumn term. As these numbers grew it became clear that the space at HT wasn't sufficient and new space was found. From October, older youth (school years 10-13) began to meet at the Real Eating Co Café just a couple minutes up the road on Sidney Street.

In the Spring Term, teaching was focused on Spiritual Disciplines, with space given in the sessions to get practical through activities such as meditating on scripture and worship. The Summer term focused on the theme of Restoration, exploring the hope and tension of holding on to God's promises to restore in the midst of our broken world. We ended this series with a prayer and worship evening using prayer stations throughout the building to reflect on everything we'd thought about over the term.



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Another highlight of Spring term was a Mission Sunday session in May where we heard from local mission partners at Christ the Redeemer in Barnwell and an HT Youth alumni who is involved in overseas mission. Young people came away from this inspired and challenged to think about how God might want to use their gifts and passions for his Kingdom.

Teaching in the Autumn term looked at the book of Colossians, giving young people a chance to read through and explore a New Testament letter. Throughout this term in particular, consistent small groups generated a real sense of family within the group. New volunteer leaders also brought lots of fresh initiative and energy.

For the first two terms, few events took place outside of Sundays as Becca settled in to being Youth Pastor supported by just half the time of one Family Ministry Assistant. Socials such as bowling and a nerf gun party made space to build community and fun together. Before the Summer we also ran a 'What's Next?' course for our leaving year-13s to help them think and pray about life beyond youth group. This was a really encouraging time that we've already seen fruit from as these young people have settled into churches at university and are thriving there.

A significant change in the youth team came in September as the Family Ministry Assistant role was split, with Rob Canniffe stepping back from youth to do kids full time and Jason Allison joining the team as a Youth Ministry Assistant. This has made more space for extra events including more socials and an awesome Soul Survivor Saturday Celebration trip at the end of the year.



STUDENT MINISTRY

The Student Team praises God for Spirit-given growth in the Student Ministry, both in the depth of students' relationships with God, and also in breadth, as the community has grown with new students joining the family.

In the Spring term, Student Night continued with two preaching mini-series, *The Gospel Works*, and *Repenting & Rejoicing*, which explored how the Good News of Jesus empowers us to live as Jesus' followers. Holy Trinity and the Student Team were also delighted to host CICCUs *Events Week*, their annual outreach event among Cambridge students, in the HT buildings. Other term highlights included our new Halfway Hall to celebrate second year students, Sunday student lunches, particularly one with guest speaker, Glenn Packiam, and a Student Serve Day (community project) with Christ the Redeemer Church in Barnwell.

The student/Barnwell partnership has included several events throughout the year, such as clearing up an outdoor recreation centre in Barnwell, picking up litter, and serving at Barnwell's 'Warm Spaces' event in winter. This partnership has grown students' hearts for tangibly showing God's love and partnering with other local churches. In the Summer term, the students covered the Ten Commandments in Student Night, considering the positive vision for human flourishing contained in God's law. Over the Spring and Summer terms, there were a couple of Hospitality Sundays when church members welcomed students into their homes. The Student Team also launched a new *Cultural Celebration Lunch* event, which celebrated our students' cultural backgrounds through food, music, and sharing; two different lunches spotlighted East Asian and West African students.

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During the summer break, the Student Team took twenty students to the *SixtyOne* conference. This was a significant event for the students. Some students took enormous, personal steps in their faith in Jesus, committing to live for Him in more meaningful and intentional ways. Other students were struck by God's love for this generation, and felt the Holy Spirit give them a holy burden to intercede on behalf of their peers. Still more students stepped out in faith to pray for healing and saw a girl with crutches completely healed. This zeal for God and His kingdom continued into the new academic year.

In the Autumn term, God answered many Student Team prayers. More students decided to make HT their home in Cambridge, especially male students and ARU students, two groups historically smaller at HT. The number of ARU students has grown significantly over the past three years from one, to three, to now over 20. Over Student Night, during which students studied Luke's Gospel in a series called *Jesus is Good News*, the attendance grew to nearly 100 students. Many of these students also serve elsewhere at HT, such as on the worship team, with the children's ministry, and on Sunday teams.

The God-given zeal from the summer continued to spread throughout the student community, manifesting in passionate worship at the 11:30am services, students bringing friends to HT every week, and students initiating their own worship night on 31 October, which had over 70 students from various Cambridge churches present. Highlights of the term included a Student Lunch with guest speaker Sophie Young, Cambridge's homelessness chaplain; Prophecy Sessions with students; the Student Carol Service with guest preacher Matt Lillicrap; and the annual Houseparty, with guest preacher Ben Rae. About 60 students came to the Houseparty, where they spent time in extended worship, community, and of course had lots of fun. Ben Rae preached from Ecclesiastes on how Jesus provides incredible meaning to our lives. Student Pastor Ben Crelin's top highlight of the term (and year) was a student coming to faith when he understood the gospel for the first time!

WORSHIP MINISTRY

The last year has been an exciting one for the worship team. We have finally had a "normal" year, not having to alter ways of worshipping due to Covid-19 restrictions. The team has grown vastly over the last year, in terms of both paid staff and volunteers. This year saw Bez Idakula join the team full-time as Worship Music and Production Assistant, and Matt Lewis joining one day a week, in addition to the existing team of Esther-Jane White and Finn Pett.

In advance of the launch of the 3.45pm service in January 2023, as well as the increased need for more Audio-Visual team members for the live stream, the worship volunteer team has grown considerably, from approximately 55 to nearly 80. This has been a real blessing for the team, with a larger pool providing more resilience, as well as providing opportunities for some to step into leadership roles.

Highlights of the year for the team have included the Worship Team Weekend in April when the team were joined by amazing worship leaders, musicians and technicians who led workshops for varying instrumental, vocal and technical roles. This year the worship team have hosted monthly worship nights with a real emphasis on using these times as catalysts for intercession, which have been very well attended and have been powerful times of encounter with testimonies of healing, and outpourings of spiritual gifts.

This year, as the team grew, we continued to upscale for Christmas, running three packed carol services, each with incredibly creative pieces, including a stunning choral piece filmed out in a foggy woods one winter night in Cambridgeshire. Creativity has been at the forefront of the worship team's endeavours, and in 2022 we finished writing an album's worth of songs, which were recorded at the end of March 2023. This has been an amazing collaboration of creativity from members of our team here at HT as well as other worship leaders across the UK and US.

Other highlights for the worship team have included being invited to lead worship at national gatherings of churches, namely New Wine where a team from HT led the worship in one of the two main venues for the week. Then later in the summer a team from HT was invited to lead worship at David's Tent as well as a number of other conferences throughout the year.

It has been an exciting year across the board for the worship team and we are expectant for the way God has been, and will continue to be at work, in and through the times of corporate worship as a church and as we record and release this live album project in the Autumn of 2023, which we hope and pray will bless our church and the wider Church in the UK.

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MISSION WORK

Pursuing the Great Commission to make disciples of all nations, the Mission Support Committee has four main aims: to encourage church members to take an active concern in the spread of the Gospel in this country and overseas; to support the HT mission partners and church members engaged in mission and raise awareness of their work amongst the congregation; to act as an advisory forum to those exploring mission work; and to manage the mission fund.

The Committee works to encourage and support the mission partners on behalf of the church through prayer, correspondence, mentoring and grants, seeking to build up the relationship between them and the congregation. Missions Sunday, on 12 June 2022, was extremely encouraging: Jerry and Suzanne Varghese who are HT members and are serving with Agape UK in Cambridge preached at both morning services along with several video messages from Mission Partners. We had a live interview with two Mission Partners at the 9.30am service. The Wednesday night zoom prayer meetings continued to provide an opportunity for the church to commit to praying for our mission partners and the rare opportunity to do so "face-to-face" (given many are overseas). Zoom has provided an invaluable channel of communication with our mission partners which has enhanced the church's engagement with mission and the partners directly. Several of our Mission Partners were on home leave in 2022 and we were delighted to host three well-attended in-person Mission information evenings with Mission Partners serving with EMI, Wycliffe Bible Translators and Reach Across respectively.

The church supports a large number of mission partners involved in a range of ministries locally and overseas, including outreach to international students, work amongst the homeless in Cambridge, theological training in Zimbabwe, engineering ministry in Uganda and sharing the gospel in East Asia. Holy Trinity is continuing in its medium-term commitment to support the church-graft from St Barnabas Church into Christ the Redeemer Church in the Barnwell Estate in Cambridge. During the year we were pleased to accept as Mission Partners, a wonderful HT couple who have been called to serve God with Operation Mobilisation in Ireland. They will be sorely missed in our immediate community but we are excited to see what God plans to do in and through them in Ireland.

STAFFING

The HT family is blessed with a committed and selfless staff team. It is impossible to thank them adequately in a report such as this, but we are truly grateful to them for all their hard work, commitment, and fruitful ministry.

As of the end of December 2022, Holy Trinity employed 18 FTEs, with the staff team comprising:

Jason Allison (Youth Ministry Assistant), Lois Benyon (Safeguarding Administrator), Rev'd Oli Benyon (Associate Vicar & Head of Adult Ministries), Grace Brown (Children's Ministry Assistant), Rev'd Stuart Browning (Vicar), Yanah Browning (Adult Pastor), Rob Canniffe (Family Ministry Assistant), George Clarke (Creative & Communications Manager), Ben Crelin (Student Pastor), Steve How (Safeguarding Officer), Bez Idakula (Music Production & Worship Assistant), Andy Irons (Facilities Manager), Phil Kent (Student Ministry Assistant), Matt Lewis (Student Ministry Assistant), Cat Meakin (Senior Children's Pastor), Leila Ong (Adult Pastor), Finn Pett (Worship Ministry Assistant), Rachel Simpson (Children's Ministry Assistant), Rebecca Stoklund Lee (Youth Pastor), Ruby Truesdale (Vicar's PA), Esther-Jane White (Worship Pastor), and Pete Williams (Operations Director), plus Becky Eccleston (Finance Officer – contractor).

HT had some staff turnover as usual, as several of the team ended their contracted placements, and others moved on to new pastures. The church community is grateful for the service of Sam Bartholomew (Hospitality Coordinator / Adult Ministry Administrator), Josie Day (Office Administrator), Hannah Fisher (Children's Pastor), and Mark Venter (Finance Officer – contractor), all of whom finished working for HT in 2022.

Finally, the church would also like to acknowledge the support of the following Ordinands who were on attachment in 2022: Steven Copsey, Jack Driver-Székely, Dan Grayson, Florence Judson, Zoe Mathias and John Wilson.

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FINANCIAL REVIEW AND FUNDRAISING

Holy Trinity does not employ or otherwise pay for professional fundraisers, nor are we bound by any voluntary scheme for regulating fundraising. HT relies on God's provision for the financial resources to meet the needs of our congregation. We thank God for the generosity of members and visitors, who continue to provide most of our funding through a combination of regular and one-off giving. It is pleasing to report on the great continued financial support the church received through the year.

Income in the year fell by around £260k (20%), although adjusting to take account of the exceptional gift of £300k in 2021, like-for-like income increased a modest £40k. Responses to our two church gift days were up some 60% on last year, likely buoyed by specific messaging around increased costs we are likely to face as we continue to grow, most specifically and urgent with regards to adding an additional Sunday service, and the extra staffing costs this would entail. In-service open plate (cash) collections have not resumed post-pandemic, and ad hoc income, including that from visitors, is restricted to donations via card readers placed at visible points around the building.

In total, costs stayed flat year-on-year, which included areas of spend such as parish share, buildings, office costs and programme costs. There was a circa £60k increase in staffing costs, resulting from a higher average headcount than last year. Offsetting this in broadly equal measure were reductions in depreciation costs and grants offered. Depreciation costs fell as many Transform assets have now been fully depreciated, and grant costs fell back to normal levels, after 2021's giving number was artificially inflated following a timing effect of some of 2020's giving falling into the subsequent year.

Overall, this year returned a deficit of £41k, vs a surplus last year of £214k; a movement of £255k. Taking account of the one-off items from 2021 (had we not received the £300k one-off gift, nor spent £131k on quinquennial repairs) the "like-for-like" outcome of 2021 would have been a surplus of circa £45k; comparable to a £41k deficit in 2022.

The policy of HT is to expend income received during each financial year on its purposes. However, some years will result in a surplus, which are usually and prudently carried forward to cover future years of deficit. In order to ensure that there are always enough unrestricted funds to meet its obligations to employees and creditors, the PCC aims to maintain cash reserves to cover three months' operating expenditure. However, following a couple of large one-off gifts in the last few years, our reserves have been at a high. The PCC have spent much of 2022 considering the most fruitful way to use this to further our ministries, and initially we have decided to increase the number of staff, facilitating growth in the number of Sunday services and ministries we offer, to enable us to accommodate and serve the growing number of people who pass through HT's doors, whether drop-ins, invited guests or the wider family who call HT their home.

Mark Venter stepped down from performing a much-appreciated interim bookkeeping role, to enjoy his retirement more fully. Becky Eccleston has been a huge asset since joining the team in April, and we would like to thank her for the work she has done since. The support of the Finance Committee continues to be invaluable to the Treasurer, Tom Russell, and in this regard special thanks are additionally due to Roy Warnes, Allen Swann, Anna McDonald and Pete Williams.

FUTURE PLANS

Our vision at HT is to be 'a church for the city' and see Cambridge reached, and the world impacted, with the Good News and transforming power of the risen Lord Jesus.

Cambridge continues to grow, with rapidly expanding research, technology & medical industries, and thousands of houses being built every year. The council's own figures suggest the population of Cambridge is set to grow 30% by 2030. Under God's hand, we want to make the biggest possible impact we can, reaching as many people as possible with the Good News of Jesus and seeing God's church thrive all across wider Cambridge and beyond! Our mission to the city centre and university remains, but God is giving us a vision to reach the wider city in a big way.

In line with this, in 2023 we hope to: continue to invest in our new fourth Sunday service; to explore acquiring more office and meeting space in the centre of town; to continue to build a staff team that will facilitate the release of additional ministries in the church, especially amongst adults; to push forwards into new and innovative forms of outreach, under the guidance of our new Associate Vicar; and to continue investing in our relationship with the Diocese to discern opportunities for planting or revitalising churches. We pray that God will lead us into all that He has for us and that in His hands we will be fruitful.

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PCC RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The PCC is responsible for preparing financial statements for each financial year, which give a true and fair view of the state of its affairs and of the surplus or deficit for that year.

In preparing those financial statements, the PCC is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The PCC has overall responsibility for ensuring that the church has appropriate systems of control, financial and otherwise, and is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the church and enables them to ensure that the financial statements comply with the Charities Act 2011 and the Church Accounting regulations 2006. It is also, with the Churchwardens, responsible for safeguarding the assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the PCC is aware:

- There is no relevant audit information of which the church's auditors are unaware and
- The PCC has taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

On behalf of the PCC



25-April-2023

Blake Hansen, Church Warden

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, CAMBRIDGE

Opinion

We have audited the financial statements of the Parochial Church Council of Holy Trinity, Cambridge for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022, and of its deficit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 12 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the members' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the members with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Members' Annual Report, other than the financial statements and our auditors' report thereon. The members are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Members' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of members

As explained more fully in the members' responsibilities statement in the Members' Annual Report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the members are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011. Accordingly, we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISA's (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The objectives of our audit in respect of fraud, are to identify and assess the risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both the management and those charged with governance of the charity. Our procedures include the following:

- We have considered the nature of the industry and sector, control environment, laws and regulations and business performance, of the charity, including the charity remuneration policies. We considered that the most significant laws and regulations are Charities Act 2011 and FRS102.
- We have enquired with management in regards to their own assessment of the risks of irregularities, including fraud. We also enquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- We have obtained relevant documentation and representations in order to form an opinion on potential irregularities, including fraud.
- We considered the opportunities and incentives that may exist within the organisation for fraud.
- Based on this understanding, we designed specific audit procedures to identify instances of non-compliance with laws and regulations listed above, including obtaining additional corroborative evidence as required.

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There are inherent limitations in the audit procedures described above, not least as sampling is used under International Auditing Standards, therefore not all transactions are reviewed. Therefore there is a risk we will not detect all irregularities including those leading to a material misstatement in the financial statements or non-compliance with regulations. The risk of not detecting a material misstatement due to fraud is also higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, collusion, omission or intentional misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

This report is made solely to the Trustees, as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for our audit work, for this report, or for the opinion we have formed.



PRENTIS & CO LLP
CHARTERED ACCOUNTANTS & STATUTORY AUDITORS
115c Milton Road
Cambridge
CB4 1XE

27th April 2023

Prentis & Co LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

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STATEMENT OF FINANCIAL ACTIVITIES

		Unrestricted	Transform	Other	Endowment	Total	Unrestricted	Transform	Other	Endowment	Total
		£	Project	Restricted	Funds	2022	£	Project	Restricted	Funds	2021
		£	£	£	£	£	£	£	£	£	£
Income											
Donations and Legacies	2a	920,747	2,690	-	-	923,437	846,933	-	43,302	-	890,235
Exceptional income	2a	-	-	-	-	-	300,446	-	-	-	300,446
Other income	2b	10,118	-	45,200	-	55,318	6,879	-	45,300	-	52,179
Investments	2c	7,817	-	-	-	7,817	6,691	-	-	-	6,691
Church Activities	2d	18,595	-	-	-	18,595	12,337	-	-	-	12,337
Income Total		957,277	2,690	45,200	-	1,005,167	1,173,286	-	88,602	-	1,261,888
Expenditure											
Church Activities	3	694,015	34,861	45,200	3,000	777,076	583,019	54,583	171,141	3,000	811,743
Support and Governance	3	269,165	-	-	-	269,165	236,150	-	-	-	236,150
Expenditure total		963,180	34,861	45,200	3,000	1,046,241	819,169	54,583	171,141	3,000	1,047,893
Net Income/(expenditure) before gains/(losses) on investments		(5,903)	(32,171)	-	(3,000)	(41,074)	354,117	(54,583)	(82,539)	(3,000)	213,995
Transfers between funds		-	-	-	-	-	(82,952)	-	82,952	-	-
Net income/(expenditure)	5	(5,903)	(32,171)	-	(3,000)	(41,074)	271,165	(54,583)	413	(3,000)	213,995
RECONCILIATION OF FUNDS											
Total funds b/f	8	928,277	40,519	37,677	588,000	1,594,473	657,112	95,102	37,264	591,000	1,380,478
Total funds c/f	8	922,374	8,348	37,677	585,000	1,553,399	928,277	40,519	37,677	588,000	1,594,473

The Statement of Financial Activities includes all gains and losses recognised in the year, and all income and expenditure relates to continuing activities.

The notes on pages 21 to 28 form part of these financial statements.

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BALANCE SHEET

	Notes	Unrestricted Funds £	Restricted Transform £	Restricted Other £	Endowment £	Total 2022 £
FIXED ASSETS						
Tangible assets	4	21,444	5,660	-	585,000	612,104
TOTAL FIXED ASSETS		21,444	5,660	-	585,000	612,104
CURRENT ASSETS						
Debtors	6	21,469	-	-	-	21,469
Cash at bank and in hand		932,380	2,688	37,677	-	972,745
TOTAL CURRENT ASSETS		953,849	2,688	37,677	-	994,214
CURRENT LIABILITIES						
Creditors: amounts falling due within 1 year	7	52,919	-	-	-	52,919
NET CURRENT ASSETS		900,930	2,688	37,677	-	941,295
TOTAL NET ASSETS	8	922,374	8,348	37,677	585,000	1,553,399

	Notes	Unrestricted Funds £	Restricted Transform £	Restricted Other £	Endowment £	Total 2021 £
FIXED ASSETS						
Tangible assets	4	30,731	40,519	-	588,000	659,250
TOTAL FIXED ASSETS		30,731	40,519	-	588,000	659,250
CURRENT ASSETS						
Debtors	6	77,324	-	23,096	-	100,420
Cash at bank and in hand		833,672	-	96,531	-	930,203
TOTAL CURRENT ASSETS		910,966	-	119,627	-	1,030,623
CURRENT LIABILITIES						
Creditors: amounts falling due within 1 year	7	13,450	-	81,950	-	95,400
NET CURRENT ASSETS		897,546	-	37,677	588,000	935,223
TOTAL NET ASSETS	8	928,277	40,519	37,677	588,000	1,594,473

The notes on pages 21 to 28 form part of these financial statements.

The financial statements were approved by the PCC on 25 April 2023 and signed on its behalf by:

Tom Russell

Tom Russell (Treasurer)

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STATEMENT OF CASH FLOWS

	Notes	Total funds 2022 £	Total funds 2021 £
Cash flows from operating activities:			
Net cash provided by / (used in) operating activities	9	37,634	315,878
Cash flows from investing activities:			
Dividends, interest and rents from investments		7,817	6,691
Purchase of property, plant and equipment		(2,909)	(16,928)
Net cash provided by / (used in) investing activities		4,908	(10,237)
Change in cash and cash equivalents in the reporting period		42,542	305,641
Cash and cash equivalents at the beginning of the reporting period		930,203	624,562
Cash and cash equivalents at the end of the reporting period		972,745	930,203

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NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

a. Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have also been prepared in accordance with the Church Accounting Regulations 2006 and modified where necessary.

The financial statements include all transactions, assets and liabilities for which the Parochial Church Council is responsible in law. They do not include the transactions of church groups that owe their main affiliation to another body, nor those that are informal gatherings of church members.

The Parochial Church Council of Holy Trinity, Cambridge constitutes a public benefit entity as defined by FRS 102.

The Council Members consider that there are no material uncertainties about the Parochial Church Council's ability to continue as a going concern. A healthy reserves position has been maintained thanks to sustained regular giving despite the pandemic.

The financial statements are presented in sterling, which is the functional currency of the charity.

b. Income recognition

All income is recognised once the Parochial Church Council has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and Grants are recognised on the day they are deposited with the Parochial Church Council's bankers. In the event that a donation or grant is subject to conditions that require a level of performance or where terms of use are implied, the income is deferred and not recognised until either of those conditions are met.

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by the Council's investment managers.

Interest on funds held on deposit are included when receivable and the amount can be measured reliably by the Parochial Church Council; this is normally upon notification of the interest paid or payable by the bank.

Other investment income (rental income) is recognised in the period in which it falls payable to the Parochial Church Council; this is normally upon notification of the income payable by the appointed letting agents.

c. Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes grants made as part of the PCC's commitment to the worldwide church, evidenced in its financial commitment to individuals and organisations working throughout the UK and abroad, programme costs undertaken to further the purpose of the PCC and all associated support costs.

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d. Fund accounting

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

Restricted funds are those that can only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for particular purposes.

Endowment Funds are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted or unrestricted funds, depending upon the purpose for which the endowment was established.

The PC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to the general fund.

e. Tangible fixed assets and depreciation

Depreciation is provided on all tangible fixed assets at rates estimated to write off the costs less anticipated residual value of each asset over its expected useful life as follows:

Furniture	3 years straight line
Office Furniture	3 to 5 years straight line
AV Equipment	3 to 5 years straight line
Church resources	5 to 10 years straight line
Kitchen equipment	3 to 5 years straight line
Building	100 years straight line
Land	Not depreciated

f. Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value at the balance sheet date using the closing market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Parochial Church Council does not acquire put options, derivatives or other complex financial instruments.

g. Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

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2. INCOME

An analysis of HT's income is as follows:

<i>a. Donations and Legacies</i>	Unrestricted Fund	Restricted Transform	Other	Endowment Funds	Total 2022	Unrestricted Fund	Restricted Transform	Other	Endowment Funds	Total 2021
Cash and Cheques	369	-	-	-	369	434	-	1,732	-	2,166
Regular Giving	612,729	2,390	-	-	615,119	576,124	-	1,570	-	577,694
Gift Day and Appeals	109,367	-	-	-	109,367	58,075	-	10,000	-	68,075
One off donations	49,139	-	-	-	49,139	57,460	-	30,000	-	87,460
Gift Aid	149,143	300	-	-	149,443	154,840	-	-	-	154,840
Exceptional Income	-	-	-	-	-	300,446	-	-	-	300,443
	920,747	2,690	-	-	923,437	1,147,379	-	43,302	-	1,190,681
<i>b. Other Income</i>	Unrestricted Fund	Restricted Transform	Other	Endowment Funds	Total 2022	Unrestricted Fund	Restricted Transform	Other	Endowment Funds	Total 2021
Grants	600	-	45,200	-	45,800	682	-	45,300	-	45,892
Photocopier/Booksale	155	-	-	-	155	132	-	-	-	132
Weddings/Banns	3,347	-	-	-	3,347	2,064	-	-	-	2,064
Miscellaneous	6,016	-	-	-	6,016	4,000	-	-	-	4,000
	10,118	-	45,200	-	55,318	6,879	-	-	-	52,179
<i>c. Investments</i>	Unrestricted Fund	Restricted Transform	Other	Endowment Funds	Total 2022	Unrestricted Fund	Restricted Transform	Other	Endowment Funds	Total 2021
Interest on bank deposits	533	-	-	-	533	108	-	-	-	108
M&S Passage licence	7,284	-	-	-	7,284	6,583	-	-	-	6,583
	7,817	-	-	-	7,817	6,691	-	-	-	6,691
<i>d. Church Activities</i>	Unrestricted Fund	Restricted Transform	Other	Endowment Funds	Total 2022	Unrestricted Fund	Restricted Transform	Other	Endowment Funds	Total 2021
Church / Charitable Activities	18,595	-	-	-	18,595	12,337	-	-	-	12,337
TOTAL INCOME	957,277	2,690	45,200	-	1,005,167	1,173,286	-	88,602	-	1,261,888

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3. EXPENDITURE

An analysis of HT's expenditure is as follows:

CHURCH ACTIVITIES

	Charitable Activities £	Support and Governance £	Total 2022 £	Charitable Activities £	Support and Governance £	Total 2021 £
Staff Costs	388,174	122,827	511,001	353,878	92,560	446,438
Programme Costs	64,053	-	64,053	65,457	-	65,457
Grants	56,179	-	56,179	94,618	-	94,618
Buildings/Office	218,615	-	218,615	215,453	-	215,453
Parish Share	-	139,271	139,271	-	136,725	136,725
Audit Fees	-	7,067	7,067	-	6,865	6,865
Depreciation	50,055	-	50,055	82,337	-	82,337
TOTAL COSTS	777,076	269,165	1,046,241	811,743	236,150	1,047,893

BREAKDOWN OF STAFF COSTS

	Unrestricted £	Restricted £	Total 2022 £	Unrestricted £	Restricted £	Total 2021 £
Salaries and NICs	383,989	45,000	428,989	387,911	12,578	400,489
Pension Costs	32,882	-	32,882	25,940	920	25,940
	436,172	45,000	481,172	413,851	13,498	427,349
Payroll Fees	1,330	-	1,330	1,010	-	1,010
Staff Housing Costs	-	-	-	6,333	-	6,333
Training/Development	8,203	-	8,203	3,586	-	3,586
Other Staff Costs	17,503	-	17,503	6,290	160	6,450
Recruitment	2,793	-	2,793	1,710	-	1,710
TOTAL STAFF COSTS	455,606	45,000	511,001	432,780	13,658	446,438

The average number of full time equivalent employees during the year was 15 (2021: 14) with all employee time involved in either support services to charitable activities or support to the governance of the charity. No employee received remuneration more than £60,000 in the year (2021: none). None of the trustees have been paid any remuneration or received any other benefits incurred for being a trustee of the charity. The work of the charity is directed by the Vicar, Chair of Trustees who is an employee of the Ely Diocese. Trustee expenses reimbursed during the year were nil (2021: nil).

The charity operates a defined contribution pension scheme with NEST. The assets of the scheme are held separately from those of the charity in independently administered funds. The pension charge represents the amounts payable by the charity to the fund in respect of the year. Although the charity's auto enrolment staging date was 1 February 2017, the scheme was adopted in 2013 and all staff enrolled from the commencement of their employment.

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4. TANGIBLE FIXED ASSETS

	Freehold Land and Buildings £	Furniture £	Office Equipment £	AV Equipment £	Church Resources £	Kitchen Equipment £	Total 2022 £
Costs b/f at beginning of year	600,000	101,430	107,611	188,684	31,081	19,588	1,048,394
Additions	-	-	2,909	-	-	-	2,909
Costs c/f at end of year	600,000	101,430	110,520	188,684	31,081	19,588	1,051,303
Depreciation b/f at beginning of year	12,000	101,430	87,542	146,691	26,771	14,710	389,144
Depreciation charge	3,000	-	15,435	25,629	2,074	3,917	50,055
Depreciation c/f at end of year	15,000	101,430	102,977	172,320	28,845	18,627	439,199
NET BOOK VALUE AT 31 DEC 2022	585,000	-	7,543	16,364	2,236	961	612,104

	Freehold Land and Buildings £	Furniture £	Office Equipment £	AV Equipment £	Church Resources £	Kitchen Equipment £	Total 2021 £
Costs b/f at beginning of year	600,000	101,430	105,870	173,497	31,081	19,588	1,031,466
Additions	-	-	1,741	15,187	-	-	16,928
Costs c/f at end of year	600,000	101,430	107,611	188,684	31,081	19,588	1,048,394
Depreciation b/f at beginning of year	9,000	77,012	69,901	115,739	24,355	10,792	306,807
Depreciation charge	3,000	24,418	17,633	30,952	2,416	3,918	82,337
Depreciation c/f at end of year	12,000	101,430	87,542	146,691	26,771	14,710	389,144
NET BOOK VALUE AT 31 DEC 2021	588,000	-	20,069	41,993	4,310	4,878	659,250

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5. NET INCOME FOR THE YEAR

	Total 2022 £	Total 2021 £
This is stated after charging:		
Auditor's remuneration – external audit	7,067	6,865
Depreciation of tangible fixed assets	50,055	82,337

6. DEBTORS

	Unrestricted £	Restricted £	Total 2022 £	Unrestricted £	Restricted £	Total 2021 £
Gift Aid claimable	9,822	-	9,822	37,456	-	37,456
Accrued income	3,769	-	3,769	39,868	-	39,868
Prepayments	454	-	454	-	-	-
VAT reclaimed	7,424	-	7,424	-	23,096	23,096
	21,469	-	21,469	77,324	23,096	100,420

7. CREDITORS

	Unrestricted £	Restricted £	Total 2022 £	Unrestricted £	Restricted £	Total 2021 £
Trade creditors	20,507	-	20,507	4,070	-	4,070
Other creditors and accruals	32,412	-	32,412	9,380	81,950	91,330
	52,919	-	52,919	13,450	81,950	95,400

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8. RECONCILIATION OF MOVEMENT OF FUNDS

YEAR ENDED 31 DECEMBER 2022	Funds b/f 1 Jan 2022 £	Incoming Resources £	Resources Expended £	Transfer £	Funds c/f 31 Dec 2022 £
General Funds					
General Fund	913,188	957,277	(907,001)	(67,529)	895,935
Designated Funds					
Mission Fund	15,089	-	(56,179)	67,529	26,439
Restricted Funds					
Vicar's Discretionary Fund	11,944	-	-	-	11,944
Student Ministry	21,658	45,000	(45,000)	-	21,658
Youth Work Church Schools	3,317	200	(200)	-	3,317
Children	758	-	-	-	758
Transform Project – Equipment	40,519	2,690	(34,861)	-	8,348
Endowment Funds					
Endowment Fund	588,000	-	(3,000)	-	585,000
	1,594,473	1,005,167	(1,046,241)	-	1,553,399

YEAR ENDED 31 DECEMBER 2021	Funds b/f 1 Jan 2021 £	Incoming Resources £	Resources Expended £	Transfer £	Funds c/f 31 Dec 2021 £
General Funds					
General Fund	620,456	1,173,286	(737,219)	(143,335)	913,188
Designated Funds					
Mission Fund	36,656	-	(81,950)	60,383	15,089
Restricted Funds					
Vicar's Discretionary Fund	11,944	-	-	-	11,944
Quinquennial	6,000	41,570	(130,522)	82,952	-
Student Ministry	8,764	45,000	(32,106)	-	21,658
Youth Work Church Schools	3,317	-	-	-	3,317
Children	458	300	-	-	758
Botwell Contributions	1,781	1,732	(3,513)	-	-
CARE Fund	5,000	-	(5,000)	-	-
Transform Project – Equipment	95,102	-	(54,583)	-	40,519
Endowment Funds					
Endowment Fund	591,000	-	(3,000)	-	588,000
	1,380,478	1,261,888	(1,047,893)	-	1,594,473

Name of unrestricted fund

General Funds	All unrestricted voluntary donations are held in a general fund to resource the work of the charity.
Mission Fund	The PCC designate 10% of all regular unrestricted voluntary donations as a tithe. This fund is distributed to various mission organisations.

Name of restricted fund

Vicar's discretionary	For the purpose of providing social relief within the local community.
Student	Student pastor, pastoral assistants and associated ministry.
Transform Project	This is the fund set up to manage the refurbishment and expansion of the existing church buildings to make the best use of the physical space available. The Transform project was completed in 2018 with the last invoices paid in 2019 and the remaining balance pertains to the assets.
Specific ministries	Income is received from time to time to help fund activities within the ministry of the church.

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9. RECONCILIATION OF NET INCOME / (EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Total Funds 2022 £	Total Funds 2021 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(41,074)	213,995
Adjustments for:		
Depreciation charges	50,055	82,337
Dividends, interest and rents from investments	(7,817)	(6,691)
(Increase)/decrease in debtors	78,951	(39,602)
Increase/(decrease) in creditors	(42,481)	65,839
Net cash provided by/(used in) operating activities	37,634	315,878

10. CAPITAL COMMITMENTS

The charity has no capital commitments in this year, or the previous year.

11. RELATED PARTY DISCLOSURES

Two employees are related to Trustees, whose employments pre-date the appointment of the connected Trustees. There are no favourable conditions in their employment contracts and the Trustees as a whole are satisfied that there are no conflicts of interest arising.

12. MANAGEMENT THREAT IN RELATION TO NON-AUDIT SERVICES

In common with many other charities of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements. The Trustees and auditors are both comfortable that these additional services are non-material and do not present a threat to the independence of the audit process.