

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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
PCC Secretary	Karen Goldstone	Edwina Swann	Until APCM 2024
		Karen Goldstone	Until APCM 2025
Treasurer	Tom Russell	Tom Russell	Until APCM 2025
		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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.



ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.



ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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), Phili 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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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)

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.

ANNUAL REPORT AND FINANCIAL STATEMENTS 2022

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.