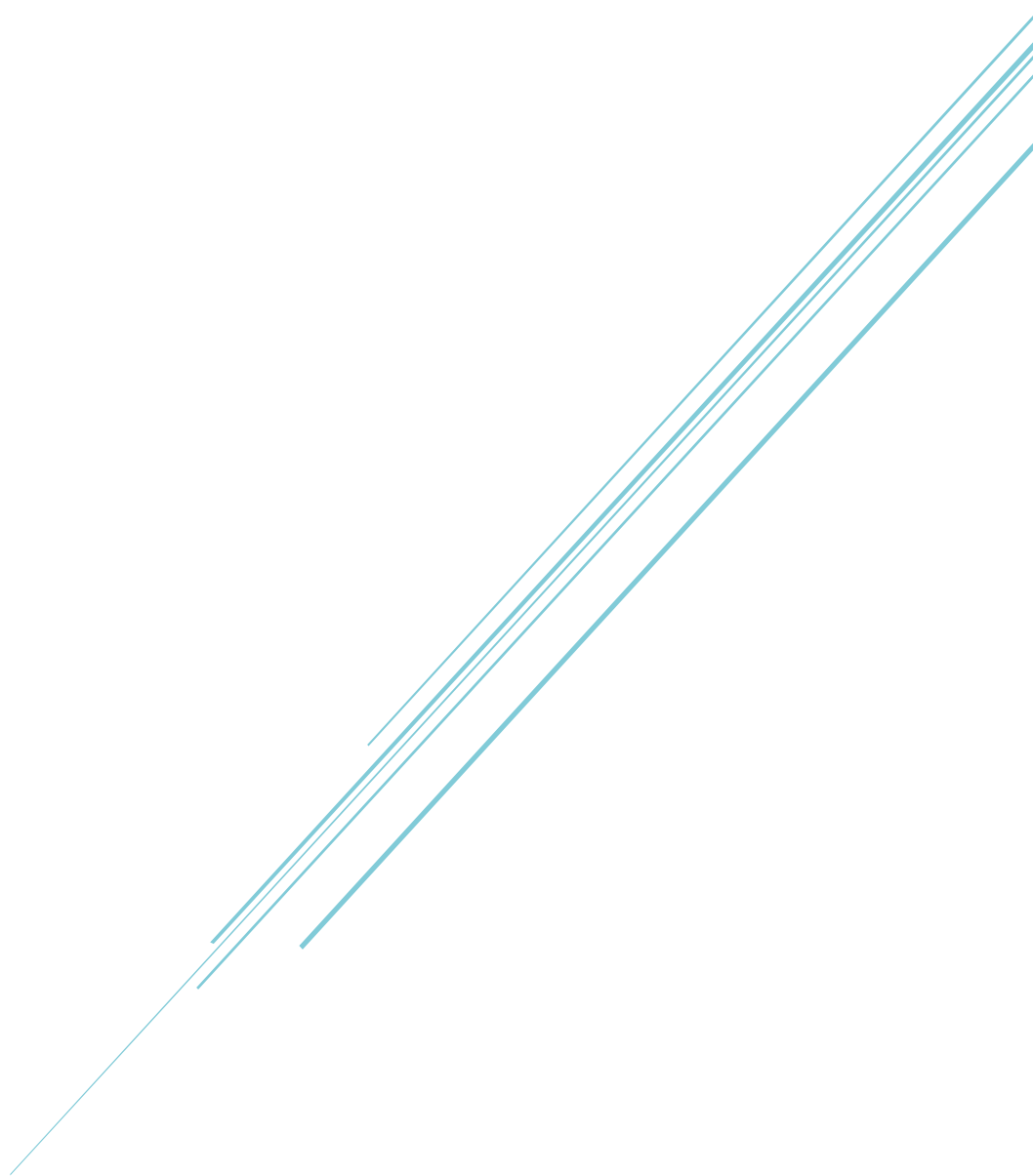


HOLY TRINITY CHURCH CAMBRIDGE

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

	2023			2022		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	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

	2023			2022		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	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

