

HOLYTRINITYNAILSEA

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Annual Report and Financial Statements
of the Parochial Church Council
for

Holy Trinity Parish Nailsea

for the year ended 31st December 2020

CHARITY REGISTRATION NUMBER 1135454

A REGISTERED CHARITY UNDER THE NAME OF
THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF
HOLY TRINITY, NAILSEA

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**ANNUAL PAROCHIAL CHURCH MEETING
INCLUDING MEETING OF PARISHIONERS
7.30 pm Monday 24th May 2021 at via Zoom**

AGENDA

**Welcome – Worship
Meeting of Parishioners**

- Election of a secretary for the meeting
- To receive and approve Minutes of 2020 meeting (see page 4)
- To elect 2 Churchwardens (under the Churchwardens Measure 2001(3))

Annual Parochial Church Meeting

- 1 Approval of Minutes of the Annual Parochial Church Meeting** held on 19 October 2020 (see page 4)
- 2 Matters Arising**
- 3 Appointments and elections**
 - To appoint a Reader representative to the PCC for the coming year
 - To elect: 3 members to the PCC for three years
 - To elect: 2 members to the PCC for one year
 - To elect: 1 member of Deanery Synod for two years
 - To appoint an Independent Examiner

Commissioning of above new members
- 4 Electoral Roll Report**
- 5 To receive the Annual Report and Financial Statements**
 - a PCC Annual Report of Church Activities**
 - b PCC Report of Financial Affairs (including financial statements and presentation).**
- 6 To receive Churchwardens' Report on Fabric, Goods and Ornaments**
- 7 To receive Deanery Synod Report**

Refreshment Break

- 8 Rector's Report**
- 9 Open Forum**
- 10 Close – Prayers**

Note: Any person entitled to attend the APCM may ask any question about church matters or bring about a discussion on any matter of parochial or general church interest, by moving a general resolution, or by moving to give any particular recommendation to the PCC in relation to its duties. (It would be helpful if any such resolution could be handed to the PCC Secretary, Siân Steel, before the meeting.)

MINUTES OF THE ANNUAL PAROCHIAL CHURCH MEETING

including Meeting of the Parishioners held on 19th October 2020 (by Zoom)

Welcome – Worship

James opened the meeting. The APCM covering the year ended 31 December 2019 should have been held in April 2020, but was delayed until October due to Covid 19 restrictions. The APCM was conducted via Zoom and used the Zoom polling system for voting. There were 71 electoral roll members present plus Revds Trevor Dean, Robin Hazlehurst, James Packman, and Kevan Royle. Apologies were received from: Sarah Packman, Caroline & Paul Mason.

James read Psalm 146: Listen and reflect, what can you praise the Lord for? We prayed and listened to 'We have a good God'.

It was agreed by all present that for record purposes the meeting would be recorded.

MEETING OF PARISHIONERS

- **Minutes of the Meeting of Parishioners to elect a Churchwarden (under the Churchwardens Measure 2001(3)) held on 29th April 2019.**

The minutes of the 2019 Meeting of Parishioners were proposed from the Chair and unanimously accepted and approved.

- **Election of Churchwardens (under the Churchwardens Measure 2001(3))**

Gillian Kath Beaumont-Markland (who was nominated by Rod Neal and seconded by Siân Steel) and Paul Mason (who was nominated by Rod Neal and seconded by Siân Steel) were unanimously elected as churchwardens.

James said that they were both truly outstanding and wonderful, especially during the pandemic and a very big thankyou to them from him. James lead a prayer for them both.

ANNUAL PAROCHIAL CHURCH MEETING

James introduced the Annual Parochial Church Meeting and reminded those present that only members of the electoral roll could vote for any motion or take part in any elections during the APCM.

- 1 **Minutes of the Annual Parochial Church Meeting held on 29th April 2019.**

Approval of the minutes was proposed by the Chair and unanimously approved.

- 2 **Matters Arising**

None

- 3 **Special Resolution to reduce the size of the PCC from 2021 APCM**

The PCC has recommended to the members that the size of the PCC be reduced. At the moment the PCC is made up of the Clergy, Wardens, a Reader Representative, 4 members of Deanery Synod and 15 elected members for the PCC (which adds up to 24 members). The reduction in the number of elected PCC members originated in a report from John Truscott who is a Church Consultant and recommended that the size of the PCC be reduced so that it would be more effective as a team. This was thought about and discussed at PCC. The PCC felt there were 4 options to reducing the size:

1. Stay same
2. Reduce from 15 to 12
3. Reduce from 15 to 9
4. Reduce from 15 to 6

The PCC proposes to the APCM option 3. It was felt that reducing to 12 would not make a significant difference and reducing to 6 would be too much. This was approved by the

majority of the members. Therefore from the next APCM the process to start reducing the elected members onto the PCC would start.

James expressed thanks to all on PCC and their responsibilities as Trustees, and particularly expressed thanks to Chris Barnes, Jeanette White and Stewart Wright for all their hard work over the time they have been on the PCC.

4 Appointments and elections

- **To appoint a Reader representative to the PCC for the coming year**

Thanks were given to Caroline Mason who has agreed to stand as Reader representative. This appointment was unanimously approved.

- **To elect 5 members to the PCC for three years (2.5 years)**

The nominees for elected member to PCC for 3 years were:

Rod Neal	Proposed by Bryn Jones	Seconded by Peter Scadding
Mary Southwood	Proposed by Helen Adkins	Seconded by Kath Markland
Ron Taylor	Proposed by Paul Mason	Seconded by Kath Markland
Martyn Dury	Proposed by Kath Markland	Seconded by Rosemary Parker
Annie Williams	Proposed by Siân Steel	Seconded by Julia Maxted

These nominees were individually elected to the PCC for a 3 year term.

- **To elect 2 members to the PCC for two years (1.5 years)**

There were no nominations

- **To elect 2 members to the PCC for one year (6 months)**

The nominee for elected member to PCC for 1 year was:

Alison Pemble	Proposed by Kath Markland	Seconded by Chris Hughes
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Ali Pemble was elected to the PCC for a 1 year term.

- **To elect 4 members to the Deanery Synod for three years**

Kevin Webb is standing down from Deanery Synod and James thanked him for all his work and insight in his time as a Deanery Synod Representative.

The nominations for Deanery Synod were:

Rob Norman	Proposed by Caroline Mason	Seconded by Paul Mason
Caroline Mason	Proposed by Rod Neal	Seconded by Julia Maxted
Tim Jolly	Proposed by Sue Phillips	Seconded by Phil Tomlinson

These nominees were individually elected to the Deanery Synod for a 3 year term.

- **To appoint an Independent Examiner**

It was proposed by Ron Taylor to appoint Elliott Bunker Limited as our Independent Examiner. This was seconded by Kath Markland and approved by those present.

James prayed for all those appointed or elected this year.

Refreshment Break

5 Electoral Roll Report

As of today's date the Electoral Roll was 235. The average age is 65 and the average residency distance from Holy Trinity is 1.5 miles. 154 out of the 235 are over 65.

6 To receive the Annual Report and Financial Statements

a) PCC Annual Report of Church Activities

The Annual Report is in respect of the year ended 31 December 2019, and we look back at all those events and activities and thank everyone who was involved in making them happen. Lots of these activities, however, have had to be put on hold from early 2020 because of the pandemic.

b) PCC Report of Financial Affairs (including financial statements and Presentation)

James welcomed Ron as our new Treasurer and said thank you to Stewart Wright for all his work and service over the last few years.

Ron stated that the Independent Examiner, Elliott Bunker Limited, has inspected the accounts for the year ended 31 December 2019 and that there are no matters of concern.

The General Fund produced a surplus of £22,787 in the year 2019. That surplus will be useful in the coming year as we are looking at a deficit at the end of 2020. Members' giving is very much appreciated and was generous in 2019. However, income in the coming year has been down, due to COVID-19 and may change the accounts dramatically. Therefore, it is really important for us to keep up our level of reserves. Final paragraph on page 41 about the value of the Pension Fund after 2019 - these have fallen by £18k but recently the valuation has gone up and we are now £11k above the valuation in the accounts.

Thank you to Stewart for putting these accounts together and thank you to everyone for their support and to those who have recently donated.

7 Churchwardens' Report on Fabric, Goods and Ornaments

Kath Markland presented the report, confirming that the goods and chattels were all accounted for and in good order, and that the Church Terrier and Log Book were available should anyone wish to inspect them. There were no questions about the report which was then received.

8 Deanery Synod Report

The Deanery Synod Report as published in the Annual Report was received.

9 Rector's Report

James talked about 2019, but there was not much to say about that as 2020 has taken over due to the COVID-19 pandemic. Lots of Churches have struggled but James is really grateful to the team who have worked together to bring online services and events. A big thank you to the whole team.

Services were able to resume in a COVID-19 safe way, with Worship at 4 and then, due to the dark evenings, 11.30 Worship. We have been able to run an online Alpha course in 2020.

Thank you to everyone for working together as a team and for being part of Holy Trinity during 2020.

Going forward it is going to be difficult. Life is going to be different and COVID-19 has changed us and changed our society. We need to refresh/recharge and think about how we move forward. What might God be calling us to do next? We need to see the Lord and ask what he would like us to do in the future.

James thanked Sarah for her heart for God and being a support to James.

10 Open Forum

Rod Neal – asked about the Curate's House and future appointments of a Curate. James replied that there was a meeting for training incumbents and James was not invited and he knows other people who were not invited, so is not sure what is happening regarding Curates. It will be in the hands of the Diocese.

Debbie Routley – For Sunday services, could we also make use of the Trinity Centre Lounge and live stream the service if we have an overflow of people?
Agreed it was something to think about but as we have a toddlers group in the Trinity Lounge, may not be appropriate due to Covid 19 restrictions and cleaning.

Could one service not include Communion, more like the 6.30pm service with more songs and prayers?

It was agreed that Communion was a priority at these face-to-face services because it was not feasible in a pre-recorded online service.

General discussion took place regarding Church at Home. It was agreed this should continue for as long as possible since the number of people connecting from both inside and outside the church was encouraging. It was felt there was good teaching and a good mix of worship songs. Many enjoyed the chance to meet each other after the service by Zoom and to engage with one another.

11 Close

James closed the meeting in prayer

PCC ANNUAL REPORT OF CHURCH ACTIVITIES 2020 (PART 1)

The Charities Act 2011

REFERENCE AND ADMINISTRATIVE INFORMATION

Holy Trinity Church is situated in Nailsea. It is part of the Diocese of Bath and Wells within the Church of England.

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Clergy

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CAF Bank Ltd
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Independent Examiner

Nick Michael
Elliott Bunker Ltd (formerly Stone & Partners)
61 Macrae Road
Ham Green
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PAROCHIAL CHURCH COUNCIL 2020/21

CLERGY

Rector: James Packman

Associate Minister: Trevor Dean

CHURCHWARDENS (elected each year at APCM for one year)

Kath Markland Paul Mason

DEANERY SYNOD (To 2024)

Tim Jolly

Caroline Mason#

Rob Norman#

READER REP (appointed annually at APCM for one year)

Caroline Mason

ELECTED MEMBERS

(To year 2021)

Chris Hughes**

Stewart Wright**

Bryn Jones**

Alison Pemble*

Pam Salisbury*

(To year 2022)

Lynda Dicks**

Peter Marriner**

Phil Williams**

(To Year 2023)

Rod Neal**

Martyn Dury*

Mary Southwood**

Annie Williams**

* = 1st Term ** = 2nd Term # = Also Diocesan Synod until June 2021

(PCC members can only serve for 2 consecutive terms before having one year away from PCC)

CO-OPTED MEMBERS (one year only)

None at present

STAFF IN ATTENDANCE

Siân Steel – PCC Secretary

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure of 1956. In accordance with the Charities Act of 2006, the PCC has registered with the Charity Commission as an independent charity under the legal name of the Parochial Church Council of the Ecclesiastical Parish of Holy Trinity Nailsea (working name Holy Trinity Church), Registration Number 1135454.

It is the primary duty of the Parochial Church Council to co-operate with the incumbent in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

Appointment of PCC members

Members of the PCC are either ex-officio, elected or appointed by the Annual Parochial Church Meeting, or co-opted by the PCC in accordance with the Church Representation Rules.

Day-to-Day Management

The Rector, Churchwardens and PCC manage the ministry and mission of the parish through a range of sub-committees, leaders' teams, staff and individuals, appointed by the PCC as appropriate.

Recruitment, induction and training of PCC members

Prior to the Annual Parochial Church Meeting the congregations are informed of the forthcoming elections to PCC and Deanery Synod. People are encouraged to stand for election and/or nominate others. The congregations are informed of resulting appointments and the new members are prayed for publicly. Ongoing training is offered for all members of the PCC,

particularly in areas of special interest such as finance and safeguarding. We avail ourselves of training offered through the Diocese of Bath & Wells.

PCC Responsibilities

The PCC has ultimate responsibility for a wide range of matters affecting the parish, including finance risk management, approval of individuals for authorised ministry and such matters as compliance with Health and Safety, GDPR, Disability Discrimination Legislation and Safeguarding.

PCC Sub-Committees

The PCC has seven Sub-Committees to assist in its work, whose areas of responsibility are as follows:

Fabric Team – Church, Churchyard, Organ & A/V, Bells, Church Hall, Trinity House/Centre, Lower Graveyard, Repairs and Maintenance

Children & Youth – Baptisms, preparation and follow-up, CYFA, Sunday Groups, Eight O’Clock Series, Rock Solid, Schools/Christian Unions, Go Zone, Parenting

Evangelism & Community – Arena Men’s Ministry, Breakfast Run, Morning Break, Alpha, Coffee Lounge, Trinity Garden, Welcome and Hospitality, Marriage Preparation and Enrichment, Pop In, Tithe Barn, Christians Together/ALIGHT, Ladies’ Ministries, CAP, Café Create, Skate Festival & Skate Park

Worship, Pastoral & Discipleship (covered by Leaders’ meetings) – All Sunday and Midweek Services, Mothers’ Union, Occasional Offices, Pastoral Group, Widows’ Lunches, Sole Survivor, Welcome/Sidesmen/Duty Wardens, Small Groups, Early Morning Prayer, Listening to God, Kingdom Prayer, Prayer Ministry, Quiet Days

Mission Support – Mission Partners, allocation of Mission Partnering Budget and mission visits

Finance – Finance Policies and budget monitoring

Personnel – Staff employment policies, recruitment and clergy and staff welfare

MAJOR RISKS AND UNCERTAINTIES

No.	Potential Risk	Mitigation
1.	Harm comes to those in our care due to lack of appropriate and compliant child and vulnerable adult safeguarding procedures	Safeguarding at Holy Trinity is overseen by a Church Safeguarding Officer (PCC member) whose details are prominently displayed in the church entrance and on the website. A Safeguarding Policy is in place and is regularly reviewed and updated. The church works closely with the Diocese of Bath & Wells to ensure it follows best practice. All eligible volunteers who work with children and vulnerable adults are subject to DBS checks (renewed every 5 years) before they are able to serve. Training of leaders and volunteers is refreshed every 3 years although some training has not been available during the pandemic. We follow a Safer Recruitment policy for all staff and volunteers.
2.	Harm comes to visitors, tenants or staff due to a lack of appropriate and compliant Health & Safety procedures	The church has robust Health & Safety procedures, training and monitoring, covering all its activities. Risk assessments are undertaken on all activities beyond the regular, and there are fully documented procedures and checks around food hygiene matters regulating the coffee lounge, main kitchen and church hall, and Trinity House kitchens.

		In addition, COVID risk assessments have had to be undertaken for all activities during the pandemic. Casual users of the church facilities are made aware of, and required to comply with, all standards of safety. Statutory safety inspections are carried out in the two flats let to tenants. These include gas safety checks, electrical checks and legionella risk assessments.
3.	Damage to the fabric of the church buildings and/or harm to church members or members of the public resulting from hazards connected with the church building	The church is a fifteenth-century building which is maintained to a high standard and is subject to constant monitoring by experienced volunteers to identify and rectify any potential dangers to others. It is subject to a full quinquennial inspection by competent persons, and any schedule of required work arising is carried out in accordance with the degree of urgency and the agreed timetable. All buildings are fully insured with Ecclesiastical Insurance Ltd and there is a system of smoke and fire alarms throughout all buildings. A roof alarm system, monitored 24/7, provides protection against roof vandalism and lead theft. An experienced team of volunteers makes up the Fabric Team, whose responsibility is to monitor and maintain all premises to the required standards.
4.	A shortfall of income and/or inadequate cashflow results in an inability to meet salary or creditor payments and to fulfil the planned mission activities of the church	The majority of giving by church members is made electronically, which gives a high level of certainty of cashflow. All gift aid is claimed and recovered from HMRC each month. Working capital reserves meet the required 6 weeks in hand and this is checked and reported to PCC each quarter. Strong budgetary and financial controls are in place; the proposed budget is shared with congregations as part of a Stewardship Programme each November and the Treasurer reports to each PCC each quarter on the state of the General Fund and other significant funds.
5.	Information or communications technology is compromised or critical data is lost through cyber-attack or systems failure	The church employs a reputable IT company to provide support and backup for its IT systems. This includes adequate security software against cyber-attack, and all systems are backed up offsite.
6.	Loss of confidentiality of personal data, and where data subjects might be deprived of their rights and freedoms, or prevented from exercising control over their personal data.	We have a robust Data Protection Policy in place. During 2018 we made changes to ensure compliance with the General Data Protection Regulations (May 2018). This included a data audit and training for staff and volunteers.
7.	Adverse impact to church family relationships and reputational damage	The biblical values relating to personal conduct are clearly understood by leaders and staff. A values statement will be developed and communicated. Oversight structures are in place for staff and regular

	due to the behaviour of senior leadership, staff members or volunteers, or the improper use of social media	one-to-one reviews take place. Volunteer agreements will be re-invigorated and deployed more widely across our volunteers – these will lay out clear expectations. A social media policy is in place giving guidance on the proper use of social media on behalf of the church by all members and volunteers. This will be reviewed and communicated.
8.	Inability to deliver the desired mission of the church due to insufficient volunteers carrying out key leadership responsibilities, as a result of an increasing age profile of church members.	To lower the average age of church members, we are committed to reaching out to our local community. We have devised a pathway of annual events and courses to help those who are interested to engage with the Christian faith. We have continued to run some courses online during the pandemic. We are also seeking to employ a Minister for Mission, as someone who can equip and enable us to be better at evangelism, however this has had to be deferred until our financial position following the pandemic is clearer.

OBJECTIVES, ACTIVITIES AND ACHIEVEMENTS

The primary object of the PCC is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England. The PCC (Powers) Measure 1956 states the PCC 'is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical'. The PCC has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (duty to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults).

Public Benefit: When planning and reporting on our activities for the year, the PCC has had regard to the Charity Commission's guidance on public benefit, and, in particular, the specific guidance on charities for the advancement of religion. We seek to enable ordinary people to live out their faith as part of our parish community.

PRINCIPAL ACHIEVEMENT REPORTS

These Reports have been prepared to reflect the sub-committee system established in May 2017. Each sub-committee has prepared a report which encompasses the activities for which it is responsible. Various other leaders have been consulted by the sub-committee convenor and the reports highlight achievements in 2020 and some of the goals for 2021. The Rector's report includes staff and leaders' meetings which also have responsibility for worship, discipleship and pastoral care.

RECTOR'S REPORT

2020 was a year that will go down in the history books. It started well, and it's easy to forget the services and ministries that were operating in the first couple of months. They may have been brought to an abrupt halt, but we are immensely grateful to God for the ministry they were able to provide. Then in March, as with the rest of life, church life was transformed. In-person ministry stopped suddenly and we were forced on-line. I have to say that the staff (Sian, Charlotte, Kevin, Julia, Penny, Sarah and Julie) have been absolutely superb in adapting and coping with the ongoing pressures that Covid has brought. We mustn't forget the toll it has taken on them at various points in the pandemic – each one of them is an incredible asset to our church family. And of course it wasn't just the staff – particular thanks must also go to Kath, Trevor, Paul and Caroline – who in different ways made big sacrifices to serve the church with their skills. And behind them are many others too – in particular those who learned how to do ministry in front of a camera, those who offered their digital talents behind the scenes, and those who enabled us to worship and pray in the church building in a safe way. To all these people we are deeply grateful – thank you.

I have lost count of the number of people who have said how much they have appreciated Church at Home. It is remarkable to think that the first one was put together with no experience and in less than a week, but our good God was guiding us and helped us when the first lockdown began. Through Church at Home we have worshipped together and learned from the 'I AM' sayings of Jesus in John's gospel, thought about the love of God, studied the book of Ruth and parts of 1 Peter and Matthew and John, and reflected on the lives of believers in the Bible who suffered in isolation. Church at Home doesn't suit everyone, and it took a while for some to master the technology to access it, but it has become a staple part of our Covid-world for Holy Trinity members, offering us a good quality 'service' and enabling us to worship and grow together, despite our separation. Fellowship continued as church members reached out to one another, and Zoom Chat on Sundays as well as other opportunities helped us stay connected. As restrictions eased in the summer we were able to meet again in the church building for communion services, even though the lack of singing, the need for face-masks and the need to keep a distance made it frustrating at times. The second lockdown in November stopped on-site worship once again, but we were glad to be able to celebrate Christmas at least partially in person. The third lockdown began in January 2021, and although this time the Government allowed individual churches to decide whether to offer in-person worship, the church council felt (along with many local churches) that we should play our part in keeping people safe by not opening our doors. We are now in the position that the vaccine rollout is progressing well and there is plenty of hope for church life as-we-know-it to resume sometime soon.

Sadly, a lot of our usual ministries had to cease with hardly any notice in March 2020, and it has been a source of huge disappointment that we haven't been able to serve in the way we want to. Maybe it is an enforced sabbatical to enable us to rest and regroup and see what God is calling us to next. But for some there wasn't much rest but an even heavier workload! As well as those who have been grappling with online music, risk assessments, editing, licensing, private prayer, and the like, let's not forget teams like the Pastoral Group. They haven't stopped praying and caring for the many members of our church family who are in need and we are very grateful for their ongoing support.

Talking of prayer, one highlight has been the way that we have adapted to holding our monthly Prayer & Praise evening via Zoom. It is vital that we don't stop praying as a church, so we are grateful for the wonders of technology that mean we both pray and stay safe!

It has not been an easy year for anyone, or for our church. But I do want to say a heartfelt 'thank you' to all who have helped, and all who have participated in our worship together. I am so thankful to God for what has been achieved in his name, and give him the glory for carrying us through an ordeal of a year. We now pray for better things, and ask God to build us back as an even stronger worshipping community, where people become Christians and find support as Christians. That is my prayer and would love it to be your prayer too.

James Packman, Rector

SMALL GROUPS

We have 14 small groups in Holy Trinity. Each group decides how, when they will meet, what they will study and how they will provide pastoral and prayer support. So, they are all different but every group is important in supporting the spiritual life of its members. This past year has thrown up huge challenges and we have been hugely impressed and are very grateful for the way groups have responded - many meeting on Zoom, increasing phone calls, creating WhatsApp groups and striving to keep connected. There have been innovative shared meals on Zoom, shared walks when allowed and many other examples of people caring for one another.

There are small group leaders' meetings every few months where we review how groups are getting on, look at possible resources and offer support to one another.

Belonging to a small group is a great way to get to know others and if anyone would like to hear more about it, please get in touch.

Our thanks go to all the leaders for being involved in this important ministry particularly in these recent challenging circumstances.

Caroline Mason, John Watson and Judy Watson

CHILDREN AND FAMILIES

General ministry

This year has certainly been a challenging year for many different reasons; at one point during this year I worked 200 miles away (in Canterbury) for 10 weeks because the country went into lockdown. I have also been partly furloughed for some of this year too, which again I needed to adapt to. This year has helped me step back and see the bigger picture of ministry, see what is important, and how to approach building lasting relationships whilst not actually seeing people in person. Zoom has been my best friend and my worst enemy. Taking the ministries that thrive on in-person contact and relationship online was one of the hardest things to do, but God has remained right next to me, and I stepped out and stood firm in my calling that this is where I am supposed to be and that this whole situation wasn't a surprise to God. I journeyed this year seeking him and standing firm on that promise. I have developed new skills, adapted and changed to different situations, and I am coming out of this year changed for the better and I love all the amazing ministries I oversee in my role.

Sunday ministry

As soon as we went into lockdown, Zoom became a firm friend. I have run a Sunday Zoom session since that very moment. We've joined together with worship, looking at the Bible and unpacking what it means. I have had a fairly regular attendance and have had some relatives of families join too. It's been amazing that the children have been excited to join, contributed to the sessions, asked questions and been able to see each other on a Sunday. It's also been great to have them involved with Church at Home: leading, praying or reading the Bible for us, and they were all brilliant every time I have asked them to be involved. I am super proud of how they have had to adapt and change to this new form of doing ministry as well as other factors in their life this year. I have also delivered various packs to the families at Christmas and Easter which was done in a Covid-secure way to ensure the safety of everyone. The bags have been well received and have helped us keep in contact with families who have chosen not to join us on Zoom. Over the course of the year we have also had some parent Zoom quizzes, and this has been great to get the parents together to chat and to have some fun competing in a quiz.

Morning Break

Our parent and toddler group was thriving before lockdown hit, We had just had 5 new families join and were looking forward to the summer and being able to use the garden. However, this didn't happen. At the start I read a story every week and uploaded it to our Facebook group and we had a good number of views on these, and this continued through the summer and into the winter. In January 2021 I decided to take Morning Break onto Zoom and we have now been meeting on Zoom for 3 months. God was at work through this and we had 5 brand new families join us over the course of the sessions. It was amazing that we could offer a space for parents to open up and build relationships with each other as some of them hadn't been able to meet with anyone because they were new to the area, so didn't know anyone. During the Zoom we read a story together, sing some nursery rhymes, and then have breakout rooms to chat to each other and the parents have been very thankful for this. I also delivered various bags at points, also in a Covid-safe way, keeping to regulations and social distancing, to our families at Morning break. I would deliver to 15 families who we have had contact with for a while, just to check in with them and deliver them different bits especially over Christmas and Easter. We are planning on re-starting in person near the end of April, and I personally cannot wait to join with the team and see the families come into the Church garden again and have Morning Break in person! I am also very thankful to the Morning Break team for being able to pray for this ministry and the families, but also adapt and support me through this ever changing situation.

Go Zone

Go Zone is another ministry which was going strong before lockdown, and at first I couldn't see a way to move this online. We tried Zoom a couple of times but by this point the children had been doing home-schooling for a few months, and unfortunately we didn't have many families attend. So, we left it for the summer and came back with a fresh approach - Go Zone at Home. Since October we have delivered Go Zone at Home packs to 21 families (43 children) twice a month, again adhering to Covid safety rules when packing and delivering and talking to the families. These packs have a lot of the content of a Go Zone session (except singing) in the bag. They have a Bible Story, an activity linked to the Bible story, another craft/activity un-related, and a food

treat. The families have enjoyed receiving these packs every other week and it's been great to continue the Go Zone relationship with them. We've been able to chat with families and support some going through tough times. It's been great to continue this in a new way, but I am looking forward to when we can meet back together again! I am also thankful for team members who have helped plan and deliver the packs, and for the rest of the team who have remained faithful in prayer and support throughout.

Schools

Sadly I haven't been able to go into school to deliver an assembly for over a year, but we have maintained relationship with the school and I have delivered some treats for all the staff on a couple of occasions. We have also been able to send some recorded assemblies: one at harvest and one at Christmas which has been great to do. I have spoken to the head of the school and he is keen to get us back in to do assemblies in the future which is exciting!

Professional development

As part of my role, it's important to think about development of my gifts and skills, and this year has given the opportunity to join in with webinars that I might not have been able to attend due to other commitments. I completed the SWGP ministry training course which allowed me to gain more understanding of the Bible as a whole and think about leadership in my role, and it gave an opportunity to grow in new skills like writing short sermons. It was great to join with group of people each week and journey alongside them in this course. I was also able to join in with the 'Care for the family: Playtime national conference', which spoke about the importance of parent and toddler groups. I have attended various 'Faith in Kids' webinars focussing on Light parties, Christmas, and future ministry. I have joined with the Bath and Wells Go Team who organised some Zoom sessions for children's, families and youth workers in the diocese to speak about ministry and reflect on the year, but also giving ideas and space to talk with each other. I am part way through a book called 'The essential guide to family ministry' by Gail Adcock which is very helpful in looking at and assessing ministry moving forward. I have also recently attending a training event called the 'Emotional Rollercoaster' which is from Transforming Lives for Good (TLG) which spoke about mental health in children and spoke about skills to use when facing different situations around that topic. I have also recently updated my safeguarding training.

I feel I have grown personally and professionally this year, I feel I have grown more into the person who God has called me to be and I am ready to serve him going forward. I am confident that God is on the move in the area of Children and families and I am ready to follow him where he leads. I am excited to get back into some normality and bring the ministries back to the church in person in the safest way we can. Thank you to everyone who has prayed for the children and families over this past year as we have faced uncertainty and difficulties, please continue to pray for the future of these ministries and lets move forward looking to God, who has carried us this far and isn't going to leave us. I am super excited to be right where I feel I have been called to serve and I hope you can journey with me.

Charlotte Crooks

YOUTH

Jan-March 2020 (pre-Covid)

Pathfinders – met every Sunday during the 10:45am service in the youth space and was well attended by young people of members of our church family

CYFA – met fortnightly on a Monday after school in Costa for a bible study on topical issues with 2 attendees.

Rock Solid (Y7-Y9) – met every week on a Thursday evening. This consisted of games, a faith slot, some down time and snacks. Rock Solid had a very good attendance of 25-30 young people all from the community. Roughly 10-15 young people would attend the faith slot each week which was taking relevant topics or questions the young people had and giving a biblical viewpoint.

Eight-O-Clock Series (Y10-Y13) – met fortnightly on a Friday evening with a low average attendance of 3-4. This did allow for relationships to be established fairly quickly though which was a big plus side. The evening consisted of a variety of activities and games set up with the young people choosing what to do. At around the midway point we would come together to

discuss a 'question of the week'. The leaders would each chip in and come at it from a Christian perspective to get the young people thinking and also discussing things on a deeper level. I was going into Nailsea School once a week to help run the Christian Union. Helped to plan and run Last Sunday, the Nailsea Churches Together Youth Event. I was also attending a course run by SWGP which offered overviews of books of the bible and in depth looks at others. There was also opportunity to plan and deliver talks which I found extremely helpful and valuable.

March-Dec 2020 (Covid)

Pathfinders & CYFA have continued online during this period with consistent attendance from the young people. They have adapted and embraced being online tremendously well and their faithfulness to our church groups is truly inspiring.

Rock Solid & Eight-O-Clock-Series have been unable to meet during this time due to restrictions in place. I have done an Easter and Summer video series for young people to engage with – which some of them have. I have also delivered packages to the young people to touch base and see how they have been coping during lockdowns and home-schooling. The general consensus from the young people is they are looking forward to groups starting again without restrictions when possible.

I completed the SWGP Training course online and have done other online webinars during the course of 2020 including various National Youth Agency's webinars on detached youth work during lockdown.

Kevin Magner

EVANGELISM AND COMMUNITY

The Evangelism and Community group has met termly to discuss the outreach and community involvement of the church.

Many of the usual activities overseen by the group have of necessity been suspended during the pandemic. Therefore a number of our goals for 2020 could not be progressed. Examples are the closure of the coffee lounge and the Trinity garden, the suspension of most CTINAD activities (one exception being the excellent Drive in Carol Service at Christmas), and cancellation of the Skatefest.

The group discussed and encouraged individual outreach to neighbours etc. during the pandemic, and a number of members have been involved in significant community involvement, in particular the Nailsea Community Group. The group discussed and encouraged outreach and community support around Christmas and Easter time and members of the group were involved in outreach events at these times, such as the provision of meals in the community at Christmas.

One significant area of encouragement has been the provision of online outreach and discipleship courses. With support from the group the courses were taken online using Zoom in June 2020 with Tales of the Unexpected (6 guests) some of whom transitioned into an Online Alpha from September to December 2020 (14 guests in all, 12 of whom completed the course). This was the first Alpha Course run by the church since the whole church Alpha in 2017. A follow-up course to Alpha called 'A Life Worth Living' ran online from January to the end of March 2021 (14 participants). A further Alpha course ran from January to end of March 2021 (5 guests). Further courses will continue online until such time as we are able to meet in person. Prayer has been crucial in underpinning these courses and members of the E&C group have been very involved in supporting these initiatives, either in person or in prayer.

Trevor Dean

MISSION SUPPORT

The Mission Support Committee is responsible for advising the PCC on how Holy Trinity's mission budget should be spent and for encouraging an interest in mission work amongst the congregation.

Holy Trinity supports and contributes financially to the work of 12 key mission partners, engaged in various aspects of Christian mission in different parts of the world. The 12 key mission partners and the church members representing them are currently as follows:

Mission Partners	Representatives
Christian Aid	Matt Thomas
Eli and Jenny Ayo (Youth with a Mission)	Paul and Caroline Mason
Gordano Area CAP Debt Centre	Chris Barnes
Neil Wylie (Connect)	Theresa Coy
Open Doors	Ian Ashby
Phil Williams (Christian Surfers)	Rod Neal
South West Gospel Partnership	Kevin Magner / Charlotte Crooks
Stand by Me	Mike Youings
Stephen and Diki Hawkins (Word for Life Trust)	Sally Winsor
Transform Europe Network	Barry Mead
Uganda (various projects)	Trevor Dean
Wellspring	Mary Southwood

The committee met twice during 2020 to plan and review the distribution of the mission budget. We also held one meeting in March (just before Lockdown) for Holy Trinity Mission Representatives to exchange information and ideas and to encourage each other in their role.

We would like to record our gratitude for Chris Faull (who was a very faithful member of the Mission Support Committee but sadly passed away during 2020), for Ed Sheffield (who has retired from the committee owing to other commitments) and to Keith Norwood (who has retired from the role of Christian Aid representative after many years). We are very pleased that Barry Mead has agreed to join the committee in 2021 and that Matt Thomas has agreed to take over Keith's role as Christian Aid representative.

Ian Ashby, Mary Southwood

BUILDINGS AND PLANT

With extensive facilities and Covid-19 restrictions, 2020 was a challenging time maintaining the buildings, plant and grounds.

Church

The Quinquennial scheduled for May, and planned major repairs were postponed. The five yearly statutory inspection of fixed wiring was carried out, and resulting observations and recommendations addressed.

Audio Visual (AV)

Sound system - no changes throughout 2020.

AV system - completion of some minor cabling to facilitate use of cameras. Suspension of Proclaim software licencing until after the pandemic.

Tower

Completion of internal repairs identified at the 2015 quinquennial inspection was not possible.

Trinity centre

Normal use of the Trinity Centre continued until March when the first lockdown started. Since then, only limited use took place in the autumn prior to the second lockdown.

During the course of the lockdown the carpets in the Main Lounge and Welcome Area were given a thorough clean and the move of the Main Office from Trinity House to the Upper Room took place.

The failed glass panel in the Coffee Lounge roof is still under review with the main contractor, as are the leaks in the Coffee Lounge. A site meeting was held in October with the installer of the stainless steel roof and it is hoped that repairs will take place in 2021.

Trinity House

In September, following the Main Office move and related office moves by staff members, the Tithe Room was given a partial redecoration and the carpet cleaned.

Four windows were removed, refurbished and re-installed. Another four will be refurbished when funds allow in the years 2021/22.

Following several false alarms, the Fire Alarm control box was renewed.

Rain water ingress from the roof over the Tithe Room required urgent attention just before Christmas. A temporary repair was carried out but urgent major repairs to the roof were identified. Because it is a grade 2 listed building, discussions were held with North Somerset Council to determine what repairs could be carried out without listed consent. We were advised that providing the roof repairs are less than 50% of the total roof area listed consent is not required. Also, we have to use the existing tiles (more expensive than our preferred alternative). As of February 2021 we are awaiting quotations and will commence works as soon as possible.

Trinity Garden

Gardens continue growing even during lockdown! We are grateful to the team of volunteers who have helped to keep Trinity Garden in good order during 2020, including mowing lawns, trimming hedges, weeding, watering, sweeping leaves, picking apples, tidying, pruning and stewarding, as well as cleaning and re-treating all the garden seats.

The garden was open once a week in the summer in conjunction with private prayer in the church and was well used until the weather turned colder.

Church Grounds

Covid-19 restrictions and resulting financial constraints prevented planned repairs, but the upper and lower graveyards were kept tidy even though we reduced the frequency of grass cutting.

It is hoped that during 2021 funding will be available for repairs to the West Gate and War Memorial.

Church Hall

In 2020 Jeanette White moved away from Nailsea. She will be missed after many years of helpful service. Otherwise, the hall committee are unchanged and continue to function as a team, running their own budget and covering all maintenance and regular cleaning, servicing and utilities from rental income.

The Covid Regulations meant a loss of rental income. Most hirings ceased and the contract with Pre-School was re-constructed to allow for reduced hours and restricted numbers.

Regular maintenance included some improvements to wiring following the five-yearly fixed wiring inspection. We also constructed two large storage cupboards to replace a small freestanding one for use by Pre-School.

The current £8,000 project to replace the front doors with a disabled persons' accessible automated glass door is awaiting responses from grant-making bodies. £2,500 is in the 2021 budget towards it.

Goals for 2021

1. As per the Fabric Team's Terms of Reference to the PCC:
 - a. Ensure the internal and external fabric of the Church and Tower, Trinity Centre and Trinity House are kept in good condition and are safe for all groups/activities using them. Includes fixtures, fittings and furniture.
 - b. Ensure the grounds, including upper and lower graveyards, are maintained, tidy and safe.
Achieved for 2020. Continue for 2021.
2. Complete the outstanding works identified in the 2015 Quinquennial report. This will include:
 - a. Obtaining quotations for external repairs (repointing and replacement of any unsafe stone) to the Tower, Church, and Gullies.
 - b. Obtaining quotations for the renewal of the South Porch Roof.
 - c. Applying for grants to carry out works identified above.
Goal carried forward to 2021. It is subject to the quinquennial inspection, postponed from 2020 and rescheduled for May 2021.
3. Fix the Coffee Lounge Roof - leaks and shattered panel.
Work to resolve these roof issues with the contractor and architect has been restricted by Covid-19 during 2020. Ongoing through 2021.
4. New for 2021. Replace the Church Hall entrance doors with a disabled persons' accessible automated glass door.

Thanks

Many thanks must go to the ongoing commitment of the Fabric Team members who have met regularly on Zoom and looked after our buildings and grounds during 2020 despite the challenges posed by the Covid-19 regulations.

Bryn Jones

PERSONNEL

Goals for 2020/21 remain unchanged but due to the pandemic were adapted!

- To evaluate the current staffing levels and the effectiveness of the roles.
- To deepen and develop and care for the staff in order to move forward the ministry of the Church.
- To strengthen the Staff review process and provide opportunities for staff to develop.

Annie Williams has continued as the Chair of the Personnel Committee. The Chair has offered advice and support as needed albeit remotely. We welcomed Ron to the committee this year in his role as Treasurer.

We welcomed Penny to the team as Office Receptionist and Administrator.

The committee meet three times per year and follow their agreed terms of reference including:

- Reviewing and agreeing pay and other benefits and conditions – the Church adopted the example set by the Archbishop of Canterbury that all staff should be paid at least the Living Wage, and this continues to be implemented.
- Reviewing and supporting staff working conditions and well-being – the Church undertook an independent review, and the recommendations continue to be worked through. The office move took place and the team look forward to returning to work in this new environment.
- Managing and monitoring the furlough of staff while maintaining essential services.

During the restrictions of the pandemic, our committed and hard-working employees have adapted to ever-changing situations, and the committee would like thanks noted to all employees for their contributions and hard work.

The committee very much looks forward to continuing to work with the whole team to take forward the vision of the Church and to refocus on the committee's core aims.

Annie Williams

CHURCH ACTIVITIES AND GROUPS

Many groups and activities ran in 2020 up to Lockdown in March 2020. Here are the groups and activities that we were able to still run and those that were suspended during 2020 due to COVID-19 restrictions.

Activities that were able to happen during 2020.

Alpha (online)	Holiday Club (online)	Sidesmen and women
Arena Men's Ministry	Lay Readers	Small Groups
Bible Reading Notes	Lay Pastoral Assistants	Trinity Garden
Christians Together	Lockdown Prayer	Welcome
CYFA	Morning Break (online)	Worship (online)
Early Morning Prayer	Preachers	Uganda Fund
	Service Leaders	

Activities that were suspended during 2020

Bellringers	Holiday Club	Rock Solid
Bike to Breakfast	Kingdom Prayer	Sole Survivor
Breakfast Run	Ladies' Breakfasts & Days	Stitch in Company
CAP Money Courses	Marriage Course	Tithe Barn
Coffee Lounge	Marriage Preparation	Trinity Garden
Eight O'Clock Series	Mothers' Union	Welcome & Hospitality Teams
Flower Arrangers	Nailsea Skate Festival	Widows' Groups
Go Zone	Parenting Course	
	Pop In	
	Prayer Ministry	
	Quiet Days/Times	

Contribution of Volunteers

In common with most churches, God's work, including the PCC's activities, could not happen without the input of a large number of volunteers who offer their services willingly every single day of the week (even during Covid times)! The contribution made by countless acts of selfless service not only makes so much possible and saves the church many thousands of pounds each year, but is also Kingdom work and what we are about as the people of God. This report expresses the gratitude of the churchwardens, all leaders and the PCC to all who in whatever way, by their contribution, play their part in God's work here at Holy Trinity Church and in the wider community.

CHURCH ATTENDANCE STATISTICS including Electoral Roll for 2020

ELECTORAL ROLL: There were 235 names on the 2020 Electoral Roll

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Electoral Roll	329	329	322	288 (new)	302	299	300	262*	261	233 (new)	235

AVERAGE SUNDAY ATTENDANCE 2010 – 2020*

These figures include those who attended more than one service on any Sunday

		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
9.00	16 and over	47	49	45	43	42	42	42	44	43	42	n/a
	under 16										1	n/a
10.45	16 and over	106	111	97	89	89	96	91	85	100	95	n/a
	under 16	27	25	22	18	21	20	18	16	19	17	n/a
6.30	16 and over	81	69	68	69	72	72	60	58	66	62	n/a
	under 16	1	1	1	0	0	1	2	0	3	2	n/a
Midweek Service	16 and over									18	15	n/a
	under 16											n/a
Go Zone	16 and over									25	27	n/a
	under 16									35	33	n/a
Total	16 and over	234	229	210	201	203	210	193	187	252*	241	
	under 16	28	26	23	18	21	21	20	16	57*	53	
Grand Total		262	255	233	219	224	231	213	203	309*	294	

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Baptisms	11	17	15	11	7	9	12	8	6	3	0
Thanksgivings	0	1	2	0	0	2	1	0	1	1	0
Marriages	6	4	10	7	5	11	4	4	4	4	1
Marriage Blessings	1	0	0	0	1	1	0	0	0	0	0
Funerals	27	15	29	19	18	21	19	24	16	23	4

* From March 2020 all services were stopped because of lockdown during the COVID-19 pandemic. We started an online service 'Church at Home' which every week receives an average of about 216 views.

We also started 'in person' Worship@4 and then 11.30 Worship. We are only able to have a maximum of 30 people at each service due to Covid restrictions.

FINANCIAL REVIEW

The budget which we set for 2020 was ambitious and exciting. We were looking forward to a year in which our newly appointed Children & Family Worker and Youth Worker would gather momentum in their respective roles. We planned to appoint a Minister of Mission in September and the work of the Church would be supported by a fully staffed administrative office. To finance this activity, the General Fund budget produced a deficit for the year of £56,893, which was reduced to £4,760 by applying contributions from other funds such as the Court Shrine, Fabric and Worship & Mission Funds.

In the event, the year turned out very differently from the vision, with the pandemic curtailing much of the planned work and having a major impact on the Church's finances.

Our income from giving was £25,000 (8%) less than the budget and income from other sources, such as lettings and the coffee lounge fell £15,000 (61%) below budget. However, the loss of income was partly cushioned by Furlough and Lockdown Grants totalling £21,893. The net effect of these factors meant that income was £19,184 below budget.

Expenditure was also reduced due to the periods of lockdown with many planned items of Repair and Maintenance having to be deferred, the appointment of the Minister of Mission postponed and operational budgets not being required. Provision has been made in the accounts for the anticipated cost of roof repairs to Trinity House which became evident in December. Overall, General Fund Expenditure was £50,058 below budget reducing the deficit for the year to £26,023 requiring less use of our reserve funds.

Total Unrestricted Funds showed a deficit of £22,558. Restricted Funds were in surplus by £13,626. The Endowment Funds, which provide income for the Church but the capital sums cannot be used, increased in value again this year by £16,344 (6%).

The PCC has approved the transfer of £9,500 from the Children and Youth Fund to the General Fund to contribute towards the cost of the Youth Worker in keeping with previous policy.

At the end of 2020, the loans outstanding to the DBF and CCLA for the funding of the Trinity Project totalled £167,778, repayments of £50,000 having been made in the year. Outstanding loans from Church Members total £59,999. Giving to the project remained stable which, if sustained, should enable the Project to be funded by the end of 2024 as reported in the regular monitoring reviews.

Reserves Policy

It is PCC policy to maintain a level of Free Reserves equal to approximately six weeks spending. Free Reserves are defined as that part of unrestricted funds that is freely available to spend. This equates to the unrestricted fund balances minus the value of fixed assets and funds designated to meet essential future spending such as the Development Fund which is required for the Trinity Project. The Free Reserves at 31 Dec 2020 amount to £124,400 which equates to approximately 17 weeks expenditure.

Although the reserves appear comfortably high, the forecast deficits in coming years will quickly utilise them. For this reason, the PCC has taken steps to reduce planned expenditure and further delay the appointment of Minister of Mission.

Policy for making Grants or Donations

The PCC has maintained a policy over many years of allocating 10% of total income to mission and grants for short-term youth and other projects. We have similarly committed to give away 10% of everything we spend on our own Trinity Project buildings. Details of donations made in 2020 are provided in the financial statements attached to this report.

Rev James Packman
Chair of PCC

CHURCHWARDENS' REPORT

including Fabric, Goods and Ornaments

The Church Wardens' Report for 2020 will, for reasons of COVID, be like no other in recent years. To say that it has been challenging would be an understatement.

We are pleased to report that all goods and chattels are accounted for and in good order. The Terrier and Log Book will be available to view on request.

It has been both a busy year and not a busy year: on the one hand services have been suspended due to the pandemic for most of the year, and when they did occur it was with very limiting restrictions. At different times, when restrictions allowed, there has been a 4pm or an 11.30am Communion service. This has been socially-distanced with restricted numbers and no singing.

On the other hand since March 2020 many people have worked tirelessly behind the scenes to provide an excellent Church at Home online service each week. I cannot stress how much this has been valued, or indeed how hard a small group of people have worked to make this happen: a huge thanks go to those who have used their technical skills for all the music and video editing, and those who have acclimatised to being in front of a camera.

Because of these strange circumstances most of our normal teams of Duty Wardens and Sidespeople have not been doing their usual jobs.

Our staff team and office team have worked incredibly hard. Most of them have been furloughed for at least part of the year, and have also worked from home for part of the year as our buildings were required to be closed. A very difficult juggling act. We owe them huge thanks.

Thanks are also due to those who are not always noticed but work extremely hard behind the scenes: those managing church finances (a particular challenge this year), and the fabric team without which our church and grounds would not be in such a good state of repair.

Many others who would normally operate sound systems, move chairs, arrange flowers and make coffee have been largely unable to do their jobs this year. We look forward to welcoming them back during this year.

During 2021 there will continue to be challenges and there will inevitably be those volunteers who, for various reasons have to stand down from certain responsibilities. That will be especially true this year. If you are aware of gaps or are asked to consider a job please do so prayerfully. You may have just the skills which are needed to fill a particular role in the life of our church.

Kath Markland & Paul Mason
Churchwardens

PORTISHEAD DEANERY SYNOD REPORT FOR 2020

We only met twice as a Deanery this year. Due to the pandemic we chose to cancel two synods and delayed the beginning of deanery-wide meetings (now beginning June 2021).

February - Andy Gray, Diocesan Faith-Sharing Enabler, introduced resources and ideas available to assist churches with their missional work.

September - Chris Judson helped us think through taking care of ourselves during lock-down. We then spent time in smaller groups looking at ways to be more effective as a deanery.

Voluntary social and training gatherings have also suffered although deanery Chapter has had more regular meetings.

We have enjoyed having Assistant Diocesan Secretary Peter Evans as our Deanery Accompanier. He has been present at most Mission and Pastoral Group meetings.

Suzy Kirkam is now Curate at Christ Church, Clevedon. She was made deacon on Sunday 27th September.

Laura Downs, Curate with the Portishead Team, was ordained priest on Wednesday 30th September.

We say farewell to Martin Little as he moves to Highbridge and Burnham, and Chris Judson as she moves to The Huntspills and Mark.

Jules Harris moved from Wraxall to be Rector at Nailsea Christchurch and Tickenham. Fran Binding moved from Wraxall to be House for Duty Priest at Kenn & Kingston Seymour. Trevor Jordan resigned from St John's Clevedon and moved to Portugal. An announcement about an interim replacement for Father Trevor is expected shortly.

James Harris was appointed Rector of Long Ashton with Barrow Gurney and Flax Bourton.

Lesley Farrall stepped down as Deanery Secretary in September. We desperately need a volunteer, or possibly paid worker, to take her place although she will remain on Synod and part of Deanery Mission and Pastoral Group. Currently Steve and Rob are sharing the work of minuting meetings and Rob is covering the admin work.

Astrid Tiemsema-Samson was appointed Assistant Area Dean and licensed at the September meeting.

We are grateful to the clergy and officials of all the deanery churches for their hard work and commitment during this difficult year.

Rob Norman (Lay Dean)
Steve Tilley (Area Dean)

PCC Report of Financial Affairs (Part 2)

PCC'S REPORT ON THE FINANCIAL STATEMENTS

Year ended 31 December 2020

The members of the Parochial Church Council (PCC) of the Parish of Holy Trinity Nailsea present their Report and Financial Statements for the year ended 31 December 2020.

ACTIVITIES

The principal activities continue to be those of a parish church in the Church of England.

STATEMENT OF THE PCC MEMBERS' RESPONSIBILITIES IN RESPECT OF THE FINANCIAL STATEMENTS

The PCC members are responsible for preparing the Annual Report and financial statements for each financial year in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. These financial statements must give a true and fair view of the state of affairs of the PCC and of its income and expenditure for that period. In preparing these financial statements the PCC members are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a going concern basis, unless this is inappropriate;
- state whether the policies adopted are in accordance with the appropriate SORP on Accounting by Charities and the accounting regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements.

The PCC members confirm that they have complied with the above requirements in preparing the financial statements.

Sian Steel

Secretary

16 March 2021

INDEPENDENT EXAMINER'S REPORT

INDEPENDENT EXAMINER'S REPORT TO THE PAROCHIAL CHURCH COUNCIL (TRUSTEES) OF HOLY TRINITY, NAILSEA

I report to the trustees on my examination of the financial statements of The Parochial Church Council Of The Ecclesiastical Parish Of Holy Trinity, Nailsea ('the charity') for the year ended 31 December 2020.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of
accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the
accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Nick Michael
Independent Examiner
ELLIOTT BUNKER LTD
61 Macrae Road
Ham Green
Bristol
BS20 0DD

Date

16/3/21

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2020

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2020 £	2019 £
INCOMING RESOURCES						
<i>Donations and legacies</i>	2a	312,857	40,942	-	353,799	367,322
<i>Income from charitable activities</i>	2b	5,672	2,706	-	8,378	24,045
<i>Other trading activities</i>	2c	12,628	15,840	-	28,468	46,995
<i>Income from investments</i>	2d	2,115	5,649	-	7,764	8,005
<i>Other income</i>	2e	674	-	-	674	2,494
TOTAL INCOME AND ENDOWMENTS		<u>333,946</u>	<u>65,137</u>	<u>-</u>	<u>399,083</u>	<u>448,861</u>
EXPENDITURE						
<i>Expenditure on raising funds</i>	3a	-	2,287	-	2,287	4,088
<i>Expenditure on charitable activities</i>	3b	348,713	49,224	-	397,937	392,056
<i>Other expenditure</i>	3c	7,791	-	-	7,791	6,762
TOTAL EXPENDITURE		<u>356,504</u>	<u>51,511</u>	<u>-</u>	<u>408,015</u>	<u>402,906</u>
Gains / (losses) on revaluation of investments	6b	-	-	16,344	16,344	37,452
NET INCOME (EXPENDITURE)		<u>(22,558)</u>	<u>13,626</u>	<u>16,344</u>	<u>7,412</u>	<u>83,407</u>
Transfers between Funds		-	-	-	-	-
NET MOVEMENT IN FUNDS	10	<u>(22,558)</u>	<u>13,626</u>	<u>16,344</u>	<u>7,412</u>	<u>83,407</u>
BALANCES BROUGHT FORWARD 1 JANUARY		325,689	1,434,659	237,676	1,998,024	1,914,617
BALANCES CARRIED FORWARD 31 DECEMBER		<u>303,131</u>	<u>1,448,285</u>	<u>254,020</u>	<u>2,005,436</u>	<u>1,998,024</u>

The notes on pages 6 to 14 form part of these accounts

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA


BALANCE SHEET AT 31 DECEMBER 2020

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2020 £	TOTAL 2019 £
FIXED ASSETS						
<i>Tangible</i>	6a	107,863	1,593,136	-	1,700,999	1,740,593
<i>Investment</i>	6b	-	-	254,020	254,020	237,676
		<u>107,863</u>	<u>1,593,136</u>	<u>254,020</u>	<u>1,955,019</u>	<u>1,978,269</u>
CURRENT ASSETS						
<i>Debtors & prepayments</i>	7	15,096	954	-	16,050	11,103
<i>Cash at bank and in hand</i>		204,499	83,254	-	287,753	305,065
		<u>219,595</u>	<u>84,208</u>	<u>-</u>	<u>303,803</u>	<u>316,168</u>
LIABILITIES						
<i>Creditors - amounts falling due in one year</i>	8	(24,327)	(51,282)	-	(75,609)	(68,636)
		<u>195,268</u>	<u>32,926</u>	<u>-</u>	<u>228,194</u>	<u>247,532</u>
NET CURRENT ASSETS						
Total assets less current liabilities		303,131	1,626,062	254,020	2,183,213	2,225,801
<i>Creditors - amounts falling due after more than one year</i>	9	-	(177,777)	-	(177,777)	(227,777)
		<u>303,131</u>	<u>1,448,285</u>	<u>254,020</u>	<u>2,005,436</u>	<u>1,998,024</u>
TOTAL NET ASSETS						
PARISH FUNDS:						
<i>Unrestricted</i>	10	303,131	-	-	303,131	325,689
<i>Restricted</i>	10	-	1,448,285	-	1,448,285	1,434,659
<i>Endowment</i>	10	-	-	254,020	254,020	237,676
		<u>303,131</u>	<u>1,448,285</u>	<u>254,020</u>	<u>2,005,436</u>	<u>1,998,024</u>

Approved by the Parochial Church Council on 15 March 2021 and signed on its behalf by:



Rev James Packman Chair



Ron Taylor Treasurer

The notes on pages 30 - 38 form part of these accounts

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

STATEMENT OF CASHFLOWS

For the year ended 31 December 2020

	TOTAL FUNDS	
	2020	2019
	£	£
Net movement in funds	7,412	83,407
Adjustments for		
Unrealised losses (gains) on investments	(16,344)	(37,452)
Depreciation	43,203	52,737
(Decrease) increase in creditors	6,973	1,967
Decrease (Increase) in debtors & prepayments	(4,947)	(552)
Interest income shown in investing activities	(7,764)	(8,005)
Cash generated by operating activities	28,533	92,102
Cash flows from investing activities		
Interest income	7,764	8,005
Purchase of investments	-	-
Purchase of tangible fixed assets	(3,609)	(4,933)
Cash generated in investing activities	4,155	3,072
Cash flows from financing activities		
Repayment of loans	(50,000)	(75,000)
Cash used in financing activities	(50,000)	(75,000)
(Decrease) Increase in cash and cash equivalents in the year	(17,312)	20,174
Cash and cash equivalents at the beginning of the year	305,065	284,891
Cash and cash equivalents at the end of the year	287,753	305,065

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

1 ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities SORP (FRS 102).

6

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

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

Funds

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.

Restricted funds represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

Unrestricted funds are general funds which can be used for PCC ordinary purposes. Funds designated for a particular purpose by the PCC are also unrestricted.

Incoming resources

Collections, planned giving and donations are generally recognised when received, unless specified otherwise by the donor. Receipts from a Gift Day at the end of one year, in anticipation of the following year's budget, are deferred until the following year. Tax refunds are recognised when the income to which they relate is recognised. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividend and interest income is recognised when it is received. Rental income from the letting of church premises and all other income is recognised when it is receivable. All incoming resources are accounted for gross.

Resources expended

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The Diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed assets

Consecrated and beneficed property is not included in the accounts in accordance with s.10(2)(a) of the Charities Act 2011.

Expenditure in respect of the redevelopment of the Trinity Centre has been capitalised and the premises is being depreciated to spread the cost over its estimated useful life. Whilst this is not strictly in accordance with the provisions of the Charities Act 2011 relating to consecrated buildings, which require that the expenditure is written off immediately, the PCC believes that this treatment more fairly reflects the ongoing value of the building to the PCC. Similarly, as the buildings are conjoined, the same policy is applied to Trinity House, which is being depreciated over its estimated useful life from 2015, the effective date when the buildings came into full use; similarly the cost of hard landscaping in the Trinity Garden which was completed in 2017.

Moveable church furnishings held by the Rector and Church Wardens on special trust for the PCC and which require a faculty for disposal, are accounted as inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). For anything acquired prior to 2000, there is insufficient cost information available and therefore such assets are not valued in the financial statements.

All expenditure incurred in the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of movable church furnishings acquired before 1 January 2000 is written off as expenditure in the Statement of Financial Activities.

Depreciation

The Church Hall is not depreciated as it is considered that the majority of the value relates to the land on which it is situated. Depreciation is provided on all moveable church furnishings and equipment used within the church premises at rates calculated to write off the costs, less estimated residual value, of each asset over its estimated useful life as follows:

Moveable church furniture	5 years
Computer equipment	3 years
PA Equipment	4 / 5 years
AV Equipment	4 / 5 years
Kitchen Equipment	10 years
Trinity Centre, House and Garden	50 years

Investments

Investments are valued at market value at 31 December.

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

2 INCOMING RESOURCES	2020 Unrestricted Funds £	2019 Unrestricted Funds £	2020 Restricted Funds £	2019 Restricted Funds £	2020 Endowment Funds £	2019 Endowment Funds £
2a Donations and legacies						
Planned giving:						
Gift Aided donations	193,259	197,584	25,595	31,274	-	-
Income tax recoverable	50,633	51,545	7,637	7,820	-	-
Other planned giving	42,127	47,120	5,110	14,574	-	-
Collections (open plate) at services	1,954	8,150	-	-	-	-
Legacies	-	1,000	-	3,200	-	-
Grants	24,884	2,350	2,600	2,600	-	-
Other	-	105	-	-	-	-
Total	312,857	307,854	40,942	59,468	-	-
2b Income from charitable activities						
Fees	2,156	6,435	2,706	6,334	-	-
Bookstall incl Bible Reading Notes	1,227	1,376	-	-	-	-
Cafe Create	-	300	-	-	-	-
Pop In	1,366	5,282	-	-	-	-
Marriage course	75	638	-	-	-	-
Go Zone	54	163	-	-	-	-
Ladies ministry	213	531	-	-	-	-
Morning Break	142	347	-	-	-	-
Skate Festival takings	439	290	-	-	-	-
New Year's Eve social	-	-	-	717	-	-
Visit to Noah's Ark Zoo Farm	-	-	-	1,632	-	-
	5,672	15,362	2,706	8,683	-	-
2c Other trading activities						
Rent from buildings	11,127	24,627	15,840	15,840	-	-
Coffee lounge	1,501	6,528	-	-	-	-
	12,628	31,155	15,840	15,840	-	-
2d Income from investments						
Dividends and interest	2,115	2,383	5,649	5,622	-	-
	2,115	2,383	5,649	5,622	-	-
2e Other income	674	2,494	-	-	-	-
TOTAL INCOMING RESOURCES	333,946	359,248	65,137	89,613	-	-

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

3 RESOURCES EXPENDED

	2020	2019	2020	2019
	Unrestricted	Unrestricted	Restricted	Restricted
	Funds	Funds	Funds	Funds
	£	£	£	£
3a RAISING FUNDS				
Mortgage interest on Trinity House	-	-	1,859	3,012
Loan interest for Trinity Project	-	-	428	997
Other costs	-	79	-	-
	-	79	2,287	4,009
3b CHARITABLE ACTIVITIES				
Missionary & charitable giving				
Anglican Missions				
Church Missionary Society	1,600	3,200	-	-
The Church's Ministry among Jewish people	-	600	-	-
Mothers' Union Worldwide	2,000	2,000	-	-
Children's Society	1,000	1,000	-	-
Zambia (Lunchu)	-	500	-	-
Church Pastoral Aid Society	800	800	-	-
Relief Missions				
Christian Aid	1,600	1,600	-	-
Other				
Christian Surfers - Phil & Annie Williams	3,850	4,600	-	-
Open Doors	1,600	-	-	-
Wellspring	1,600	1,600	-	-
Uganda	1,600	1,600	-	-
Knowle West	-	-	-	-
Crosswinds	800	800	-	-
Mercy Ships	-	300	-	-
Word for Life Trust	3,600	3,600	-	-
SW Gospel Partnership	400	-	-	-
Stand by Me	1,600	-	-	-
Breakfast run - Bristol	73	797	-	-
Christians Against Poverty Debt Centre	1,800	1,800	-	-
Transform Europe Now	1,600	200	-	-
Phil Williams	450	400	-	-
J S Ayo	200	250	-	405
F & S Yanez	-	250	-	-
S&D Hawkins	200	250	-	-
Neil Wylie	-	250	-	-
Short term mission & other projects				
YWAM (Jenny Ayo)	1,800	1,800	-	-
Connect Schoolwork Project	2,000	2,000	-	-
Fields of Life (Charlotte Crooks)	-	400	-	-
Kabarole Hospital	-	-	4,500	-
Church of Uganda Ruwenzori Diocese	-	-	1,500	-
Special collections				
Royal British Legion (Remembrance Day collection)	-	-	-	441
Nailsea Foodbank	250	-	-	574
Clevedon Foodbank	250	-	-	-
Local defibrillator	-	-	89	911
Help Bristol's Homeless	-	-	-	911
Stand By Me	-	-	240	256
Ayo House Fund	-	3,000	-	500
J Ayo	-	-	200	-
CAP Debt Centre	-	-	675	-
Sharon Matthews leaving gift	-	-	-	287
Paul & Janet Pike leaving gift	-	-	-	478
Wade Kerkin leaving gift	-	-	-	202
Noah's Ark church visit	-	-	-	1,632
Total	30,673	33,597	7,204	6,597

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

	2020 Unrestricted Funds £	2019 Unrestricted Funds £	2020 Restricted Funds £	2019 Restricted Funds £
3b CHURCH ACTIVITIES -continued				
Ministry				
Common Fund	149,912	153,234	-	-
Rector's expenses	1,131	1,060	-	-
Local Ministry Group expenses	183	337	-	-
Readers' expenses	-	143	-	-
Outreach	702	1,288	-	-
Skate Festival costs	112	2,547	-	-
Training	240	2,831	-	-
	152,280	161,440	-	-
Buildings & Services				
Heat & light	6,421	9,325	-	-
Insurance	1,759	1,507	-	-
Cleaning	11,145	10,528	-	-
Repairs and maintenance	23,186	13,929	-	110
Trinity Garden	-	156	-	316
Depreciation of Trinity Project assets	-	-	39,060	48,984
Upkeep of Services	791	2,398	-	-
Assigned Fees	-	-	2,706	6,334
	43,302	37,843	41,766	55,744
Youth, Children and Families Work				
Youthwork Intern's and Families worker's salaries (incl NI)	44,057	18,084	-	-
Pension Contribution	2,156	550	-	-
Youth & Children's workers recruitment	-	636	-	-
Youthwork Intern's and Families worker's expenses	324	252	-	-
Youth & families work training materials and activities	1,343	2,089	-	-
Youthwork intern	-	4,931	-	-
Contribution to Deanery Youth Worker costs	-	132	-	-
	47,880	26,674	-	-
Other Expenditure				
Pastoral: Hardship grants & gifts	143	107	-	-
Pop In	1,114	5,479	-	-
Ladies ministry	148	439	-	-
Bookstall incl Bible reading notes	893	1,159	-	-
Upkeep of graveyard	3,429	4,286	-	-
Bank interest and charges	138	132	254	95
Coffee Lounge	1,242	3,267	-	-
Publicity	222	213	-	-
Governance, audit and independent examination	1,800	1,764	-	-
Sundries	1,251	2,740	-	-
	10,380	19,586	254	95
Parish Office				
Office Manager and office team salaries (incl NI)	48,220	36,325	-	-
Pension contributions	2,127	695	-	-
Appointment (including recruitment costs)	-	440	-	-
Office Manager's Expenses	-	45	-	-
HR support	-	176	-	-
Telephone & post	1,187	1,279	-	-
Printing & stationery	1,082	2,004	-	-
Office equipment inc depreciation	6,751	6,707	-	-
Computer support	4,831	2,809	-	-
	64,198	50,480	-	-
TOTAL CHARITABLE ACTIVITIES	348,713	329,620	49,224	62,436
3c OTHER EXPENDITURE				
Church Hall expenditure	7,791	6,762	-	-
Total Other Expenditure	7,791	6,762	-	-
TOTAL RESOURCES EXPENDED	356,504	336,461	51,511	66,445

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

	2020 £	2019 £
4 STAFF COSTS		
Wages & salaries	101,645	71,753
Pension contribution (3 persons, defined contribution)	4,574	1,621
Social Security contributions	6,172	393
	<u>112,391</u>	<u>73,767</u>

During the year, the PCC employed a youth worker, a children and families worker, an operations manager, an office co-ordinator, administration assistants, a cleaner and caretakers, none of whom earned £60,000 or more.

The average headcount of employed staff was 7 (2019: 6)

See notes 12 and 13 for details of related party transactions.

5 INDEPENDENT EXAMINER'S REMUNERATION

The Independent Examination of the Annual Report and Financial Statements has been undertaken by Elliott Bunker Ltd. Their remuneration was £1,800, including VAT.

6 FIXED ASSETS FOR USE BY THE PCC

6a Tangible Fixed Assets:		Freehold land & buildings	Furniture & equipment	Total
Actual / deemed cost	At 1 January 2020	1,881,943	159,659	2,041,602
	Additions	-	3,609	3,609
	Disposals	-	-	-
	At 31 December 2020	<u>1,881,943</u>	<u>163,268</u>	<u>2,045,211</u>
Depreciation	At 1 January 2020	176,367	124,642	301,009
	Charge for the year	35,838	7,365	43,203
	Eliminated on disposal	-	-	-
	At 31 December 2020	<u>212,205</u>	<u>132,007</u>	<u>344,212</u>
Net book value	At 31 December 2020	<u>1,669,738</u>	<u>31,261</u>	<u>1,700,999</u>
	At 31 December 2019	<u>1,705,576</u>	<u>35,017</u>	<u>1,740,593</u>

The freehold land and buildings comprise:

- (i) The church hall, which was valued at £90,000 in 1997.
- (ii) Trinity House, which was purchased for £500,000 in 2010, and refurbishment costs, fees, etc. (£353,568).
- (iii) Trinity Centre, which was constructed in the 1980s and has been reconstructed. (reconstruction cost £875,542). Trinity House and the Trinity Centre are now linked.
- (iv) The hard landscaping of the Trinity Garden, which was constructed in 2017.

6b Investment fixed assets

These investments consist of:

The Court Shrine Fund and three Graveyard Trusts - which together comprise the Endowment Funds - are invested in the Central Board of Finance Investment Fund.

At the end of 2020, these funds were valued at £254,020 (£237,676 at the end of 2019).

Original cost of these investments was £21,215.

7 DEBTORS

The following amounts were owed to the PCC at the end of December:	2020 £	2019 £
Income tax recoverable	8,739	4,754
Church hall debtors	2,898	3,916
Other debtors	4,413	2,433
	<u>16,050</u>	<u>11,103</u>

8 LIABILITIES : AMOUNTS FALLING DUE WITHIN ONE YEAR

Loans to assist the Trinity Project repayable within one year		
- From congregation	-	-
- Annual repayment of Mortgage on Trinity House	35,000	35,000
- Annual Repayment of Loan from Bath & Wells Diocese	15,000	15,000
Fees due to diocese	616	654
Special donations and mission allocation	439	2,076
Expense creditors & accruals	6,054	9,406
Repair of Coffee Lounge Roof and Trinity Hse Roof	18,500	6,500
	<u>75,609</u>	<u>68,636</u>

9 LIABILITIES : AMOUNTS FALLING DUE IN OVER ONE YEAR

Loans to assist the Trinity Project repayable between one and ten years		
From congregation - interest free	59,999	59,999
Mortgage Loan secured by Trinity House (The Old Rectory) repayable over 10 years		
Interest Rate Base Rate + 1% (1.75%)	72,778	107,778
Loan from Bath & Wells Diocese repayable over 10 years		
Interest Rate Base Rate + 0.55% (1.30%).	45,000	60,000
	<u>177,777</u>	<u>227,777</u>

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

10 FUNDS MOVEMENT 2020	UNRESTRICTED									RESTRICTED FUNDS						ENDOWMENT FUNDS			TOTAL FUNDS
	General Funds	Worship & Mission	Church Hall	Pop In	Develop-ment	Children & Youth	Fabric	Skate Festival	Total Unrestricted funds	Court Shrine	Special collections & other special funds	Trinity Project	Uganda	Hardship	Total Restricted funds	Court Shrine	Graves	Total Endowment funds	
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
NET MOVEMENTS																			
Income																			
Donations and legacies	308,857		2,500					1,500	312,857	1,000	1,204	36,211	2,527		40,942	-	-	-	353,799
From charitable activities	3,867			1,366				439	5,672		2,706				2,706	-	-	-	8,378
Other trading activities	6,355		6,273						12,628			15,840			15,840	-	-	-	28,468
Income from investments	1,919				196				2,115	5,620			29		5,649	-	-	-	7,764
Other income	466		208						674						-	-	-	-	674
	321,464	-	8,981	1,366	196	-	-	1,939	333,946	6,620	3,910	52,051	2,556	-	65,137	-	-	-	399,083
Expenditure																			
On raising funds									-			2,287	-		2,287	-	-	-	2,287
On charitable activities	347,487			1,114				112	348,713	30	3,910	39,120	6,164		49,224	-	-	-	397,937
Other expenditure			7,791						7,791						-	-	-	-	7,791
	347,487	-	7,791	1,114	-	-	-	112	356,504	30	3,910	41,407	6,164	-	51,511	-	-	-	408,015
Surplus/(deficit) for year	(26,023)	-	1,190	252	196	-	-	1,827	(22,558)	6,590	-	10,644	(3,608)	-	13,626	-	-	-	(8,932)
<i>Surplus on investment revaluation</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12,478	3,866	16,344	16,344
Transfers between funds	9,500					(9,500)			-	-	-	-	-	-	-	-	-	-	-
Transfer of Reserves to Trendlewood Church									-						-				-
Balance at 1 Jan 2020	43,346	65,690	98,386	861	56,007	46,250	13,000	2,149	325,689	41,207		1,383,416	10,036		1,434,659	181,454	56,222	237,676	1,998,024
Balance at 31 Dec 2020	26,823	65,690	99,576	1,113	56,203	36,750	13,000	3,976	303,131	47,797	-	1,394,060	6,428	-	1,448,285	193,932	60,088	254,020	2,005,436
Represented by:																			
Fixed assets	17,863		90,000						107,863			1,593,136			1,593,136	-	-	-	1,700,999
Investment assets									-						-	193,932	60,088	254,020	254,020
Debtors and prepayments	12,198		2,898						15,096			929	25		954	-	-	-	16,050
Cash equivalents	21,008	65,690	6,758	1,113	56,203	36,750	13,000	3,976	204,498	47,797	1,055	28,000	6,403		83,255	-	-	-	287,753
Creditors and accruals	(24,246)		(80)						(24,326)		(1,055)	(228,004)			(229,059)	-	-	-	(253,386)
	26,823	65,690	99,576	1,113	56,203	36,750	13,000	3,976	303,131	47,797	-	1,394,060	6,428	-	1,448,285	193,932	60,088	254,020	2,005,436

Endowment Funds

The income received from the Court Shrine endowment fund can be used on all property related matters across all our church buildings, including Trinity Centre, House and Garden, rather than just the church itself.

The income received from the Graveyard endowment fund can only be used for the upkeep of the graveyard.

Restricted Funds

Trinity Project: fundraising for the Trinity Centre Development began in 2007. This fund now includes all aspects of the Trinity Project: the Trinity Centre Development, purchase and refurbishment of Trinity House.

The Uganda Fund consists of gifts received which are being passed to various projects in Uganda for medical and other supplies.

The Roof Repair Funds consists of grants received and costs incurred in reroofing the south nave

Unrestricted Designated Funds

The Development Fund was set up in 2006 from legacies received, which will be held to finance building and other larger projects. Income from this fund is transferred into the Worship & Mission Enhancement Fund (previously the Jubilee Fund).

During 2007 the proceeds from the sale of the Grove land were added to this fund. The PCC has decided to use this fund to support the Trinity Project.

The Worship & Mission Enhancement Fund (previously the Jubilee Fund) originally consisted of monies received from the Diocese as part of their Jubilee initiative. It has been bolstered by part of a legacy received in 2017.

The fund is used to support projects to enhance worship and support mission outreach.

The Church Hall, Morning Break and Pop In funds record their income and expenditure in separately designated funds within general funds.

The Children & Youth Fund (previously the Sue Jutsum Fund) results from a legacy left by the late Sue Jutsum in 2012. It has been enhanced by part of a legacy received in 2017.

The PCC has decided to utilise this fund towards the costs of specific activities within the church's Youth & Children's work.

The Fabric Fund has been established to hold funds to meet the cost of major works to church buildings and facilities; specifically the new Garden of Remembrance and relaying the Trinity House drive

The Skate Festival Fund provides ongoing resources for the annual Skate Festival held each year in Nailsea

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

10 FUNDS MOVEMENT 2019	UNRESTRICTED									RESTRICTED FUNDS						ENDOWMENT FUNDS			TOTAL FUNDS
	General Funds	Worship & Mission	Church Hall	Pop In	Develop-ment	Children & Youth	Fabric	Skate Festival	Total Unrestricted funds	Court Shrine	Special collections & other special funds	Trinity Project	Uganda	Hardship	Total Restricted funds	Court Shrine	Graves	Total Endowment funds	
NET MOVEMENTS	£	£	£	£	£	£		£	£	£	£	£	£	£	£	£	£	£	£
Income																			
Donations and legacies	304,504	-	-	-	-	1,000	-	2,350	307,854	1,000	4,965	50,405	3,098	-	59,468	-	-	-	367,322
From charitable activities	9,790	-	-	5,282	-	-	-	290	15,362	-	7,966	-	717	-	8,683	-	-	-	24,045
Other trading activities	21,058	-	10,097	-	-	-	-	-	31,155	-	-	15,840	-	-	15,840	-	-	-	46,995
Income from investments	2,038	-	-	-	345	-	-	-	2,383	5,570	-	-	52	-	5,622	-	-	-	8,005
Other income	2,303	-	191	-	-	-	-	-	2,494	-	-	-	-	-	-	-	-	-	2,494
	339,693	-	10,288	5,282	345	1,000	-	2,640	359,248	6,570	12,931	66,245	3,867	-	89,613	-	-	-	448,861
Expenditure																			
On raising funds	79	-	-	-	-	-	-	-	79	-	-	4,009	-	-	4,009	-	-	-	4,088
On charitable activities	318,594	-	-	5,479	-	3,250	-	2,297	329,620	30	12,931	49,455	20	-	62,436	-	-	-	392,056
Other expenditure	-	-	6,762	-	-	-	-	-	6,762	-	-	-	-	-	-	-	-	-	6,762
	318,673	-	6,762	5,479	-	3,250	-	2,297	336,461	30	12,931	53,464	20	-	66,445	-	-	-	402,906
Surplus/(deficit) for year	21,020	-	3,526	(197)	345	(2,250)	-	343	22,787	6,540	-	12,781	3,847	-	23,168	-	-	-	45,955
Surplus on investment revaluation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28,593	8,859	37,452	37,452
Transfers between funds	(20,000)	10,000	-	-	10,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transfer of Reserves to Trendlewood church	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Balance at 1 Jan 2019	42,326	55,690	94,860	1,058	45,662	48,500	13,000	1,806	302,902	34,667	-	1,370,635	6,189	-	1,411,491	152,861	47,363	200,224	1,914,617
Balance at 31 Dec 2019	43,346	65,690	98,386	861	56,007	46,250	13,000	2,149	325,689	41,207	-	1,383,416	10,036	-	1,434,659	181,454	56,222	237,676	1,998,024
Represented by:																			
Fixed assets	18,398	-	90,000	-	-	-	-	-	108,398	-	-	1,632,195	-	-	1,632,195	-	-	-	1,740,593
Investment assets	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	181,454	56,222	237,676	237,676
Debtors and prepayments	6,521	-	3,916	-	-	-	-	-	10,437	-	-	654	12	-	666	-	-	-	11,103
Cash equivalents	33,462	65,690	4,560	861	56,007	46,250	13,000	2,350	222,180	41,207	2,730	28,924	10,024	0	82,885	-	-	-	305,065
Creditors and accruals	(15,035)	-	(90)	-	-	-	-	(201)	(15,326)	-	(2,730)	(278,357)	-	-	(281,087)	-	-	-	(296,413)
	43,346	65,690	98,386	861	56,007	46,250	13,000	2,149	325,689	41,207	-	1,383,416	10,036	-	1,434,659	181,454	56,222	237,676	1,998,024

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PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

11 PCC MEMBERS' REMUNERATION

None of the members of the PCC received remuneration for services as employees or consultants during the year or expenses for services as members of the PCC (2019: none)

12 DONATIONS BY PCC MEMBERS

The aggregate value of donations to the various funds of the church made by members of the PCC without conditions was £63,869 (2019:£75,743).

13 RELATED PARTY TRANSACTIONS

PCC and family members were reimbursed for expenses and expenditure made on behalf of the PCC during the year:

	2020 £	2019 £
Rector	1,059	1,979
Associate Vicar	53	563
Mr P Mason (relating to AV equipment and repairs)	337	846
Mr Bryn Jones (relating to sundry repair work undertaken)	84	560
Mr Rod Neal (relating to sundry repair work undertaken)	412	-

Other PCC and family members reimbursed less than £500 each:

Amount reimbursed	767	1,043
Number of PCC and family members	(3)	(10)

The following members of the PCC were related to an individual or connected with a charitable organisation to whom the PCC allocated funds through Mission Support during the year (or other funds as shown):

PCC member	Recipient	2020 £	2019 £
Mr Phil Williams	Phil Williams as National Director of Christian Surfers Christian Surfers UK (National Director Phil Williams)	3,850	5,000
Mrs Anne Williams	Anne Williams is the wife of Phil Williams	3,850	5,000

The church rents a small office to Christian Surfers UK (of whom Phil Williams is UK Director). The annual rent paid is £1,000 a year which is below commercial rates and is seen by the church as part of its support for this mission partner.

Ruth Jolly, wife of Tim Jolly, was employed as Administration assistant in the church office during 2020. Her remuneration during this time was £191.

There were no other disclosable transactions in respect of PCC members, persons connected with them or other related parties.

14 CHURCH WORKERS PENSION FUND

Holy Trinity Nailsea PCC (PB Classic) participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

14 CHURCH WORKERS PENSION FUND - continued

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2020: £4,575: 2019 £1,621).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2016. A valuation as at 31 December 2019 was under way as at 31 December 2020.

For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Holy Trinity Nailsea PCC could become responsible for paying a share of that employer's pension liabilities.