



Annual Report and Financial Statements
of the Parochial Church Council
for

Holy Trinity Parish Nailsea

for the year ended 31 December 2021

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 23 May 2022

AGENDA

Welcome – Worship

Meeting of Parishioners

- Election of a secretary for the meeting
- To receive and approve Minutes of 2021 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 24 May 2021 (see page 4)
- 2 Matters Arising**
- 3 Appointments and Elections**
 - To appoint a Reader representative to the PCC for the coming year
 - To elect: 1 member to the PCC for 1 year
 - To elect: 1 member to the PCC for 2 years
 - To elect: 3 members to the PCC for 3 years
 - To appoint an Independent Examiner

Commissioning of above new members

Refreshment Break

- 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**
- 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 24 May 2021

(by Zoom)

Welcome – Worship

James opened the meeting. The APCM was conducted via Zoom and used the Zoom polling system for voting and the chat feature. There were 72 electoral roll members present plus Rev'ds Trevor Dean, Robin Hazlehurst. James Packman and Kevan Royle. Apologies were received from Sarah Read.

James read Psalm 8 and asked people to reflect on what helps you worship our Lord. James then started the meeting with a prayer.

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

Meeting of Parishioners

- **Election of a Secretary for the meeting.** James Packman proposed Siân Steel as Secretary and who will take the minutes. Approved by all those present.
- **Minutes of the Meeting of Parishioners to elect a Churchwarden (under the Churchwardens Measure 2001(3)) held on 19 October 2020.**
The minutes of the 2020 Meeting of Parishioners were proposed from the Chair and unanimously accepted and approved.
- **Election of Churchwardens (under the Churchwardens Measure 2001(3))**
James thanked Kath very much for all her work, time and commitment in her role as Churchwarden as she will be stepping down this year. Please pray for the Churchwardens going forward.

Jutta Hank (who was nominated by Paul Mason and seconded by Sally Walters) and Paul Mason (who was nominated by Rod Neal and seconded by Kath Markland) were unanimously elected as churchwardens. James led a prayer for them both and for Kath.

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 19 October 2020**
Approval of the minutes was proposed by the Chair and unanimously approved.
- 2 **Matters Arising**
None.
- 3 **Appointments and elections**
 - **To appoint a Reader representative to the PCC for the coming year**
Thanks were given to all our Readers as they are an invaluable part of our team. Caroline Mason has agreed to stand as Reader representative. This appointment was unanimously approved.
 - **To elect 3 members to the PCC for three years**
The nominees for elected member to PCC for 3 years were:

Chris Barnes Proposed by Rod Neal Seconded by Chris Hughes
Kim Magner Proposed by Siân Steel Seconded by Charlotte Crooks

These nominees were individually elected to the PCC for a 3 year term. 1 vacancy was not filled.

- **To elect 1 member to the Deanery Synod for 2 years**

The nominations for Deanery Synod were:

Chris Hughes Proposed by Rob Norman Seconded by Paul Mason
Chris was duly elected to the Deanery Synod for 2 years.

- **To appoint an Independent Examiner**

It was proposed by James Packman as chair to appoint Elliott Bunker Limited as our Independent Examiner. This was approved by those present.

James prayed for all those appointed or elected this year.

Refreshment Break

4 Electoral Roll Report

Thank you very much to Ruth Jolly who is our Electoral Roll officer. As of today's date the Electoral Roll was 233. The average age is 68.

5 To receive the Annual Report and Financial Statements

- a) **PCC Annual Report of Church Activities**

Thanks very much to Ali Pemble and Siân for putting the 2021 Annual Report together. Huge thanks to Caroline Mason who has been our Safeguarding Officer for the past few years, so grateful to her for her time and commitment to the role. Mary Southwood will be taking over the Safeguarding Office role, and thank you so much to Mary for taking on this important role in our church life.

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

Thank you very much to Ron Taylor our Treasurer and the Finance Team for all their hard work over the year with regard to our accounts. James also thanked everyone who supports Holy Trinity financially, thank you so much for investing in God's work.

Ron went through the finance part of the report on pages 27-38 which have been approved by the finance committee, the PCC and the independent examiner. The summary is on page 35 and shows the various funds. The general fund showed a deficit of £26k at the end of the year. This was up on the budgeted deficit which was £56,800, but because of government grants, Covid grants and expenditure being down it was brought down by £30k. Ron recommended these figures to the meeting and asked if there were any questions.

Kevan Royle asked what the Court Shrine Fund is. Ron explained that it is an endowment fund held by the Diocese, the interest of can be used for repair and maintenance of the buildings and grounds.

Rae Baines asked about the Grant of £76k that we will receive this year in 2021 and what can it be used for?

Peter Marriner who has taken the lead on this grant explained that that we were able to bid and get Cultural Heritage Fund Grant (which is part of the Lottery Fund) for £76,800 which needs to be spent between April and June this year and which we can use to encourage the community to come back and use the buildings in a safe environment. However, as part of the conditions of the grant, it should not be used to promote religion. We can use the grant on making the buildings safe, cleaning, repairing the glass roof, making payments easier by contactless machines, replacing the doors at

Church Hall for automatic ones, live streaming equipment. They also encourage environmental investment so we will be replacing LED lighting, etc. They also will pay for publicity and promoting our community buildings.

Tony Whitehead asked if it will help our deficit. Peter Marriner confirmed that it will help this year's deficit, but not the deficit from 2020.

6 Churchwardens' Report on Fabric, Goods and Ornaments

James informed the meeting that Bryn Jones is stepping down as Fabric Team leader and Tim Jolly will be taking on this role. James thanked Bryn so much for taking on this role for the past few years and for all his work keeping our church and buildings in order. Thank you too to Tim for stepping into this role, we are very grateful to him as we move forward this year.

Paul Mason informed the meeting 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.

7 Deanery Synod Report

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

8 Rector's Report

Last year was such a hard year due to Covid-19. The meeting as whole took a moment to remember those we have lost over the last year or so, who have been a huge part of our Church family and to thank God for their lives.

It has also been a hard year for some people who have struggled financially, or who have lost jobs. We have also had our own struggles as a church and it has taken its toll. Pressures on staff have been a lot and they have coped with many issues and James thanked Siân, Julia, Penny, Charlotte, Kev, Julie and Sarah for all they have done.

James also thanked Trevor, Kath, Paul and Caroline who have stepped up and helped us a lot through this past year, they have all been an incredible asset for the church and James hoped they all know how much we value them and the effort they put in for caring for us.

Church at Home was a huge undertaking whether it was the music, the technical side, the talks, prayers. James thanked all those involved in putting it together every week. James also thanked everyone for joining in and encouraging each other which was such a blessing. Although it was a virtual presence, we were able to feel connected and worship together as a church.

Please continue to pray for Holy Trinity as we move forward with these ever-changing circumstances and pray that God will lead us and that we would work well as we come back together.

The Ministry Leadership Team (MLT) and the Wardens have been looking at our purpose as a church.

Our purpose as a church is:

Worship our awesome and loving God
Live out our faith in God
Belong to a caring community
Serve out of love for others
Share the good news of Jesus

We can use this to work as an effective church team and watch this space as our we develop this in the coming year.

James also thanked everyone for their prayers. It has been an incredibly hard year for them as a family and the ongoing support and prayers of the church family mean a lot. James also thanked his family for all their love and support for him in his ministry.

9 Open Forum

Rae Baines asked about the average age of Holy Trinity which is very worrying. James said it had been identified as a matter of concern. Phil Williams said that it is also a concern with the Town Council and does reflect what is happening in Nailsea, where 60% of the community are over 60. James asked everyone to pray for families and young people to come especially with regard to the new housing, which will start building work later this year.

Paul thanked James for his teaching and leading and his ministry here at Holy Trinity during this unprecedented time and thanks to Sarah who supports James in his ministry.

11 Close

James closed the meeting in prayer.

PCC ANNUAL REPORT OF CHURCH ACTIVITIES 2021 (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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Independent Examiner

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Parochial Church Council 2021/22

CLERGY

Rector: James Packman Associate Minister: Trevor Dean

CHURCHWARDENS (Elected each year at APCM for 1 year)

Jutta Hank Paul Mason

DEANERY SYNOD (To 2023)

Chris Hughes Tim Jolly Caroline Mason# Rob Norman#

READER REP (Appointed annually at APCM for one year)

Caroline Mason

ELECTED MEMBERS

(To year 2022) Lynda Dicks** Peter Marriner** Phil Williams**

(To Year 2023) Rod Neal** Ron Taylor* Mary Southwood**
Annie Williams** (stood down in February 2022)

(To Year 2024) Chris Barnes* Kim Magner*

* = 1st Term ** = 2nd Term # = Also Diocesan Synod

(PCC members can only serve for 2 consecutive terms before having 1 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 five 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

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

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

The areas of Children & Youth, Worship, Pastoral & Discipleship are covered in the following ways: the Children & Family and Youth Workers are invited to report to PCC on a regular basis; the Ministry Leadership Team (MLT) oversees the whole of these two areas; the MLT keeps the PCC apprised of its key areas of discussion; and the PCC reviews one of the five Purpose areas in each of its meetings.

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 Trinity Café and main kitchen. In addition, COVID risk assessments have had to be undertaken for all activities during the pandemic. Both regular and one-off bookers 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 including fire alarm testing and gas and electrical safety tests.
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 church 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 8 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	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. Membership Information is held on ChurchSuite, the database software used by Holy Trinity Church which is designed to help us meet the GDPR

	exercising control over their personal data.	requirements. Hosted in secure UK data centres, ChurchSuite is backed up daily and protected by 24/7 physical security access control, fire suppression and redundant power failure systems.
7.	Adverse impact to church family relationships and reputational damage due to the behaviour of senior leadership, staff members or volunteers, or the improper use of social media	The biblical values relating to personal conduct are clearly understood by leaders and staff. Oversight structures are in place for staff and regular 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 communications policy is in place giving guidance on the proper use of social media for appropriate staff members and volunteers.
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, and as things improve we are seeking to reach out more effectively to the children, youth and families in our local community through the rebuilding of our regular outreach activities.

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 and developed further in 2020 with the launch of the Ministry Leadership Team. Each sub-committee has prepared a report which encompasses the activities for which it is responsible, there are also reports from Youth Worker, Children & Families Worker and the Office & Facilities Team and the Safeguarding Officer. Various other leaders have been consulted by the sub-committee convenor and the reports highlight achievements in 2021 and some of the goals for 2022. The Rector's report includes staff and leaders' meetings which also have responsibility for worship, discipleship and pastoral care.

RECTOR'S REPORT

Looking back, I think we can all agree that 2021 was an unusual year! We had time in lockdown when we could join in with 'Church at Home' on YouTube and 'Zoom coffee' afterwards; we had time when a socially distanced service happened in church at 4.00pm (or a few times in the Trinity Garden); then in July our regular services could resume but there were X markers we could put on seats to keep us apart and we were slapping on the hand sanitizer; then we were able to dip the wafers in wine when it came to communion, but of course all the while we were in masks. It is so

different to the stability of years past that we were all so used to. A huge vote of thanks needs to go to all the people who kept us worshipping and connected - the Church Staff, the Churchwardens, the Ministry Leadership Team (MLT), the Pastoral Group, and the Wider Leadership. Without them it would have been a very different year for all of us. But it's worth also noting that it has been a hard year for many. The pressures on the team at church have been high, and that's been the same for many of our fellowship - whether it's sickness or bereavement, or work pressures or family pressures brought about by the strange circumstances we've had to endure through Covid. It's important that we don't underestimate the toll it will have taken on us, and to make sure we look after ourselves and each other as we move forward - both mentally, physically and spiritually.

I am delighted to say that we seem to have made the transition from being an online worshipping community to a gathered worshipping community relatively well. Obviously, we have all had different reactions to coming back to worship together, but for the most part we are now back together, thanks to those who have been working hard to keep us as safe as possible when we meet. The children and youth groups have successfully transferred from Zoom back to in-person, as has Prayer & Praise, our monthly prayer meeting. And ministries that had to shut up shop (when Covid hit originally) are back, such as Sole Survivor and Pop-In. This is all so wonderfully encouraging as we get back to serving together. And of course our services have been a steady support throughout the year, whether online or in person. As well as being blessed by the worship opportunities offered by our musicians, we also studied the Scriptures that God has given us. We looked at John chapters 1-4 in the new year, then Mark chapters 14-15 in the lead up to Easter. After Easter we enjoyed some studies from Ezra and then considered how we can care for creation. Then there were summer Psalms and some studies about love from 1 John, followed by a series on Jonah and in the lead up to Christmas a look at how Christ will come, Christ has come, and Christ will come again. And that's just our Sunday services as of course our mid-week Thursday service also offers a place of worship and fellowship for some of our members.

As I look back I can only say how thankful I am to God for directing our paths and keeping us united in worship, and how thankful I am to those who have given of themselves to serve God and us in church life through difficult circumstances. On that note, 2021 was the year when Kath Markland stepped down as Churchwarden after serving us so wonderfully for many years. I am so grateful for her faithful commitment to Holy Trinity, and for Jutta Hank's willingness to step into the role of Churchwarden in her place.

We have now emerged from 2021 and are now embracing 2022. We still have many challenges - we're not out of the grip of Covid yet, plus other issues that need to be addressed such as the lack of younger people involved in our church, and of course our reduced finances. We must turn to God to guide us as we step forward - he alone is our hope and our salvation.
James Packman, Rector

SMALL GROUPS

We have 14 small groups in Holy Trinity, which in total have about 150 members. They provide a great place for Bible study, prayer, pastoral support and forming deeper friendships. The leaders have shown an amazing flexibility during the pandemic in moving meetings online, setting up WhatsApp groups and striving to keep connected when social interaction has been more limited. We are very grateful to them. We would like to see more people join groups in the future and if you are interested, please get in touch.

Caroline Mason, John and Judy Watson

CHILDREN AND FAMILIES

General children and family ministry

We were able to get back into the church in the summer of 2021, which was lovely to be able to be back to use the amazing rooms we have for the various ministries. We've had to again deal with restrictions lifting and being put back into place. I have sensed that God has been with me throughout this time, feeling like I could only plan the very present times ahead to being able to seek him for the future ministries in this church and what we can do to reach, support and love the children and families in this area.

Church children discipleship

It has been an interesting time with the children's groups in the church. We had to meet with masks on and windows open, but the children have been really great at adapting to this and they've been fab at joining in with discussions each week and deepening their faith. Moving from Zoom back to some normality on a Sunday was really refreshing, even though we had a good time on Zoom together. It's been great to be back, I didn't want to lose the structure of the zoom sessions but stick with it and add back in the things we missed doing on Zoom like the craft and some games. So we still have a song at the beginning each week and I am keen that we pray near the beginning of the session so we can help children grow in prayer and praying together as a group. The groups also have new names, moving from Scramblers and Explorers to Sunday First Steps (0-4) and Sunday Kids (5-11). I am thankful for my team who have welcomed the changes and adapted to the restrictions we had to adhere to over the months that followed when we were able to be back in the building.

Church families' fellowship and encouragement.

Even though it's been great to be together in the building, we do have sporadic attendance of children and families on a Sunday morning, which makes it hard to build good fellowship between families and encourage them, although I do feel like I do a good job at keeping in touch if we haven't seen them for a while.

The first Sunday of the month has been an all-age service for a while at 10:45 and as a team we decided to move to calling it Worship for Everyone. And I feel this has had a positive impact on worshipping as a church family of all ages together. My prayer is more families will come along to be involved with this service.

Baby, toddler and parent outreach

The biggest part of this outreach is Morning Break and I am so thankful to God for continuing to provide for this ministry. In April 2021 we moved Morning Break into the garden and every Tuesday, it was sunny from 10-11 when we had to meet outside, only one Tuesday did we have a little bit of drizzle, and it even would rain right up to 10, stop and be sunny and warm but then continue to rain just after we had finished. The families who had attended on Zoom came along in person too which was lovely to see. Then in September we were finally able to come back into the building with limited numbers, but this was lovely to have some normality within Morning Break. Each week we have one or two new families and recently we've had our highest attendance post Covid of 50 people (adults and children included). We also went into the church at Christmas to think about the Christmas story. It's been great to be able to love and support so many families who continue to attend each week and just love them like Jesus would love them.

Primary aged children and their family outreach

We continued with the bag drops for Go Zone throughout the summer term but were able to meet together to share ice cream and participate in some outdoor games in the Garden at HT as the last one before the Summer term.

Unfortunately Go Zone is the ministry which was hit hardest by cancellations due to rising cases of Covid in the schools but we've been able to be in person quite a lot since September 2021 and it's been great to have the families back. But we have seen a decline in numbers over the past couple of months due to some families moving away and having other commitments on a Thursday after school.

Recently I've felt the urge to pray into what to do next with Go Zone and I felt the Lord gave me a new vision for this age group and their families. So in the summer term I will be starting a new ministry called The Thursday Club, which will run weekly on a Thursday during term time. This will have elements of Go Zone but also a difference as we will offer other things alongside the crafts and think about monthly themes, not a different theme each session. I am hoping that this new phase of an afterschool club for the whole family will be fruitful and will bless the families who choose to come along. I will be thankful for your prayers as we move forward in reaching primary aged children and their families with these new ideas.

School community outreach

As you can understand the schools have had to deal with so much over the past couple of years and have still been going through whole classes out with covid cases. I have been able to go into school a few times but due to rising numbers of cases, I haven't been able to get into a routine with regular assemblies. However, I was able to do a few at the start of term in Sept 2021 and over Christmas I recorded some assemblies. I love doing assemblies so I can't wait to get back into a routine to be in the school teaching them about Jesus and the Bible very soon.

Local community outreach

It's been great to be able to connect with some people locally over the last year. We had both Church Lane and Grove pre-schools visit us at Christmas to think about the Christmas story which was really lovely.

The annual Christmas craft fair was well attended. We had our craft stall where we had lots of families come to see us and the children engaged in the Christmas craft which was on offer and participated in the Christmas jumper trail which was also between both venues of the fair.

It's also been great to join with other children and children's workers to put on a few events this year. We joined together to offer a Christmas craft shop when the lights were being turned on in the town centre. This was visited by lots of families.

Professional development

As part of my role I have different things throughout the year to help me develop as a Children & Families Worker and lots of this is still online as they have understood they can reach so many more people this way. So I have attended Faith in Kid's webinars, thinking about under 5's, Christmas and intergenerational ministry. I have also participated and joined in with the Diocese Go Team get-togethers on Zoom and I am very much looking forward to joining in person very soon with other Children & Family Workers in the Diocese for a morning in Wells. I attended the SWYM away day in Exeter which was thinking about moving forward in ministry and I am looking forward to a three day conference in May run by Parenting for Faith where I will join together with other children's workers to gain ideas and resources and refresh together in our roles as we seek to do the very best for God in our roles. I also meet termly with my mentor Cheryl who works for the Diocese in the Go Team and she's really helpful in new ideas and continued encouragement and support in my role. I also have fortnightly meetings with James where we chat about ministry and are continuing to look at and develop an aim document for each area of the children's and family ministry at HT. I am thankful for his support and encouragement.

Since we returned to church, I have been able to take a role in leading services, both at 10:45 and 6:30. I feel this has been a step into the unknown, but it has been great to use and grow in new skills and it's really great to be able to serve in this way. It was a step out of my comfort zone, but I feel I have now found my feet and I am really enjoying this new role in the services. I look forward to being able to feel more comfortable and continue to grow in my skills for this area of ministry.

It is truly an honour and a privilege to have this role and this job. I am so thankful to God for providing so much in this role and using my gifts and skills to love and support the families I am in contact with through these ministries. I feel God is always helping me grow in these areas and I have felt again that I have grown professionally in this role and personally. I also couldn't do this without my amazing teams who week in and week out seek to serve and love the families as much as I do and I am very thankful for their gifts and skills but also their support and encouragement. So thank you to each and every person who helps me across the children and family ministries! We need to pray as a church for more families on a Sunday and how to reach and bless those families but also pray that God can sustain the ministries we already have and stir in people the heart to serve in these ministries. God has got us through a tough couple of years, but I can see his hand constantly in the situations we were faced with and he loved us and helped and guided us to the right decisions at the right time and I wouldn't be where I am today without his guidance in this role.

Charlotte Crooks

YOUTH

Jan - June 2021 (during Covid)

Pathfinders & CYFA - continued online during this period with consistent attendance from the young people. We managed to adapt to being online, utilising different forms of media within our sessions. This allowed us to keep the sessions engaging for the young people and not just a 'question, answer' Bible study.

Rock Solid & Eight-O-Clock-Series were unable to meet during this time due to restrictions in place. I continued to maintain contact with the majority of these young people and hoped to see them return once we were able to meet back in person.

I continued with webinars during the course of 2021 including various National Youth Agency's webinars, Youth Ministry webinars and Diocesan webinars.

July – December 2021 (restrictions lifting/easing)

Sunday Youth (formally Pathfinders) – returned in person a month before the resumption of services in person and met every Sunday at 11.00am in the Youth Space and reverted to its normal slot during the 10.45am service with really good attendance.

CYFA – met fortnightly on a Monday after school in Costa once they reopened for a Bible study on topical issues with three/four attendees, this then moved to Infuse Youth Café once it launched in late November and changed to a Wednesday with two/three attendees

Rock Solid (Y7-Y9) – met every week on a Thursday evening. This group was hit by the pandemic and upon relaunch in September there were no attendees. This group was amalgamated with Rock Solid After Hours (see below for details). By the end of September we had a steady group of five/six young people which has continued to be the case. My hope is that during the course of the year 2022 we will see this group begin to grow and build on the foundations being established.

Rock Solid: After Hours (formerly The Eight O'clock Series (Y10-Y13)) – restarted in September and moved to a Thursday evening from 8:30pm-9:45pm running every week. Unfortunately, we didn't see the pre-Covid Rock Solid group move up to this group. After having conversations with some of them it seems the pandemic forced them to adapt how they socialised with one another and they no longer felt the need for a group like this. This led to the decision to amalgamate Rock Solid and Rock Solid: After Hours into one group running from 7.00pm-8:30pm.

Infuse Youth Café – started in November as an after school drop in café for young people. Open on a Monday and a Wednesday from 3:30pm-5:30pm in the Trinity Café. This has seen a steady build up in attendance, particularly on a Monday and is an area I am hoping to grow in 2022.

As of September I resumed going into Nailsea School once a week to help run the Christian Union.

I also help to plan and run Last Sunday, the Nailsea Churches Together Youth Group.

Kevin Magner

EVANGELISM AND COMMUNITY

The Evangelism and Community (E&C) group has met once or twice a term to discuss the outreach and community involvement of the church.

The group has reviewed Alpha, other 'pathway to faith' courses and encouraged outward facing church events such as 'light a candle' and Christmas events. The group noted that the most recent proposed Online Alpha in January 22 did not go ahead because of lack of take up. However, a group has continued from previous Alpha courses as an online discipleship group.

From November 2021 the E&C group has been joined by others and over a series of meetings has acted as Team 3 of the New Housing initiative. The group has worked through the practicalities of visiting the new residents in the housing estates being built at Netherton Grange and Parish Brook. There is now a volunteer team ready to undertake visits, agreement on what should be in a 'goody bag' offered to new residents, and agreement on leaflets and appropriate

communication literature to be put into the goody bag. The group has liaised with Housing Team 2 with regard to more general communication.

The E&C group has regularly reviewed the outreach activities of Christians Together In Nailsea And District and looked for opportunities to support this work.

The group has been regularly updated about the 20th Anniversary Skatefest in 25 June 2022 and prayed for this event.

The group has sought to increase prayer for outreach and community activities, particularly at the monthly Prayer and Praise, and has prayed for these initiatives as a group and as individuals.

Many thanks to all involved for their time and involvement.
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 as follows:

Mission Partners	Representatives
Christian Aid	Matt Thomas
Eli and Jenny Ayo (Zuia Trafficking Tanzania)	Paul and Caroline Mason
Gordano Area CAP Debt Centre	Chris Barnes
Neil Wylie (Connect)	John Watson (from 2022)
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 2021 to plan and review the distribution of the mission budget. We also met to discuss and recommend approval for Holy Trinity's continuing support for the Ayos in their new role with Zuia Trafficking Tanzania.

Jean Williams retired from the committee at the end of 2021 and we are very grateful for her contribution over many years. Barry Mead and Sally Winsor joined the committee during 2021 and Matt Thomas will be joining from 2022. Thanks also to Theresa Coy who has retired as Representative for Connect – her role has now been taken up by John Watson.

Ian Ashby, Mary Southwood

BUILDINGS AND PLANT

Church

The Quinquennial report, delayed from 2020, took place in June 2021. The church architect was very complimentary on the work that had been done by Bryn Jones and the Fabric Team over the previous few years.

The Quinquennial report lays out the repairs that the inspector predicts will be needed each year for the next five years. No major new repairs were identified for 2021-2022, though we note that the South Porch may need major renovation by 2023. We continue to monitor the wall above the church organ. It will be inspected in 2022.

AV

Live streaming of special services such as funerals, and the video recording of sermons has proved to be a capability that is highly valued. This was true when services were resumed in July 2021 and the start of Sunday Catchup. We expect that we will need a permanent and discreet AV installation. It is important that we acknowledge the skills and training that the AV operators have needed to make this system work so well.

Tower

Following from the quinquennial inspection in 2015, the tower was surveyed from top to bottom in 2017. The inspectors used rope work to inspect and then to perform the most urgent repairs at this time.

A second category of work needs to be completed within five years, ie by 2022. This category included joints that needed repointing. It should be noted that much of the repointing in the last century was made with concrete. We now know that concrete will damage the stone, so much of the work will consist of removing loose concrete and replacing it with lime mortar. In addition there are cracks in the stone and portions of stone that need replacing to prevent the ingress of water. This work will be the major fabric cost of 2022. We will again use rope work as this avoids the expense of scaffolding.

The inside of the tower has been maintained by the Fabric Team, and considerable expense has been saved by making repairs ourselves – for example to the louvres in the bell chamber.

Trinity Centre

The café roof was repaired with a fresh pane of glass in 2021 and the water damaged wall was repaired. This essential work was greatly aided by the Cultural Heritage Grant that was awarded to us precisely so that we could reopen the café for the community. The café is becoming a much-appreciated community resource, which is indeed the vision that the church had for it.

The main lounge and the café are steadily being used by more community activities, and it is good to see the building coming back to life.

Trinity House

Against severe time pressure, the worst part of the Trinity House roof was repaired in June 2021. The project was completed in time to qualify for Government Recovery grant support. Less spectacular, but important, was the work on rotting window frames, minor roof leaks and the like. The roof will need further repairs in coming years.

The stone wall in front of Trinity House has been rebuilt. This was a lot of work due to the amount of foliage that had torn the structure apart in some areas. The Garden Team have been re-styling the garden in front of Trinity House, and this will greatly improve the appearance of the premises.

Trinity Garden

Thanks to the Garden Team, the garden has thrived right through 2021. It has been well used for private prayer and, more recently, for out-of-doors church services. The volunteers have continued with their work of mowing, trimming, pruning, weeding, watering, sweeping and picking.

Tim Jolly

OFFICE AND FACILITIES TEAM

2021 was definitely a year of changes, from working from home and furlough to coming back to work in the building and working out Covid rules. We were able to start our services in July 2021 and that meant setting up rotas. Penny and I started a slightly new system on Churchsuite and Penny did a brilliant job asking for information and putting all the rotas together, it was a mammoth task.

Julia did amazing work to get the bookings up and running, when they were able to start (government guidelines permitting). Julia and I spent many hours looking over government and Church of England Covid guidelines to make sure we were doing things as we should for insurance and legal purposes for the Church, Trinity Centre, Trinity House and Church Hall. Some bookings were able to start earlier than others, and we were regularly assessing how many people we could safely fit into each room because of social distancing. We were also checking guidelines for register keeping, hand sanitisation, mask wearing and wiping down surfaces and touch points before and after each session, etc. There was a lot to think about and I am very grateful to Julia and Penny for all their help and thoughtfulness through this time.

We were all thankful to be back in the building even with restrictions in place especially Penny who loves interacting with visitors coming through the doors and being able to help where she can. It was also easier for Julia and I as all relevant information was to hand. Because of the amount of work that comes through the office and because of Covid and working from home, there has been lots of work to catch up on and the whole team has worked overtime on many occasions to get things done.

There were big changes with my work too from doing everything digitally, especially with Church at Home and all the technical work and editing that went into that each week. Thanks goes to Paul Morgan, Paul Mason and Kev Magner for all their technical contributions to Church at Home. Once services were able to resume, Sunday Catchup was started and thanks so much to Paul Morgan who helps out with the editing most weeks and to Paul Mason for setting up the live streaming facilities, so we are able to record the reading and sermon each week. Coming back to church and being able to use the buildings also meant lots of risk assessments, measuring, scratching heads, hand sanitiser, notices, policies and a huge amount of decisions on a daily basis! There was also a change in tenants in Flat 2 which created a huge amount of work at the end of last year.

Thanks also goes to Sarah Haigh and Julie Kerkin for all the cleaning and keeping our buildings looking spick and span during this time. Sarah was especially able to come in early every day to do touch points, etc, when it was needed due to Covid regulations.

Trinity Café was able to start back in August 2021. Thank you so much to Rosemary Parker, Theresa Coy, Stewart Wright and Angela Wright who are the team leading this ministry and to the whole Trinity Café team. The café has been going from strength to strength and we love seeing people come through the doors to have a cuppa.

I have also been reviewing the work in the office and working out roles, so currently:

Penny Smith - Front Desk and Office Assistant (27.5 hours per week)

Rotas	Admin for services and ministries	Baptism admin
Organising weddings and wedding admin	Interment of ashes	Ordering for services, cleaning and Trinity Café.
General enquiries	Welcoming newcomers	Daily and weekly tasks including testing the fire alarm and meter readings.
Helps out with Church News each week.		

Julia Maxted - Office Co-ordinator (22 hours per week)

Deals with internal and external bookings/rooms for hire for church, Trinity Centre, Trinity House and Church Hall	Organising keys and keyholders	Caretaking rota
Finance reconciliation	Payment runs	Invoices
Diocesan fee returns	Record keeping	Finance postings
Planning and organising funerals		

Siân Steel - Operations Manager (31 hours per week)

Deals with procurement/fabric	HR/Personnel	Communications including Church News, Facebook Website and Branding
Publicity	Branding	Health and safety
Insurance	DBS/safeguarding training admin	Landlord responsibilities
IT orders and management	Line management of four staff	Sunday Catchup and Weekly Update editing
Bellringing liaison	Helps oversee Trinity Café	PCC Secretary
Part of the Ministry Leadership Team		

This is not all the work that comes through the office and it can be extremely busy at times, but I am very grateful for a supportive, caring and servant hearted team.

Siân Steel

PERSONNEL

Goals for 2021/22 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 continued as the Chair of the Personnel Committee until January 2022, when she resigned due to her increased work commitments. A new chair is soon to be appointed.

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 wellbeing – the church undertook an independent review, and the recommendations continue to be worked through. The office move took place and the team have now returned to work in this new environment.

During the restrictions of the pandemic and subsequent re-opening of the office and church, 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

SAFEGUARDING

Safeguarding continues to be a priority for Holy Trinity. We have started using Parish Safeguarding Dashboard. This enables the Parish Safeguarding Officer and clergy to see how the parish is progressing against the “ideal” parish safeguarding standards set out in the Parish Safeguarding Handbook. We are following Safer Recruitment Guidelines. Safeguarding training is available at three different levels depending on volunteer or staff’s level of responsibility. The dashboard will help us ensure that all are up to date.

Safeguarding is everyone’s responsibility. If you have any concerns please speak to the Safeguarding Officer (Mary Southwood) or the Rector.
Mary Southwood

CHURCH ACTIVITIES AND GROUPS

Many groups and activities were unable to run until after July 2021. Here are the groups and activities who have been able to resume during the latter part of 2021.

Activities during 2021

Alpha (online)	Holiday Club (online)	Stewards
Arena Men’s Ministry	Lay Readers	Small Groups
Bellringers	Lay Pastoral Assistants	Stitch in Company
Bible Reading Notes	Morning Break (online)	Trinity Cafe
Bike to Breakfast	Mothers’ Union	Trinity Garden
CAP Money Course	Pop In	Tithe Barn
Christians Together	Preachers	Welcome & Hospitality Teams
CYFA	Prayer	Worship (in church and online)
Early Morning Prayer	Prayer Ministry	Uganda Fund
Flower Arrangers	Quiet Days/Times	
Go-Zone	Service Leaders	
	Sole Survivor	

Activities that were suspended during 2021

Ladies’ Breakfasts & Days (now called Aspire)	Nailsea Skate Festival
Marriage Course	Parenting Course
Marriage Preparation	

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 2021

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

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Electoral Roll	329	322	288 (new)	302	299	300	262*	261	233 (new)	235	233

*30 church members transferred from the 2016 Electoral Roll to the newly-formed Trendlewood Church Electoral Roll in 2017.

AVERAGE SUNDAY ATTENDANCE 2011 – 2021**

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

		2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
9.00	16 and over	49	45	43	42	42	42	44	43	42	n/a	38
	under 16									1	n/a	
10.45	16 and over	111	97	89	89	96	91	85	100	95	n/a	68
	under 16	25	22	18	21	20	18	16	19	17	n/a	9
6.30	16 and over	69	68	69	72	72	60	58	66	62	n/a	54
	under 16	1	1	0	0	1	2	0	3	2	n/a	2
Midweek Service	16 and over								18	15	n/a	15
	under 16										n/a	
Go Zone	16 and over								25	27	n/a	n/a
	under 16								35	33	n/a	n/a
11.30 Worship	16 and over											28
	Under 16											1
Worship@4	16 and over											27
	Under 16											0
Total	16 and over	229	210	201	203	210	193	187	252*	241	n/a	230
	under 16	26	23	18	21	21	20	16	57*	53	n/a	12
Grand Total		255	233	219	224	231	213	203	309*	294	n/a	242

* Totals include midweek services from 2018

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Baptisms	17	15	11	7	9	12	8	6	3	0	0
Thanksgivings	1	2	0	0	2	1	0	1	1	0	0
Marriages	4	10	7	5	11	4	4	4	4	1	1
Marriage Blessings	0	0	0	1	1	0	0	0	0	0	0
Funerals	15	29	19	18	21	19	24	16	23	4	17
Committal only or burial of ashes											17

** From March 2020 all services were stopped because of lockdown during the Covid pandemic. We started an online service 'Church at Home' which every week receives an average of about 216 views which continued into 2021. From July 2021 Sunday Catchup was started which is the reading and talk from the previous week with intro and song. This is for those who were still unable to come to church. The church was also open during some of lockdown for private prayer in accordance with government guidelines.

FINANCIAL REVIEW

After a year of financial uncertainty in 2020 we were all hoping for some stability in 2021 but that was not to be. The impact of Covid continued to disrupt the activities of the church, affecting both our income and expenditure, but on the 'plus' side we successfully applied for the Cultural Heritage Grant designed to help cultural and heritage sites recover and reopen after lockdown. The effect of this on the budget was significant as shown below.

The approved General Fund budget for 2021, was based upon normal levels of activity and resulted in an expected deficit of £36,640. This reduced to £7,140 after planned contributions from reserves held in the Youth and Children's Fund, the Court Shrine Fund and the Fabric Fund. The receipt of the Cultural Heritage Grant of £75,882 reduced the General Fund expenditure by £38,756 and allowed for a further £18,500 to support the cash balances. The rest of the Grant was used to fund Church Hall improvements (£9,544) and additional, unbudgeted recovery costs for Holy Trinity (£9,082).

In addition to the Cultural Heritage Grant, the General Fund benefited from £10,000 Lockdown and Furlough Grants in excess of the budget which broadly offset the reduced income from lettings and room hire.

The reduction in General Fund expenditure effectively eliminated the expected deficit and the need to use the planned contributions from reserves. Consequently, the PCC's reserves are much stronger than anticipated.

Total Unrestricted Funds showed a surplus of £89,757. Restricted Funds were in surplus by £11,716. The Endowment Funds, which provide income for the Church but the capital sums cannot be used, increased in value again this year by £36,340 (14%).

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. It was also agreed to transfer the balance of the Fabric Repairs Fund (£13,000) to the Development Fund in order to support the Trinity Project funding.

At the end of 2021, the loans outstanding to the DBF and CCLA for the funding of the Trinity Project totalled £117,777, repayments of £50,000 having been made in the year. Outstanding loans from church members total £59,999. Giving to the Project has reduced over time and it is now anticipated that the Project will be funded by the end of 2026 as reported in the regular monitoring reviews.

Reserves Policy

As at 31 December 2021, it was PCC policy to maintain a level of Free Reserves equal to approximately six weeks spending. This has subsequently been increased to eight weeks. 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 December 2021 amount to £199,121 which equates to approximately 28 weeks expenditure.

Although the reserves are strong, the forecast deficits in coming years will quickly utilise them. For this reason, the PCC is considering how it could reduce the deficit levels and has further delayed 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 2021 are provided in the financial statements attached to this report.

Rev James Packman
Chair of PCC

CHURCHWARDENS' REPORT

including Fabric, Goods and Ornaments

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

The last year was very much shaped by finding a way of restarting church post lockdowns and continue to live with and manage the risk of Covid. As we stopped Church At Home we felt it important to have a Sunday Catch-up on our YouTube channel. Thank you to everybody who made this possible and who continue to do weekly recordings and editing.

Our thanks go to all Duty Wardens and Stewards as we were able to start worshipping together again at all three Sunday services as well as the midweek service. Thank you to all of you for being willing to serve our church community in this way and making sure our services run smoothly. Thank you for your flexibility to adapt to whatever COVID precautions were needed at the time and being part of a team where we help each other out and step in for each other.

As different ministries in our church were able to start again last year our grateful thanks goes to everyone who were so willing to re-start serving again and those willing to start serving in new areas, whether this is serving and providing refreshments, getting involved with children and youth events, welcoming people, readers, leaders and preachers, prayer ministry, being part of the worship team, sound and visual operators, Sunday Catchup editors, live stream operators, flower arranging, looking after the garden and pastoral care.

Thank you to everybody who manages the church finances and who is part of the Fabric Team, caring for our church buildings and grounds.

Thank you also to everybody who is involved in ministries which serve our wider community like Trinity Café, Pop In, Morning Break, Infuse, CAP and Sole Survivor.

We owe a huge thanks to our Office team, Siân, Julia and Penny who continue to work so hard and have been extremely helpful and flexible throughout the whole year. The move to have the office upstairs and a welcome desk downstairs proved to be helpful for everybody.

Thank you to Sarah and Julie who work extremely hard to keep the church and our buildings safe and clean.

There will continue to be challenges in the coming year especially with welcoming people who start to arrive on the new big housing estates, our ongoing financial situation, our response to the environmental questions and the refugee crises. Please consider prayerfully how you are able to continue or start serving our church community in the coming year. You may have just the skills which are needed to fill a particular role in the life of our church.

Jutta Hank & Paul Mason
Churchwardens

PORTISHEAD DEANERY SYNOD REPORT FOR 2021

We met four times as a Deanery this year, although as agreed in 2020, two of the meetings (June and November) were Deanery-wide meetings which anyone could attend while the February and September meetings were full Synods.

February – We met by Zoom and the main item was an interview of Bishop Ruth on the new vision for the Church of England in the 2020s recently launched by Archbishop Stephen Cottrell, followed by breakout groups and a plenary.

June - The first of our Deanery-wide meetings was held on Zoom when we looked at the Living in Love & Faith material and when we were facilitated by Jane Chamberlain, the Diocese's Head of Ministry for Mission. We were encouraged as churches and benefices to undertake the LLF course if we had not already done so.

September – We held our first (and last!) in-person Synod meeting of the year at St. George's Church Hall, Easton-in-Gordano, where we re-elected Rob Norman as Lay Dean and for the first time elected Anthony Stansfield as the Deputy Lay Dean, and also re-elected Chris Hughes as the Deanery Treasurer, all for the remainder of the Triennium. The main item of business was a panel discussion on future ministry.

November – The second Deanery-wide meeting of the year was back on Zoom, due to the high number of Covid-19 cases locally, and we had a PowerPoint presentation on the Climate Change Emergency/Eco Church from David Maggs, Bath & Wells Diocesan Environment Officer which was well received.

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

Father Brendan Clover was licensed as Interim Minister for St John's Clevedon in April.

Suzanne Kirkham was priested on 26 June.

Morey Andrews was licensed as Rector for Wraxall with Failand on 6 October with a view to being licensed as Minister of Trendlewood Conventional District in January 2022.

We said farewell to Richard Greatorex who moved to be Rector of Chew Magna in July.

Finally with great sadness we said goodbye to Neil Wylie who has been the Deanery Youth Worker since January 2008. It's hoped to give him a leaving presentation at the first Synod in 2022.

And finally, finally Steve Tilley's last working day just tipped over into 2022 as he retired on 4 January from his position as Area Dean and Minister for Trendlewood. He had been Area Dean since February 2018, having previously been the Assistant Area Dean since February 2017. We wish Steve and Liz a long and happy retirement.

We want to express our gratitude to the clergy and officials of all the deanery churches for their hard work and commitment during this difficult year.

Rob Norman (Lay Dean)
Astrid Tiesema-Samson (Acting Area Dean)
February 2022

PCC Report of Financial Affairs (Part 2)

PCC'S REPORT ON THE FINANCIAL STATEMENTS

Year ended 31 December 2021

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 2021.

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
PCC Secretary



Signed on behalf of the PCC

March 2022

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 2021.

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 5th April 2022

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2021

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2021 £	2020 £
INCOMING RESOURCES						
<i>Donations and legacies</i>	2a	370,186	110,076	-	480,262	353,799
<i>Income from charitable activities</i>	2b	5,302	4,001	-	9,303	8,378
<i>Other trading activities</i>	2c	15,765	14,904	-	30,669	28,468
<i>Income from investments</i>	2d	1,804	5,654	-	7,458	7,764
<i>Other income</i>	2e	1,264	-	-	1,264	674
TOTAL INCOME AND ENDOWMENTS		<u>394,321</u>	<u>134,635</u>	<u>-</u>	<u>528,956</u>	<u>399,083</u>
EXPENDITURE						
<i>Expenditure on raising funds</i>	3a	51	1,471	-	1,522	2,287
<i>Expenditure on charitable activities</i>	3b	301,252	102,948	-	404,200	397,937
<i>Other expenditure</i>	3c	21,761	-	-	21,761	7,791
TOTAL EXPENDITURE		<u>323,064</u>	<u>104,419</u>	<u>-</u>	<u>427,483</u>	<u>408,015</u>
Gains / (losses) on revaluation of investments	6b	-	-	36,340	36,340	16,344
NET INCOME (EXPENDITURE)		<u>71,257</u>	<u>30,216</u>	<u>36,340</u>	<u>137,813</u>	<u>7,412</u>
Transfers between Funds		18,500	(18,500)	-	-	-
NET MOVEMENT IN FUNDS	10	<u>89,757</u>	<u>11,716</u>	<u>36,340</u>	<u>137,813</u>	<u>7,412</u>
BALANCES BROUGHT FORWARD 1 JANUARY		303,131	1,448,285	254,020	2,005,436	1,998,024
BALANCES CARRIED FORWARD 31 DECEMBER		<u>392,888</u>	<u>1,460,001</u>	<u>290,360</u>	<u>2,143,249</u>	<u>2,005,436</u>

The notes on pages 31 to 39 form part of these accounts

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

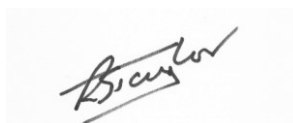
BALANCE SHEET AT 31 DECEMBER 2021

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2021 £	TOTAL 2020 £
FIXED ASSETS						
<i>Tangible</i>	6a	107,439	1,555,323	-	1,662,762	1,700,999
<i>Investment</i>	6b	-	-	290,360	290,360	254,020
		<u>107,439</u>	<u>1,555,323</u>	<u>290,360</u>	<u>1,953,122</u>	<u>1,955,019</u>
CURRENT ASSETS						
<i>Debtors & prepayments</i>	7	12,640	2,269	-	14,909	16,050
<i>Cash at bank and in hand</i>		287,746	82,590	-	370,336	287,753
		<u>300,386</u>	<u>84,859</u>	<u>-</u>	<u>385,245</u>	<u>303,803</u>
LIABILITIES						
<i>Creditors - amounts falling due in one year</i>	8	(14,937)	(57,404)	-	(72,341)	(75,609)
		<u>285,449</u>	<u>27,455</u>	<u>-</u>	<u>312,904</u>	<u>228,194</u>
NET CURRENT ASSETS						
Total assets less current liabilities		392,888	1,582,778	290,360	2,266,026	2,183,213
<i>Creditors - amounts falling due after more than one year</i>	9	-	(122,777)	-	(122,777)	(177,777)
		<u>392,888</u>	<u>1,460,001</u>	<u>290,360</u>	<u>2,143,249</u>	<u>2,005,436</u>
TOTAL NET ASSETS						
PARISH FUNDS:						
<i>Unrestricted</i>	10	392,888	-	-	392,888	303,131
<i>Restricted</i>	10	-	1,460,001	-	1,460,001	1,448,285
<i>Endowment</i>	10	-	-	290,360	290,360	254,020
		<u>392,888</u>	<u>1,460,001</u>	<u>290,360</u>	<u>2,143,249</u>	<u>2,005,436</u>

Approved by the Parochial Church Council on 28 March 2022 and signed on its behalf by:



Rev James Packman Chair



Ron Taylor Treasurer

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

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

STATEMENT OF CASHFLOWS

For the year ended 31 December 2021

	TOTAL FUNDS	
	2021	2020
	£	£
Net movement in funds	137,813	7,412
Adjustments for		
Unrealised losses (gains) on investments	(36,340)	(16,344)
Depreciation	44,731	43,203
(Decrease) increase in creditors	(8,268)	6,973
Decrease (Increase) in debtors & prepayments	1,141	(4,947)
Interest income shown in investing activities	(7,458)	(7,764)
Cash generated by operating activities	131,619	28,533
Cash flows from investing activities		
Interest income	7,458	7,764
Purchase of tangible fixed assets	(6,494)	(3,609)
Cash used in investing activities	964	4,155
Cash flows from financing activities		
Repayment of loans	(50,000)	(50,000)
Cash used in financing activities	(50,000)	(50,000)
Increase in cash and cash equivalents in the year	82,583	(17,312)
Cash and cash equivalents at the beginning of the year	287,753	305,065
Cash and cash equivalents at the end of the year	370,336	287,753

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

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), (Charities SORP (FRS 102)) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 2021.

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

2 INCOMING RESOURCES	2021 Unrestricted Funds £	2020 Unrestricted Funds £	2021 Restricted Funds £	2020 Restricted Funds £	2021 Endowment Funds £	2020 Endowment Funds £
2a Donations and legacies						
Planned giving:						
Gift Aided donations	187,929	193,259	22,395	25,595	-	-
Income tax recoverable	51,117	50,633	5,847	7,637	-	-
Other planned giving	60,772	42,127	12,896	5,110	-	-
Collections (open plate) at services	2,943	1,954	-	-	-	-
Legacies	32,156	-	-	-	-	-
Grants	35,269	24,884	68,938	2,600	-	-
Total	370,186	312,857	110,076	40,942	-	-
2b Income from charitable activities						
Fees	4,532	2,156	4,001	2,706	-	-
Bookstall incl Bible Reading Notes	624	1,227	-	-	-	-
Pop In	-	1,366	-	-	-	-
Marriage course	-	75	-	-	-	-
Go Zone	24	54	-	-	-	-
Ladies ministry	-	213	-	-	-	-
Morning Break	122	142	-	-	-	-
Skate Festival takings	-	439	-	-	-	-
	5,302	5,672	4,001	2,706	-	-
2c Other trading activities						
Rent from buildings	12,828	11,127	14,904	15,840	-	-
Coffee lounge	2,937	1,501	-	-	-	-
	15,765	12,628	14,904	15,840	-	-
2d Income from investments						
Dividends and interest	1,804	2,115	5,654	5,649	-	-
	1,804	2,115	5,654	5,649	-	-
2e Other income	1,264	674	-	-	-	-
TOTAL INCOMING RESOURCES	394,321	333,946	134,635	65,137	-	-

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

3 RESOURCES EXPENDED

	2021	2020	2021	2020
	Unrestricted	Unrestricted	Restricted	Restricted
	Funds	Funds	Funds	Funds
	£	£	£	£
3a RAISING FUNDS				
Mortgage interest on Trinity House	-	-	1,200	1,859
Loan interest for Trinity Project	-	-	271	428
Other costs	51	-	-	-
	51	-	1,471	2,287
3b CHARITABLE ACTIVITIES				
Missionary & charitable giving				
Anglican Missions				
Church Missionary Society	-	1,600	-	-
Mothers' Union Worldwide	2,000	2,000	-	-
Children's Society	1,000	1,000	-	-
Church Pastoral Aid Society	800	800	-	-
Relief Missions				
Christian Aid	1,600	1,600	-	-
Other				
Christian Surfers UK	3,600	3,850	-	-
Open Doors	1,600	1,600	30	-
Wellspring	1,600	1,600	-	-
Uganda	1,600	1,600	-	-
Filwood Hope	350	-	-	-
Crosswinds	800	800	-	-
Word for Life Trust	3,800	3,600	-	-
SW Gospel Partnership	1,600	400	-	-
Stand by Me	2,100	1,600	-	-
Breakfast run - Bristol	-	73	-	-
Christians Against Poverty Debt Centre	1,950	1,800	-	-
Transform Europe Now	1,600	1,600	-	-
Phil Williams	200	450	-	-
J S Ayo	200	200	-	-
S&D Hawkins	-	200	-	-
Short term mission & other projects				
ZUIA formerly YWAM (Jenny Ayo)	1,800	1,800	-	-
St Barnabus	750	-	-	-
Connect Schoolswork Project	2,000	2,000	-	-
A Rocha	175	-	-	-
Kabarole Hospital	-	-	5,403	4,500
Church of Uganda Ruwenzori Diocese	-	-	-	1,500
Nailsea Foodbank	250	250	-	-
Clevedon Foodbank	250	250	-	-
Katanga Hope for Life	-	-	50	-
Special collections				
Royal British Legion (Remembrance Day collection)	-	-	310	-
Christmas Collections - Welcome Churches	-	-	208	-
PPE Collection Kabarole Hospital	-	-	4,641	-
Chrones Disease Charity	-	-	115	-
Local defibrillator	-	-	-	89
Tap Twinning	-	-	30	-
Link to Hope	-	-	110	-
Stand By Me	-	-	240	240
J Ayo	-	-	166	200
CAP Debt Centre	-	-	688	675
Church Hall Recharged Item	-	-	9	-
Leaving/Retirement Collections	-	-	1,190	-
Total	31,625	30,673	13,190	7,204

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

	2021 Unrestricted Funds £	2020 Unrestricted Funds £	2021 Restricted Funds £	2020 Restricted Funds £
3b CHURCH ACTIVITIES -continued				
Ministry				
Common Fund	149,594	149,912	-	-
Rector's expenses	770	1,131	-	-
Local Ministry Group expenses	150	183	-	-
Outreach	216	702	-	-
Skate Festival costs	-	112	-	-
Training	183	240	-	-
	150,913	152,280	-	-
Buildings & Services				
Heat & light	5,382	6,421	1,352	-
Insurance	1,023	1,759	770	-
Cleaning	4,420	11,145	3,500	-
Repairs and maintenance	242	23,186	11,935	-
Depreciation of Trinity Project assets	-	-	39,059	39,060
Upkeep of Services	2,546	791	39	-
Assigned Fees	-	-	4,001	2,706
	13,613	43,302	60,656	41,766
Youth, Children and Families Work				
Youthworker's and Families worker's salaries (incl NI)	37,700	44,057	7,629	-
Pension Contribution	1,852	2,156	374	-
Youthworker's and Families worker's expenses	354	324	-	-
Youth & families work training materials and activities	1,170	1,343	-	-
	41,076	47,880	8,003	-
Other Expenditure				
Pastoral: Hardship grants & gifts	138	143	-	-
Pop In	-	1,114	-	-
Ladies ministry	-	148	-	-
Bookstall incl Bible reading notes	792	893	-	-
Upkeep of graveyard	3,714	3,429	-	-
Bank interest and charges	383	138	-	254
Coffee Lounge	571	1,242	286	-
Publicity	996	222	886	-
Governance, audit and independent examination	1,800	1,800	-	-
Sundries	1,637	1,251	-	-
	10,031	10,380	1,172	254
Parish Office				
Operations Manager and office team salaries (incl NI)	39,570	48,220	13,001	-
Pension contributions	1,707	2,127	627	-
Telephone & post	999	1,187	381	-
Printing & stationery	243	1,082	334	-
Office equipment inc depreciation	8,120	6,751	4,647	-
Computer support	3,355	4,831	937	-
	53,994	64,198	19,927	-
TOTAL CHARITABLE ACTIVITIES	301,252	348,713	102,948	49,224
3c OTHER EXPENDITURE				
Church Hall expenditure	21,761	7,791	-	-
Total Other Expenditure	21,761	7,791	-	-
TOTAL RESOURCES EXPENDED	323,064	356,504	104,419	51,511

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

	2021	2020
	£	£
4 STAFF COSTS		
Wages & salaries	105,948	101,645
Pension contribution (6 persons, defined contribution)	4,829	4,574
Social Security contributions	2,555	2,172
	113,332	108,391

The PCC employees comprised a youth worker, a children and families worker, an operations manager, an office co-ordinator, administration assistant, and two cleaners none of whom earned £60,000 or more.

The average headcount of employed staff was 7 (2020:7)

See notes 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 2021	1,881,943	163,268	2,045,211
	Additions	-	6,494	6,494
	Disposals	-	-	-
	At 31 December 2021	1,881,943	169,762	2,051,705
Depreciation	At 1 January 2021	212,205	132,007	344,212
	Charge for the year	35,839	8,892	44,731
	Eliminated on disposal	-	-	-
	At 31 December 2021	248,044	140,899	388,943
Net book value	At 31 December 2021	1,633,899	28,863	1,662,762
	At 31 December 2020	1,669,738	31,261	1,700,999

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 2021, these funds were valued at £290,360 (£254,020 at the end of 2020).

Original cost of these investments was £21,215. (See also Note 15.)

7 DEBTORS

The following amounts were owed to the PCC at the end of December:	2021	2020
	£	£
Income tax recoverable	4,481	8,739
Church hall debtors	3,887	2,898
Other debtors	6,541	4,413
	14,909	16,050

8 LIABILITIES : AMOUNTS FALLING DUE WITHIN ONE YEAR

Loans to assist the Trinity Project repayable within one year		
- From congregation	5,000	-
- 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	902	616
Special donations and mission allocation	1,320	439
Expense creditors & accruals	7,269	6,054
Repair of Coffee Lounge Roof and Trinity Hse Roof	-	18,500
Income received in advance, including Gift Aid	7,850	-
	72,341	75,609

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	54,999	59,999
Mortgage Loan secured by Trinity House (The Old Rectory) repayable over 10 years		
Interest Rate Base Rate + 1%	37,778	72,778
Loan from Bath & Wells Diocese repayable over 10 years		
Interest Rate Base Rate + 0.55%	30,000	45,000
	122,777	177,777

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

10 FUNDS MOVEMENT 2021		UNRESTRICTED									RESTRICTED FUNDS						ENDOWMENT FUNDS			TOTAL FUNDS
		General Funds	Worship & Mission	Church Hall	Pop In	Development	Children & Youth	Fabric	Skate Festival	Total Unrestricted funds	Court Shrine	Special collections & other special funds	Trinity Project	Uganda	Cultural Recovery Fund	Total Restricted funds	Court Shrine	Graves	Total Endowment funds	
NET MOVEMENTS		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Income																				
Donations and legacies		321,378	32,156	16,652	-	-	-	-	-	370,186	1,000	7,787	31,148	3,803	66,338	110,076	-	-	-	480,262
From charitable activities		5,302	-	-	-	-	-	-	-	5,302	-	4,001	-	-	-	4,001	-	-	-	9,303
Other trading activities		7,242	-	8,523	-	-	-	-	-	15,765	-	-	14,904	-	-	14,904	-	-	-	30,669
Income from investments		1,779	-	-	-	25	-	-	-	1,804	5,650	-	-	4	-	5,654	-	-	-	7,458
Other income		1,130	-	134	-	-	-	-	-	1,264	-	-	-	-	-	-	-	-	-	1,264
		336,831	32,156	25,309	-	25	-	-	-	394,321	6,650	11,788	46,052	3,807	66,338	134,635	-	-	-	528,956
Expenditure																				
On raising funds		51	-	-	-	-	-	-	-	51	-	-	1,471	-	-	1,471	-	-	-	1,522
On charitable activities		301,252	-	-	-	-	-	-	-	301,252	-	11,788	39,059	5,403	46,698	102,948	-	-	-	404,200
Other expenditure		-	-	21,761	-	-	-	-	-	21,761	-	-	-	-	-	-	-	-	-	21,761
		301,303	-	21,761	-	-	-	-	-	323,064	-	11,788	40,530	5,403	46,698	104,419	-	-	-	427,483
Surplus/(deficit) for year		35,528	32,156	3,548	-	25	-	-	-	71,257	6,650	-	5,522	(1,596)	19,640	30,216	-	-	-	101,473
Surplus on investment revaluation		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27,743	8,597	36,340	36,340
Transfers between funds		29,113	-	-	(1,113)	13,000	(9,500)	(13,000)	-	18,500	-	-	-	-	(18,500)	(18,500)	-	-	-	-
Balance at 1 Jan 2021		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
Balance at 31 Dec 2021		91,464	97,846	103,124	-	69,228	27,250	-	3,976	392,888	54,447	-	1,399,582	4,832	1,140	1,460,001	221,675	68,685	290,360	2,143,249
Represented by:																				
Fixed assets		17,439	-	90,000	-	-	-	-	-	107,439	-	-	1,554,077	-	1,246	1,555,323	-	-	-	1,662,762
Investment assets		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	221,675	68,685	290,360	290,360
Debtors and prepayments		8,753	-	3,887	-	-	-	-	-	12,640	-	-	2,256	13	-	2,269	-	-	-	14,909
Cash equivalents		80,072	97,846	9,374	-	69,228	27,250	-	3,976	287,746	54,447	2,222	21,208	4,819	(106)	82,590	-	-	-	370,336
Creditors and accruals		(14,800)	-	(137)	-	-	-	-	-	(14,937)	-	(2,222)	(177,959)	-	-	(180,181)	-	-	-	(195,118)
		91,464	97,846	103,124	-	69,228	27,250	-	3,976	392,888	54,447	-	1,399,582	4,832	1,140	1,460,001	221,675	68,685	290,360	2,143,249

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

Cultural Recovery Fund was set up using Heritage Fund Grant of £77,881, of which £9,544 was paid directly to the Church Hall account. £18,500 was transferred to General Fund Balances.

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. and a donation to the Tithe Barn.

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

Unrestricted Designated Funds

The Development Fund was set up in 2006 from legacies received, which were held to finance building and other larger projects.

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 and a further legacy of £32,156 received in 2021. The fund is used to support projects to enhance worship and support mission outreach.

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

The PCC resolved to close the Pop In Fund and bank account at the meeting on 15 Nov 2021. Activity will continue via a budget within the General Fund.

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

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 2021

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	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)	-	-	-	-	-	-	-	-	-	-	-	-
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 2021

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 (2020: 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 £55,367 (2020: £63,869).

13 RELATED PARTY TRANSACTIONS

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

	2021	2020
	£	£
Rector	795	1,059
Associate Vicar	-	53
Kath Markland (Leaving Collection and Expenses Reimbursed)	1,025	-
Mr P Mason (relating to AV equipment and repairs)	-	337
Mr Bryn Jones (relating to sundry repair work undertaken)	-	84
Mr Rod Neal (relating to sundry repair work undertaken)	-	412

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

Amount reimbursed	138	767
Number of PCC and family members	3	3

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	2021	2020
		£	£
Mr Phil Williams	Phil Williams as National Director of Christian Surfers Christian Surfers UK (National Director Phil Williams)	3,800	3,850
Mrs Anne Williams	Phil Williams as National Director of Christian Surfers Christian Surfers UK (National Director Phil Williams)	3,800	3,850
Mary Southwood	Mary Southwood is Chair of the Wellspring Trustees	1,600	1,600
Mr Chris Barnes	Chair of Gordano Christians Against Poverty Debt Centre	1,950	1,800

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.

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 participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
 - a) a deferred annuity section known as Pension Builder Classic, and,
 - b) a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

Pension Builder Classic provides a pension, 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. Discretionary increases may also be added, depending on investment returns and other factors.

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

14 CHURCH WORKERS PENSION FUND - continued

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

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 (2021: £4,829, 2020: £4,574).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 3% following improvements in the funding position over 2021. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m 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 the failed employer's pension liabilities.

15 Endowment Investments - Post Balance Sheet

Note 6b shows the value of the Endowment Investments as £290,360 at 31 Dec 2021.

Since the balance sheet date, the valuation has dropped due to global events and as at 15 March 22 the valuation is £263,072.