



Annual Report and Financial Statements of
the Parochial Church Council
for

HOLY TRINITY PARISH NAILSEA

for the year ended 31 December 2023

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 22 April 2024**

AGENDA

Welcome – Worship

Meeting of Parishioners

- Election of a secretary for the meeting
- To receive and approve Minutes of 2023 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 22 May 2023
(see page 4)**

2 Matters Arising

3 Appointments and Elections

- To appoint a Reader representative to the PCC for the coming year
- To elect: 2 members to the PCC for 1 year
- To elect: 2 members 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

4 Electoral Roll Report

Refreshment Break

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 emailed to the PCC Secretary, Rae Baines, (pccsecretary@htnailsea.org.uk) before the meeting.)

MINUTES OF THE ANNUAL PAROCHIAL CHURCH MEETING INCLUDING MEETING OF PARISHIONERS

7.30 pm Monday 22 May 2023

Welcome and Worship

Revd James Packman (Chair) welcomed everyone to the meeting. There were 65 attendees on the electoral roll, and five attendees not on the electoral roll including Revd James Packman and Revd Robin Hazlehurst. There were 30 apologies received including those from Revd Trevor Dean and Revd Kevan Royle.

James opened in prayer and there was a time of worship before he described how the Ascension of Jesus into heaven is such a blessing for Christians.

Meeting of Parishioners

James advised that only residents of the parish or members on the church electoral roll were permitted to vote.

1. Election of a secretary for the meeting

James proposed Rae Baines as Secretary to take the minutes. Approved by all those present.

2. To receive and approve the minutes of the Meeting of Parishioners to elect to Churchwarden (under the Churchwardens Measure 2001(3)) held on 23 May 2022.

The minutes of the 2022 Meeting of Parishioners were proposed as an accurate record of the meeting from the Chair and unanimously accepted and approved.

3. To elect two Churchwardens (under the Churchwardens Measure 2001(3))

James thanked Jutta and Vernon for the wonderful support they had given him during the last year, mentioning how they had brought very different gifts and skills to the role. They were both willing to stand again as Churchwardens for another year.

Jutta Hank (nominated by Sparky Ward and seconded by Mary Southwood) and Vernon Parfitt (nominated by Jutta Hank and seconded by Ron Taylor) were both unanimously re-elected as Churchwardens. James led a prayer for Vernon and Jutta, asking God to give them wisdom, devotion to His ways and energy to support ministry in the parish.

Annual Parochial Church Meeting

Revd James Packman (Chair) opened the Annual Parochial Church Meeting and reminded those present that only members on the electoral roll could vote for any motion or take part in any elections during the APCM.

1. Approval of Minutes of the Annual Parochial Church Meeting

There was a spelling correction to Wabara Church's name in Item 3. James then proposed the approval of the minutes of the 2022 meeting held on 23 May 2022 as an accurate record, with all in favour.

2. Matters Arising

There were no matters arising.

3. Appointments and Elections

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

The two readers had conferred and had agreed that Caroline Mason should continue as Reader representative. She was duly appointed.

James thanked readers Caroline and Ruth Jolly, and the Revds Trevor Dean, Kevan Royle and Robin Hazlehurst for their continued, valuable service.

- **PCC Elections**

James thanked everyone who had served on the PCC. He reported that there had been important issues this last year and members had contributed many, different skills. Those stepping down had all been nominated for re-election, where possible. James thanked Rod Neal in particular. His time on the PCC has spanned decades and he has served in multiple areas of church life. Rod was presented with a gift in appreciation of all he had done for Holy Trinity and declared it had been a joy! Mary Southwood had to stand down after serving on the PCC for six years, but it was hoped to co-opt her back on to the PCC as she is our Parish Safeguarding Officer, a difficult role which she performs excellently.

- **To elect members to the PCC for 1, 2 and 3 years**

Ron Taylor was willing to stand for the PCC for another year, and Peter Marriner, for three years. This means Holy Trinity Church still has 1 vacancy for one year, 1 vacancy for two years and 2 vacancies for three years.

Ron Taylor (nominated by Rob Norman and seconded by Jutta Hank) and Peter Marriner (nominated by Rosemary Parker and seconded by Kath Markland) were both unanimously elected as PCC members by everyone present.

- **To elect 4 members of Deanery Synod for three years**

James explained the Deanery Synod is the governing body for churches in a local area and meets about three times a year. All four Deanery Synod members had come to the end of their three-year term, and all wished to stand for re-election. Everyone was in favour of electing Tim Jolly (proposed by Rob Norman, seconded by Caroline Mason), Caroline Mason (proposed by Rob Norman, seconded by Christine Neal), Chris Hughes (proposed by Jutta Hank, seconded by James R. Neal), and Rob Norman (proposed by Stewart Wright and seconded by Kath Markland) so they were duly appointed to the Deanery Synod. Chris Hughes is currently Treasurer of Deanery Synod and Rob Norman is the Lay Dean and Acting Deanery Secretary.

- **To appoint an Independent Examiner**

Treasurer Ron Taylor proposed, and Ali Pemble seconded, that Elliot Bunker continue as our Independent Examiner next year. All were in favour.

- **Commissioning of above new members**

James prayed for wisdom and dedicated to God all those offering themselves in service on the PCC and every other part of Holy Trinity church life. He thanked everyone, encouraging them to walk closely with God.

4. Electoral Roll Report

Ruth Jolly, Electoral Roll Officer, reported that there were 235 people on the Electoral Roll at the time of the APCM, two more than last year. Ten new members have joined since last year's APCM, two members have died and six have moved away or now worship elsewhere. The average age of the electoral roll membership is 70 and 164 members are aged 65 or over. Ruth produced a useful breakdown of ages as follows:

90s	2%	40s	5%
80s	19%	30s	0%
70s	38%	20s	1%
60s	22%	No age	3%
50s	10%		

She mentioned that it was well-known that the congregational age was top-heavy. However, not everyone is on the electoral roll and overall, the numbers are increasing. James thanked Ruth for all her work with the Electoral Roll.

There was a refreshment break.

5. To receive the Annual Report and Financial Statements

a. PCC Annual Report of Church Activities

James thanked all those who contributed to the Annual Report, describing it as a great read with much to be encouraged by. He also thanked Charlotte Berry, Penny Smith, Julie Kerkin, Sarah Haigh and everyone else who had volunteered in so many ways with willingness and kindness. He suggested that the written word could not wholly convey the impact on people's lives.

There were no questions about the Annual Report.

b. Report of Financial Affairs (including financial statements and presentation)

Ron Taylor advised the meeting that the Financial Accounts for 2022 had been agreed by the Independent External Examiner and presented a summary of the PCC's financial position. The total value of the Church Funds had reduced by 2% to £2.1m largely due to the annual revaluation of the Endowment Funds.

The Trinity Project is expected to be fully funded by the end of 2027 with the Diocese's and church members' loans to be repaid in 2024. The Mission Support Team is considering recommendations regarding the allocation of the remaining £77k for Tithe spending.

Ron explained how dependent Holy Trinity is on the incredibly generous, regular giving of the membership with 81% of income coming from this source. Giving had increased by 4% (£21k) in 2022 and this had, in part, been responsible for the deficit reducing from the budget of £54k to the actual figure of £4k. Other income had also increased as room hire and other activities including the Trinity Café picked up quickly after Covid.

The budgeted deficit for 2023 is manageable at £5k. However, this has only been achieved by capping the Parish Share at £120k and with the Youth Worker post being held vacant for six months. Unbudgeted office staff vacancies will produce additional savings which will increase reserves. It was emphasised that, although reserves are strong at present, care must be taken if large deficits are anticipated for future years.

Lizzie MacGowan asked about plans for replacing the youth worker. This was addressed later in the meeting.

Phil Williams and John Walters asked about the decision to cap the Parish Share. Ron replied that it was open to individual parishes not to pay the full amount. Caroline Mason, speaking in her Lay Diocesan role, reported that at the end of 2022 the Diocese had £2.2 million deficit. Of the 487 parishes, the average parish share payment was 86.5% of the requested amount – prior to the pandemic the collection rate was > 98%. By the end of December 2022, 171 parishes were behind in their payments and 24 parishes had paid nothing.

James thanked Ron and the wider team of finance volunteers for their hard work. Keith Norwood has been the Gift Aid Secretary for 12 years and a huge blessing to the church, and was presented with a thank you gift. Finally, James thanked all those who had given financial support to Holy Trinity.

6. To receive Churchwardens' Report on Fabric, Goods and Ornaments

Jutta Hank advised, that as detailed in the APCM Report, everything had been accounted for and was in good order. James thanked both Vernon and Jutta. He also expressed his gratitude to Tim Jolly and the Fabric Team who make sure that all the buildings are well looked after. There were no questions and the Churchwardens' Report was received.

7. To receive the Deanery Synod Report

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

James thanked all the Deanery Representatives on the PCC, highlighting Rob Norman's role as Lay Dean and his compilation of the Deanery Synod report.

8. Rector's Report

James described 2022 as a Year of Impact and thanked everyone for their contribution to the work of Holy Trinity, explaining how those who regularly worship, or who faithfully give financially, or who faithfully pray for the church, or serve on rotas are all a blessing to others. He went on to name individually all the church teams that have had an impact on so many people's lives, reminding those present that although it is not always possible to see the impact of service, Jesus notices it all.

James also thanked his wife Sarah for her wonderful support this year.

James then described how he presently views Holy Trinity Church, presenting a jigsaw diagram of 4 interlocking, cyclical pieces as a visual aid:

- Being present for the Community
- Growing as Christians
- Gathering for Worship
- Exploring Faith

There is intentionality to the four components, but the diagram shows up the following gaps in ongoing church work: most community engagement is on-site; there have been fewer opportunities for people to explore faith; there is currently no youth worker.

The PCC has very recently approved the appointment of a new Associate Minister role to help move forward with three of the areas above: Community Engagement, Exploring Faith and Youth Ministry.

In the meantime, there have been and will be other changes to existing staff. In the last year farewells have been said to three staff members. Although there is no longer a dedicated full-time youth worker, the church leaders recognise that it is crucial to invest in young people. Siân Steel and Julia Maxted left the office in a strong position and dedicated volunteers have helped bridge the gap until a new Head of Administration is appointed. A special thanks go to Rob Norman, Chris Barnes and Jutta Hank who have volunteered much time to ensure our office continues to function well.

James concluded by asking all church members to join him in praying for the right two appointments to develop Holy Trinity's ministry, but reminded everyone of St. Paul's picture of the church as the body of Christ – one or two extra limbs do not make a body – everyone still needs to work together and allow God to work by His Spirit.

9. Open Forum

Lizzie McGowan's earlier question was answered in the Rector's report above.

Judy Norwood asked about the progress of the Eco Church Group. James replied that the group had stalled despite much enthusiasm, as the committee members were already very busy with other commitments, and the group had not proved sustainable.

If anyone else felt able to lead the group, please would they step forward!

Phil Williams thanked church members for their support during the 30 years he has led Christian Surfers. Sadly, it will not be possible to run the Skate Fest this year but he is hoping it will happen in 2024. Again, more people need to be involved.

Finally, Vernon Parfitt thanked James and Sarah for their huge contribution to Holy Trinity this year, and for their energy and enthusiasm for God's work. They were both presented with gifts from the church.

10. Close – James closed the APCM with a prayer, committing the church and its members into God's hands for building His Kingdom here in Nailsea.

PCC ANNUAL REPORT OF CHURCH ACTIVITIES 2023 (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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Parochial Church Council 2023/24

CLERGY

Rector: James Packman

Associate Minister: Trevor Dean

CHURCHWARDENS (elected each year at APCM for 1 year)

Jutta Hank Vernon Parfitt

DEANERY SYNOD (To 2026)

Chris Hughes Tim Jolly Caroline Mason# Rob Norman#

READER REP (appointed annually at APCM for one year)

Caroline Mason

ELECTED MEMBERS

(To Year 2024) Chris Barnes* Ron Taylor**

(To Year 2025) Graham Adkins* (Adam Griffin resigned 04.09.2023)

(To Year 2026) Peter Marriner (resigned 21.06.2023) Paul Gibson (elected 20.11.2023)

*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)

Mary Southwood (co-opted May 2023)

STAFF IN ATTENDANCE

Peter Marriner – Head of Administration

Adam Griffin – Community and Youth Minister

OTHERS IN ATTENDANCE

Rachel Baines – 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 (2022).

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 annual elections to PCC and triennial elections to 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. The PCC benefits from training offered through the Diocese of Bath and 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 six sub-committees to assist in its work, whose areas of responsibility are as follows:

Fabric Team – church, churchyard, organ, audio/visual, tower (including the clock), church hall, Trinity House/Centre, Lower Graveyard, repairs and maintenance

Evangelism and Community – this group meets termly to review, encourage and pray for all aspects of the church's outreach and community involvement. The group also supports and prays for the Youth and Community Minister.

Mission Support – this group makes recommendations for the use of mission support budget and encourage regular prayer support for mission partners.

Finance – finance policies and budget monitoring

Personnel – staff employment policies, recruitment and staff welfare

Church Hall – responsible to the PCC for managing the church hall

The ministry of the church is divided into four sections – Community Activities (e.g. Trinity Cafe, Morning Break, Pop-In); Opportunities for Exploring Faith (e.g. Alpha); Gathering for Worship (e.g.

services); Growing as Christians (e.g. small groups). These areas are overseen by the Rector, the Community and Youth Minister, and the Children and Families Worker, supported by many teams. Reports are made to the PCC regularly from these members of staff.

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 and Wells to ensure it follows best practice. All eligible volunteers who work with children and vulnerable adults are subject to DBS checks (renewed every three years) before they are able to serve. Training of leaders and volunteers is refreshed every three years. We follow a Safer Recruitment policy for all staff and volunteers.
3.	Harm comes to visitors, tenants or staff due to a lack of appropriate and compliant Health and Safety procedures	The church has robust Health and Safety procedures, training and monitoring, covering all its activities. Risk assessments are undertaken on all activities beyond the regular ones, and there are fully documented procedures and checks around food hygiene matters regulating the Trinity Café and main kitchen. 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 Sub-Committee 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 His Majesty's Revenue and Customs (HMRC) each month. Working capital reserves meet the required eight weeks in hand, and this is checked and reported to the 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 the PCC each quarter on the state of the General Fund and other significant funds.
5.	Information or communications technology is compromised, or critical data is lost through cyber-attack or systems failure	The church employs a reputable IT company to provide support and backup for its IT systems. This includes adequate security software against cyber-attack, and all systems are backed up offsite.
6.	Loss of confidentiality of personal data, and where data subjects might be deprived of their rights and freedoms, or prevented from exercising control over their personal data	We have a robust Data Protection Policy in place. During 2018 we made changes to ensure compliance with the General Data Protection Regulations (May 2018). This included a data audit and training for staff and volunteers. Membership Information is held on ChurchSuite, the database software used by Holy Trinity Church which is designed to help us meet the GDPR 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 a pathway of annual events and courses to help those who are interested to engage with the Christian faith. We have appointed a Community and Youth Minister to help us reach out more effectively to everybody in the community and to care for young people.

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 of the PCC. Each sub-committee has prepared a report which encompasses the activities for which it is responsible. There are also reports from the Rector, Community and Youth Minister, Children and Families Worker, Small Groups Co-ordinator, and the Safeguarding Officer. Various other leaders have been consulted by the sub-committee convenor and the reports highlight achievements in 2023 and some of the goals for 2024.

RECTOR'S REPORT

Another year goes by, and as we look back we see it's another year of God's blessing. Praise the Lord for His faithfulness!

In our Sunday worship we began the year with some talks on the book of Deuteronomy followed by a Lent series re-visiting our themes of Authentic Church: Rooted in God; Real with each other; and Reaching the lost. Easter was a time of great celebration with a very positive Churches Together In Nailsea and District (CTINAD) service of both worship and witness in the town centre on Good Friday. We then spent a few weeks in Jesus' 'Sermon on the Mount' before looking at some themes (such as Praying for our new King and Caring for Creation). After that, we spent some time studying Paul's letter to the Ephesian Christians, as well as a couple of talks exploring the issue of coping with adversity. In the autumn we offered a different talk at the evening service than the sermon preached at the two morning services. The mornings studied the early chapters of Acts, with the evenings studying the early chapters of the prophet Isaiah. The year ended with some talks on the theme of 'God came down', and it was lovely to see so many people join us from our local community for our Christmas celebrations.

During the year we held two Church Together gatherings, where members from all three Sunday congregations came together to worship, followed by a bring-and-share lunch. In October it was great to build on our hugely successful first Trinity Festival weekend with another one led by Very Revd Bob Key on the subject of Revelation. The Trinity Festival is now definitely an annual event to look forward to.

The faithful midweek congregation gathered at 11.00 on Thursdays, with communion on the first Thursday of the month. In 2023 we looked at Luke's gospel, 1 Corinthians chapter 15 (after Easter), the book of Acts, and 1 Peter. There were special services to mark Easter, Harvest and Christmas, that were specifically opened up to members of Pop In, who joined in enthusiastically.

I'm so grateful to all those who serve in church life and help us fulfil our God-given purposes, whether that's as part of our worship services, or some of the very many other parts of our church life. There are so many people willing to serve, bringing their different skills and gifts as an offering to God. Thank you so much - from those who have a high-profile role, to those who feel they can only pray - I am grateful for everyone who contributes to building up this special community. I will mention just a few specific people - like Rob Norman, Jutta Hank, Chris Barnes and Ron Taylor, who offered their services to staff the office when we had a number of office posts vacant, and Peter Marriner, who was appointed Head of Administration in the summer. He very quickly adapted to the new role and is a great asset to our excellent staff team. Adam Griffin joined in September in the brand-new role of Community and Youth Minister, and it didn't take long for his energy and enthusiasm to help these ministries move forward.

I am also grateful to the Ministry Leadership Team (MLT) for their help developing our ministry in 2023. Members were Trevor Dean, Caroline Mason, Charlotte Berry, and Adam Griffin (after his appointment). Caroline stepped down in November 2023, and the MLT evolved early in 2024 to become the Staff Ministry Team. The Preachers and Leaders of Services (PALS) meet every other month, and there is also a specific meeting for those who preach, once every other month. Huge

thanks go to these people for their dedication in helping us when we worship together. Finally, let me mention and thank our wonderful pastoral team, led by Chris Neal, who pray and care for any in our fellowship who have a time of need.

I look forward to 2024 and seeing how God will carry us forward. I'm particularly excited to see how our five core purposes might be developed to help us honour God – our worship of almighty God, our discipleship as we live out our faith, our fellowship as we support one another, our serving of one another, and our outreach as we share the good news of Jesus. Please join me in praying that 2024 will be a significant year for us at Holy Trinity, and through us, for many in our local community.

James Packman
Rector

SMALL GROUPS

Throughout 2023 there were 12 small groups in operation, serving over 100 members of our church family. They're all different. Many meet on Wednesday or Thursday evenings; some meet weekly and some fortnightly; some have a similar group age and others are very diverse. They study different parts of the Bible, except for Lent, when in 2023 we all joined together in studying parts of Colossians on the theme of Authentic Church. Small groups are all a wonderful way to support one another on a personal level, both spiritually and practically, and we are hugely grateful for the time, expertise and love of all those who lead these groups.

For six years, Caroline Mason has coordinated and cared for these groups and their leaders, and for a long time John and Judy Watson have provided pastoral support and help with searching out good study resources. They stepped down from these roles towards the end of 2023, and we are incredibly thankful to all three of them for their hard work and commitment shown towards small group ministry.

James is now overseeing the small groups. If anyone would be interested in joining a small group, they should contact him for more information.

TRINITY LIBRARY

Tucked away in the Quiet Room in Trinity House is the church's own library, free and open to all church members. There is a wide range of Christian literature both general and for specific topics such as prayer, pastoral subjects and the Bible, and a growing collection of material to support study groups and bible study; there are also fiction and biography sections. There have been over 500 loans since the library first opened. The regular displays in the Trinity Centre can only give a taste of this valuable resource, so do pop along to the Quiet Room and browse the shelves.

James Packman

COMMUNITY AND YOUTH MINISTER'S REPORT

I started in the role as Community and Youth Minister on 10 September 2023 with a remit to build the community outreach of the church and develop what is available for the youth in our parish.

COMMUNITY

In order to investigate what was already on offer in our community and to discover where the gaps were, I spoke with local stakeholders including the town council, local wellbeing providers and local social prescribers. This enabled me to develop groups and courses that would serve the community, bring people into church, and offer them the living option of a life of hope in Christ. In addition, the groups below come under my care:

Holy Trinity Church History Day and Tower Tours

Well done Lynda Dicks for a wonderful day in October! Around 100 people (for many, their first time to have entered the church) came away enlightened about the history of Holy Trinity Church. Lynda delivered her lecture in an engaging and fascinating way; it included a great mix of facts and comical anecdotes. Chris Hughes did an amazing job on the tower tours showing people the bell ringing room, clock room and fantastic panoramic views of Nailsea from the tower roof. A great way to get new people into church. Thank you, both!

Pop-In

Lynda Dicks continues, with her team, to invite, welcome, delight, entertain and feed a great number of our more senior population at Pop-In. Thanks again, Lynda.

Trinity Café

The café continues to be frequented by a very good number of Nailsea residents and the warm welcome, smiles, great food and drinks, and fantastic prices still massively led the way against the plethora of café competition across the town. In 2023 the café was open three days a week, but plans are being considered to extend it to a fourth day. This unbelievably valuable community resource could not happen without the dedication and support of its volunteers to whom a huge vote of thanks is owed, particularly to Stewart, Angela, Rosemary and Theresa.

Sole Survivor

Ann Rossiter and Marjorie Currie continue to perform an outstanding, overwhelmingly loving service to members of the community who are bereaved and in need of guidance, care and support. Thank you, both.

BGC@HT (Board Games Café at Holy Trinity)

After linking up with local social prescribers, it was clear that one thing lacking in the Nailsea community was provision for young adults aged 18 to about 40, to meet and socialise in a safe, calm environment. As a result, we have started planning a co-operative and building board games club that will meet on a Tuesday evening in the Trinity Café in 2024. A very special thanks to Paul Morgan for his expertise in all matters 'board gaming', Martyn and Liz Dury for their promise of hospitality and to all three for their love and serving hearts.

Living Life to the Full

Living Life to the Full is an award-winning Cognitive Behavioural Therapy (CBT) course for those struggling with low mood, anxiety, depression, or other challenges. It is quite unique since it provides some Christian signposting along the way. Holy Trinity Church bought the licence to this course in

2023 and the first course will be rolled out in January 2024, delivered by two psychotherapists from Wellspring Counselling (thank you, Wendy and Claire).

Christians Against Poverty (CAP)

Thank you, Stewart Wright, Chris Barnes and Tim Moulding for all that you have done with regard to CAP. Tim has recently stepped down from the team. The CAP money coaching service is invaluable in empowering households in our community to manage their finances better and we look forward to future courses taking place in 2024.

YOUTH

To start to develop what is available for the local youth, we introduced an Alpha Youth course and have increased the frequency of Rock Solid. I have also been working closely with Nailsea school, particularly Neil Wylie, to further develop our links.

Encounter – A Christian Youth Event for Nailsea and beyond

Our first Encounter service at Holy Trinity in October 2023 attracted 32 young people. Youth from across Nailsea and nearby locations now attend this Encounter service once every three months in the SIX30 service slot. It is specifically designed for them (although most regular SIX30 congregation members attend and feedback from them is very encouraging). The youth started the evening with a 'get together' with music and snacks and then enjoyed the service with a youth worship band and guest speaker. After the service, they attended a social, comprising of music, pizza and drinks. An enormous thanks goes to Lydia Packman for all the time, effort and dedication put into the planning and delivery of these services.

Sunday Youth

Sunday Youth is the group of 11-18 year olds who meet on a Sunday during the 10.45 service. There is a good-sized group, usually ranging from 5-8 young people who meet for study followed by snacks. Ben Hooper prepares and delivers the material. A huge thanks to Ben for the passion, commitment, and care in all he does for the young people.

Youth Alpha

A Youth Alpha course ran at Holy Trinity Church from 1 November 2023, and will continue till 24 January 2024. Although we had seven young people sign up for the course, there were eventually five regular attendees. Three of those in attendance currently attend Holy Trinity Sunday Youth, one attends Nailsea Baptist Church, and one is a non-churchgoer. Heulwen Evans (Nailsea Baptist Church) and Ben Hooper supported as leaders. A huge thanks to both for their wonderful support.

Rock Solid

Rock Solid, our outreach youth group on Thursdays, moved this year from once a month to twice monthly (the first and third Thursday of each month). Numbers range from 7-11. Mark Rowley (Trendlewood Church) supports as a leader of this group, and I am tremendously grateful for his ongoing care, support and enthusiasm in this venture.

Adam Griffin

Community and Youth Minister

CHILDREN AND FAMILIES

Overview

I am going to start with a HUGE thank you! I couldn't do the role that God has called me to without ALL of the amazing people He has given a heart of service to, for the children and families around me; every helper, teacher, listener, coffee maker, pray-er, cake maker, person who folds a table or moves some chairs, and all of the other roles that go unseen in this ministry. I love doing this job and there are some very special people in this church who I get to serve alongside. We wouldn't be able to do the things I am going to write about in this report without the support and service of some people in this church who serve God and serve all the children and families who come along to any group here at Holy Trinity.

CORE MINISTRIES

Sundays

We have two groups on a Sunday: Sunday Kids (under 7s) and Sunday Juniors (under 11s). Each week we look at the Bible in an age-appropriate way, pray together, do some crafts and activities, and play. We have a good core group of children who come along each week, spreading across both the Kids and Junior groups. On average we get around 3-4 children in each group on a Sunday morning which is great as they can be together, learn and have fun doing lots of different activities.

Services

The 10:45 gathering on a Sunday has an intentional set of songs at the beginning which children can feel they can sing, not always necessarily an action song, but an easy song to pick up, which is repetitive. We also have our monthly Worship for Everyone service which seeks to help children engage with worship for themselves and feel part of the wider church family.

Morning Break

Morning Break is our parent, baby and toddler group which runs on a Tuesday morning during term time. 2023 has seen the numbers increase again. We have had many new families arrive, and new babies who have been absolute joy to see, and we are very thankful to God for keeping the families safe and well. This year we've also introduced toast as the only food offered between 9am-10am so that if the children haven't had breakfast, or the mums for that matter, they can have some breakfast rather than snacking on biscuits and crisps, our previous options. The Children's Garden has been revamped in negotiation with the garden team, and we were able to use it for play during the summer months. We average around 15-20 families each week and get a fair mixture of babies and toddlers but also mums and nanas who are looking after their children. We also have a separate space in the coffee lounge which is used to encourage the older children to play with more age-appropriate toys, do different craft activities and of course enjoy playdough.

The Thursday Club

The Thursday club is an after-school club for the whole family. We have a very regular attendance of a great group of families. There is time for playing games, thinking about a theme from the Bible and then doing some crafts and activities. 2023 saw the numbers increase again and we are thankful to God for His provision because two years ago we were struggling with numbers. We have between 17 and 19 children each week, with an average attendance of 28 (and their parents!) The families engage really well with what we have to offer, and some parents even enjoy doing the colouring crafts too.

Holy Trinity Family Days

The first Holy Trinity Family Day happened in the summer of 2022, and we had another very fun year of Holy Trinity Family Days in 2023. We started with an Easter themed one, with three more in the summer themed on Pirates, The Wild West and The Seaside and a Christmas Family Day to finish the year. The average attendance of children was 50 with their parents coming along too. There is a

core of families who have been to every single one and there have been some families who have attended other Church events as a result of this too, especially over Christmas which was amazing to see.

OUTREACH TO THE COMMUNITY

School

I have the amazing privilege of seeing both Hannah More and Grove pupils in a regular assembly, which is really great. Also over the Christmas season we had Hannah More and Years 3 and 4 visit for a Christmas assembly which went down very well. Year 6 came over for a Christingle workshop and we're working on what to do for year 5 next year! It's great to have a good relationship with the local school.

Pre-School

At Christmas we also had both Church Lane and Grove Pre-schools visit for a Christmas story which was so lovely. They engaged with the story and with holding the props, and enjoyed meeting the baby Jesus in the manger.

Trendlewood Festival

I was also involved with the Trendlewood Festival in the Children's Area and even though it was slightly wet we had a lot of fun!

Every week is different, and we have great opportunities to love and serve families. Someone described my ministry as adorable chaos and I think that is a beautiful description and keeps me loving this role and smiling every day, knowing I get to have loads of fun and serve God through it all.

Charlotte Berry
Children and Families Worker

EVANGELISM AND COMMUNITY

The Evangelism and Community (E&C) Group sub-committee which includes the New Housing Team meets three or four times a year.

The new housing visiting has been a regular focus for the group. To date well over a hundred homes of new residents have been visited with a welcome goody bag. In addition to house visits, we have been able to support Christmas carol singing on Parish Brook (at the invitation of Barratts to a residents' Christmas gathering), and on Netherton Grange. On the latter estate we have been invited to help with a play area launch event at Easter 2024.

The group reviewed and offered support and prayer for the work of the Trinity Café. The group also reviewed events around the King's Coronation, Easter and Christmas. Some outward facing church events such as 'Light a Candle' and Christmas events, particularly The Christmas Experience and Beer and Carols, attracted good numbers of non church-member attendees.

The group had discussion about and input into the job description for the Community and Youth Minister and were delighted to be joined by Adam after he came into post at our meeting in October 23. Many of the regular ministries reviewed by this group are discussed in Adam's report and so will not be repeated here. It has been good to see a Youth Alpha commenced and the prospects of Adult Alpha in 2024.

The E&C group continues to review the outreach activities of CTINAD (Christians Together in Nailsea And District) and looked for opportunities to support this work and also the work of CAP (Christians Against Poverty).

The group has continued to seek 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. We now also seek to support and pray for Adam in his new role.

Very many thanks to all in the group for their time and input.

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

Christian Aid
Eli and Jenny Ayo (Zuia Trafficking Tanzania)
Gordano Area CAP Debt Centre
Neil Wylie (Connect)
Open Doors
Phil Williams (Christian Surfers)
Church Pastoral Aid Society
Stand by Me
Stephen and Diki Hawkins (Word for Life Trust)
Transform Europe Network
Uganda (various projects)
Wellspring

Representatives

Matt Thomas
Paul and Caroline Mason
Chris Barnes
John Watson
Ian Ashby
Rod Neal
To be agreed
Mike Youings
Sally Winsor
Graham Adkins
Trevor Dean
Mary Southwood

The representatives contribute information to the monthly 'Prayer and Praise' meetings. The committee met twice during 2023 to plan and review distribution of the mission budget. We also consider the distribution of the remaining Trinity Project Tithe Fund. A contribution from the fund was given to Stand by Me during 2023 towards an extension to a school in Myanmar. During 2024, the committee will be reviewing which missions we should support over the next 5 years (2025-2029).

Ian Ashby

BUILDINGS AND PLANT

Church and Tower

The main task of 2023 was to rebuild the roof of the South Porch roof, as it had deteriorated greatly in the previous winter. Inspection by specialist firm SK Conservation showed that much more work was needed than we expected, and we were delighted at their care in re-assembling it with new oak laths and some replacement stone tiles, sourced in the Forest of Dean, as by far the best match to Nailsea stone.

The structure of the church and tower is broadly in good condition, and the movement of the wall of the organ chamber has halted. The stained glass has been cleaned (using only pure water); but redecoration of the walls will be needed next.

Heating the church building economically remains a challenge. The boilers cannot provide any more heat through the floor, and we have been experimenting with the sparing use of fan heaters to save money overall.

The AV system – sound mixing, video projection and AV live streaming and recording of sermons – has all worked extremely well in the hands of our volunteers.

Trinity Centre and Cafe

The Trinity Centre Lounge, Welcome Area and Café are all indeed welcoming spaces for our visitors and members. The Café in particular goes from strength to strength, and on some Mondays accommodates extraordinarily large numbers of walkers. The building is in good order; except that, at the time of writing, we are searching for a significant but very elusive leak in the roof of the Trinity Café.

Trinity House

We are working through the repairs needed on the roof of Trinity House, and we have also been repairing the gutter and drain system to make sure that they can cope with heavy rain. Damp inside the walls along the West side of the house remains a concern, and more repairs will be needed to them.

The two flats have required substantial work. The major tasks were getting a smoke barrier fitted between them in the roof space, and installing new gas boilers; but we have undertaken a variety of other repairs ourselves as well.

Downstairs, we have been redecorating the corridors and rooms to make the building more attractive. The kitchen is now repaired and functional, but we are looking at ways to improve it, as visitors will feel (probably correctly) that nothing has been improved in the last 40 years or so. The stone surrounds to the Garden Room windows have been stabilized. The next task will be to repair and redecorate all of the windows of the building.

Trinity Garden

Thanks to the Garden Team, the garden remains wonderful. It is truly a valuable resource for all of its visitors, and an excellent demonstration of how we work with and tend God's creation! The garden team has also made great improvements to the front garden of Trinity House. Trinity Garden is in regular use for Quiet Mornings and by Morning Break and Thursday Club. The many seats are appreciated by Café users in the summer months. The children's preschool area was renovated during the year with planters, mulched surface and a new play kitchen. Children from Year 1 Hannah More School visited to plant crocus bulbs and returned later to draw the flowers.

Graveyard and Churchyard.

The team has expended a great deal of work on trying to keep the churchyard, memorial garden and graveyard well-tended. Mowing of the graveyard and churchyard remains a major expense, and we are considering ways to reduce the costs, possibly by a partial re-wilding. The graveyard and churchyard walls need more work. These walls seem to want almost constant professional attention. We have removed two ash trees from the copse in the Trinity House front garden, both to reduce the risk to the adjacent wall, and to allow the remaining trees to develop properly and more gracefully. Design of a new area for the burial of ashes within the churchyard progressed during 2023. An initial proposal was submitted to the Diocesan Advisory Committee in March and a slightly modified version was approved by them in December.

None of these tasks would be possible without the enthusiastic and dedicated team of members, together with other volunteers who help from time to time. My sincere thanks to all of them. I cannot possibly name everybody here, but it would be appropriate to single out Rod Neal for all that he does for the Trinity Centre, and Rod and Bryn Jones for their upkeep of the church building over many years.

We do thank God for the provision of these buildings and gardens. The hope and prayers of the whole fabric team are firstly, that they will be used to serve and bless our community; and secondly, that in meeting within these ancient spaces many people will come to know and love our Everlasting God.

Tim Jolly

Church Hall

The year began with the excitement of Pre-School leaving the premises and taking refuge in the church building during an incident requiring fire brigade attendance to extinguish a small electrical fire caused by a short circuit in the old coin meters. Insurance covered most of the cost of repairs and replacement of new controls for the heating circuits by MAP Electrical. The remaining old fluorescent light fittings were upgraded to LED units.

Regular bookings have continued – Pre-School, The Guides, Dance Groups and Pilates etc. Occasional bookings for children's parties and one-off events have continued to provide income in line with budget predictions.

Maintenance items are regularly reviewed and are included in the Fabric Team spreadsheet, and all were up to date at the year end. A collapse of one of the foul drains has been investigated and repair work is contracted for during the February 2024 half-term Pre-School holiday to bring the disabled toilet back into use, the cost is covered by insurance.

The income of the Church Hall continues to cover all the costs, and the year-end bank balance of just over £5,000 was slightly ahead of budget, representing approximately six months' expenditure cover.

The sub-committee met ten times in the year and has five members.

Kevan Royle

PERSONNEL

2023 turned out to be mainly a year of recruitment as the Personnel Sub-Committee started the year off, trying to recruit a full-time Operations Manager. After two unsuccessful attempts, the job description was altered and the hours reduced, and we made a very successful appointment of Peter Marriner as Head of Administration in June. This was followed by the appointment of a new Finance Assistant in July, but unfortunately this did not turn out to be the job for her and she left in November. In August, we appointed the first-ever Community and Youth Minister to the team and Adam Griffin has very successfully undertaken this role since September, although a sad consequence of his appointment was that he stopped being the Personnel Sub-Committee Chair and I took over the reins formally in September. Finally, we appointed a new Finance Assistant in October 2023, who will start work in February 2024, completing the staff team!

Goals for 2024/25 include:

- Evaluation of staff expectations and workload to ensure success and the effectiveness within roles.
- To deepen and develop 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 for their own wellbeing and that of the church.

The Personnel Sub-Committee meet three times per year and follow their agreed terms of reference including:

- Reviewing and agreeing pay and other benefits and conditions – the PCC 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. By reviewing how the work of the office is undertaken and with additional input from volunteers, the office salary budget has been reduced by £10k per annum.
- Reviewing and supporting staff as outlined above.

The Sub-Committee would like to express its thanks to all employees (present and past) for their contributions and hard work.

The Sub-Committee very much looks forward to working with a full staff team and assisting in the development of this team to take forward the vision of the church.

Rob Norman

SAFEGUARDING

Safeguarding refers to the range of plans and activities that are put in place to protect children and adults who may be vulnerable to abuse and neglect from being exploited or harmed. Safeguarding in the church community – making our church safe for children, young people and vulnerable adults – is everyone's responsibility. The Diocesan Safeguarding Team provide professional advice and training to parishes to ensure they can meet that responsibility, as well as support those who may have suffered abuse or exploitation in a church setting.

Everyone involved in church life should know what to do in situations where a child, young person or vulnerable adult may have been harmed. Anyone who wishes to report abuse or exploitation needs to know that they can do so and receive the support they need.

Our Safeguarding Officer is Mary Southwood. Her contact details are on the website, Parish Family News and notices displayed in reception.

The PCC has approved the annual Safeguarding Policy.

DBS checks are performed for staff and volunteers depending on their roles. There are three different levels of training depending on the role and level of responsibility that people hold.

If you have any questions or concerns, particularly about someone who is vulnerable whatever their age, please speak to the Safeguarding Officer (Mary Southwood) or the Rector.

Mary Southwood

CHRISTIANS TOGETHER IN NAILSEA AND DISTRICT

Christians Together in Nailsea and District (CTINAD) connects 10 worshipping communities. It is headed up by the church leaders on a rotational basis, but shares the gifts and passions of the congregations to widen the scope for activities. Current projects include Support for Refugees, Open the Book (A national initiative going into schools to present Bible stories), Youth Work, the Town Chaplaincy, and short services in care and retirement homes. Financial help supports Neil Wylie's role at Nailsea School, and the Skatefest (which did not happen in 2023 and may not happen in 2024). Events for Easter and Remembrance Day are organised in Nailsea town centre. Worship is

shared twice a year at Ignite, giving an uplifting sense of the size of the Christian community here, and of course all these events (more than 20) are underpinned by monthly prayer sessions organised by Stephen Parker.

Judy Norwood

CHURCH ACTIVITIES, GROUPS AND TEAMS

After service refreshments	Holy Trinity Juniors	Rock Solid
Aspire	Holy Trinity Kids	Safeguarding
Bible reading in services	Kintsugi Hope	Service Leaders
Bible Reading Notes	Lay Readers' Ministry	Small Groups
Bike to Breakfast	Library	Sole Survivor
Board Game Cafe	Marriage Preparation	Sound Desk
CAP Befriender	Men's Ministry	Standing Committee
CAP Money Coaching	Mission Support sub-committee	Stewards
Carers Group	Morning Break	Stich in Company
Christmas Fair	New Housing Visiting Team	Sunday Youth
Church Hall sub-committee	Organists	Thursday Club
CTINAD	Paid Staff	Thursday Service
Drivers for 10.45 Service	Pastoral Team	Treasurer
Duty Wardens	PCC and PCC Secretary	Trinity Café
Early Morning Prayer online	Personnel sub-committee	Trinity Festival
Encounter Services	Pop-In	Trinity Garden
Evangelism, Community and Housing sub-committee	Prayer	Uganda Fund
Fabric sub-committee	Prayer Ministry	Wardens
Finance sub-committee	Prayer leading in services	Welcome and Hospitality Teams
Finance Team	Preaching Team	Worship Teams
Flower Arrangers	Proclaim	Youth Alpha
Holy Trinity Family Days	Quiet Mornings	

Please let the PCC Secretary know if your role in church life has not been included in the above table, so that it can be added next year.

The activities, groups and teams listed above contributed to the objectives and achievements of the PCC. In addition to these, church members organised or were involved in many other activities which built up our common life, contributed to outreach activities, and used our resources to benefit as many as possible from our local community.

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. 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 contributions, play their part in God's work here at Holy Trinity Church and in the wider community.

CHURCH ATTENDANCE STATISTICS including Electoral Roll for 2023

ELECTORAL ROLL: There were 235 names on the 2023 Electoral Roll

2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
288 (new)	302	299	300	262*	261	233 (new)	235	233	235	235

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

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Baptisms	11	7	9	12	8	6	3	0	0	1	5
Thanksgivings	0	0	2	1	0	1	1	0	0	1	1
Marriages	7	5	11	4	4	4	4	1	1	6	1
Marriage Blessings	0	1	1	0	0	0	0	0	0	0	2
Funerals	19	18	21	19	24	16	23	4	17	20	7
Committal only or burial of ashes										7	11

AVERAGE SUNDAY ATTENDANCE 2013 – 2023**

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

		2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
9.00	16 and over	43	42	42	42	44	43	42	n/a	38	41	49
	under 16							1	n/a			
10.45	16 and over	89	89	96	91	85	100	95	n/a	68	70	96
	under 16	18	21	20	18	16	19	17	n/a	9	9	13
6.30	16 and over	69	72	72	60	58	66	62	n/a	54	53	51
	under 16	0	0	1	2	0	3	2	n/a	2	1	1
Midweek Service	16 and over						18	15	n/a	15	16	14
	under 16								n/a			
Total	16 and over	201	203	210	193	187	227*	214	n/a	175	180	210
	under 16	18	21	21	20	16	22*	20	n/a	11	10	14
Grand Total		219	224	231	213	203	249*	234	n/a	186	190	224

* Totals include midweek services from 2018

**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 received 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 an intro. This is for those who are still unable to come to church.

FINANCIAL REVIEW 2023

Our General Fund budget for 2023 had anticipated a small deficit of £5,310 before using any contributions from our reserves. In order to keep the expected deficit down to that level, the PCC had reluctantly taken the difficult decision to limit the Parish Share to £120k which was some £26k below the Diocese's request. In the event, we had the mixed blessing of vacant posts in the office when Sian and Julia left. Their positions were vacant for several months and we were so lucky to be able to call on our incredible volunteers to keep the work flowing. Their efforts and dedication were invaluable and greatly appreciated.

Financially though, this meant that we were able to reinstate the full Parish Share using the savings from the salary budget and, as our utility and repairs costs were less than we expected, the accounts produced a small surplus of £13k.

The full Financial Statements appear later in the Annual Report but, briefly, the Total Unrestricted Funds showed a surplus of £15,369. Restricted Funds also produced a surplus of £34,446. The Endowment Funds provide annual income to the Holy Trinity Church, but the capital sums cannot be used. These bounced back from the losses suffered from general market conditions last year and increased in value by £24,102 (9.4%).

In the year, the Diocese contributed a grant of £30,000 towards the cost of our Community and Youth Minister which will be allocated to the General Fund over three years. The PCC has also approved the transfer of £9,500 from the Children and Youth Fund to the General Fund to contribute towards the cost of the Community and Youth Worker in keeping with previous policy.

At the end of 2023, the loans outstanding to the DBF (Diocesan Board of Finance) and CCLA for the funding of the Trinity Project totalled £52,778, repayments of £15,000 having been made in the year. Outstanding loans from church members total £10,000. Generous legacies received in the year have been applied to the Trinity Project which should now be fully funded by the end of 2025 as reported in the regular monitoring reviews.

Reserves Policy

As of 31 Dec 2023, it was PCC policy to maintain a level of Free Reserves equal to approximately eight weeks spending. Free Reserves are defined as that part of unrestricted funds that is freely available to spend. This equates to the unrestricted fund balances minus the value of fixed assets and funds designated to meet essential future spending such as the Development Fund which is required for the Trinity Project. The Free Reserves at 31 Dec 2023 amount to £226,545 which equates to approximately 29 weeks expenditure.

Although the reserves are strong, forecast deficits in future years will quickly reduce them.

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 2023 are provided in the financial statements attached to this report.

Revd 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 Logbook will be available at the APCM or available to view on request.

This has been an exciting but also challenging year.

We had a well-attended Trinity Festival Church At Home Weekend in October 2023 when we enjoyed inspiring sermons based on the Book of Revelation by the Very Revd Bob Keys. This was a time of great fellowship and fun. There was a very generous response to Vision Sunday enabling us to maintain a stable financial position. An exciting development is the new position of Community and Youth Minister to which Adam Griffin has been appointed, helping to increase engagement locally. A new Head of Administration was appointed, and a new finance assistant in 2024 will complete the team. We are very grateful to the volunteers who worked so hard in the office supporting the work of the church until the new team was in place.

Our huge thanks go to all the Duty Wardens and Stewards who make sure that the services run smoothly. Thank you to all of you for being willing to serve our church community in this way and for being part of a team where we help each other out and step in for each other. Please have a chat with Jutta Hank if you would like to know more about the roles and would be interested to get involved in this ministry. It would be helpful to have more people on the rota especially for the 9.00 service.

It is wonderful to see that in 2023 more people have come back to church after the pandemic. The Sunday Catch-Up is still available on the YouTube channel and thanks to the team who make this available each week.

Thank you to everybody who serves with their gifts, 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 teams, sound and visual operators, Catch-Up Church editors, live stream operators, arranging flowers, looking after the garden and pastoral care.

We are very grateful to the teams who manage the church finances and who look after and care for our church buildings and grounds.

Thank you also to everybody who is involved in ministries which serve our wider community like Trinity Cafe, Pop-In, Morning Break, Thursday Club, Encounter, CAP and Sole Survivor and visiting the two new estates to welcome new residents in our parish.

Penny Smith continues to be the friendly and helpful first contact for people from inside and outside the church community. And Sarah Haigh and Julie Kerkin continue to work extremely hard to keep the church and our buildings safe and clean. A big thank you to all three.

We are so grateful to you, the congregation, for your generosity and support, both financial and in time given to serving. If you are not involved yet in any roles, please consider prayerfully whether you would like to serve with your gifts in any of the areas above and have a conversation with Revd James Packman or us about it.

And last but not most important, please continue to support everything we do in this place with prayer. Let's continue to trust our Lord who promises to provide for all our needs and continues to build His church.

Vernon Parfitt and Jutta Hank, Churchwardens

PORTISHEAD DEANERY SYNOD REPORT FOR 2023

We met, as usual, four times in 2023; two of the meetings (June and November) were deanery-wide meetings, open to anyone to attend, while the February and September meetings were full Synods. There were two additional meetings in 2023. One, in April, was a full Synod meeting where the only agenda item was the presentation of the Deanery Stipendiary Deployment Plan, which had been worked on by the Deanery Mission and Pastoral Group (DMPG) since May 2022. This showed how Portishead Deanery could lose two posts, from a total of 15 down to 13, and the final deployment plan was approved at that Synod meeting by a majority vote.

The other meeting, in November, was one arranged by Bishop Michael to which clergy, DMPG, readers and churchwardens were invited, and was intended to introduce the Deanery to the Bishop and encourage attendees by giving examples of mission initiatives within the Deanery.

February

This Synod was held at Christchurch, Clevedon and saw the approval of the 2022 Deanery accounts as well as group work on the Deanery Plan with a “Your Church and Mission” exercise.

June

The venue for this deanery-wide meeting was St Peter’s, Portishead, and the subject was Chaplaincy, Mission and the local Church. The meeting had a presentation from Mike Haslam, the Diocese’s Chaplaincy Advisor, and also heard from a panel of local Chaplains.

September

The September Synod took place at St George’s Church Hall, Easton, and saw the re-election of the Lay Dean, the election of a new DMPG, and the re-appointment of the Deanery Treasurer as well as the final approval and adoption of the Portishead Deanery Plan 2023-26. Bishop Michael was also present for this Synod and gave a presentation entitled “A year of being the Bishop of Bath and Wells”, which was much appreciated by all those present.

November

The venue for the November deanery-wide meeting was St Andrew’s Church Hall, Clevedon and saw a presentation by Tony Cook, Head of Growing Faith and Everyday Faith, Bath and Wells Diocese, on Growing Faith and Everyday Faith. This deanery-wide meeting was very well attended, and Tony agreed to come to individual churches in response to invitations to talk more about either one of these subjects.

We have enjoyed having Assistant Diocesan Secretary Peter Evans as our Deanery Accompanier. He has been present at most DMPG meetings and Synods. Claire Horton, the Bath Archdeaconry Deanery and Parish Adviser, has also been very helpful.

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, especially to those churches which have been in vacancy.

Rob Norman (Lay Dean)

Astrid Tiesema-Samsom (Co-Area Dean)

Rob Eastwood Dewing (Co-Area Dean)

PCC Report of Financial Affairs (Part 2)

PCC'S REPORT ON THE FINANCIAL STATEMENTS

Year ended 31 December 2023

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 2023.

ACTIVITIES

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

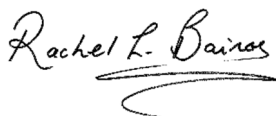
STATEMENT OF THE PCC MEMBERS' RESPONSIBILITIES IN RESPECT OF THE FINANCIAL STATEMENTS

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 Statement of Recommended Practice (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.

Rae Baines
PCC Secretary



Signed on behalf of

the PCC March 2024

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 2023.

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 2 April 2024

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 December 2023

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2023 £	2022 £
INCOMING RESOURCES						
<i>Donations and legacies</i>	2a	324,465	99,798	-	424,263	361,692
<i>Income from charitable activities</i>	2b	8,535	4,527	-	13,062	15,284
<i>Other trading activities</i>	2c	37,095	16,720	-	53,815	44,147
<i>Income from investments</i>	2d	7,649	8,243	-	15,892	9,819
<i>Other income</i>	2e	3,780	-	-	3,780	2,246
TOTAL INCOME AND ENDOWMENTS		<u>381,524</u>	<u>129,288</u>	<u>-</u>	<u>510,812</u>	<u>433,188</u>
EXPENDITURE						
<i>Expenditure on raising funds</i>	3a	58	3,009	-	3,067	2,213
<i>Expenditure on charitable activities</i>	3b	351,527	91,833	-	443,360	424,653
<i>Other expenditure</i>	3c	14,570	-	-	14,570	16,613
TOTAL EXPENDITURE		<u>366,155</u>	<u>94,842</u>	<u>-</u>	<u>460,997</u>	<u>443,479</u>
Gains / (losses) on revaluation of investments	6b	-	-	24,102	24,102	(34,180)
NET INCOME (EXPENDITURE)		<u>15,369</u>	<u>34,446</u>	<u>24,102</u>	<u>73,917</u>	<u>(44,471)</u>
Transfers between Funds		6,000	(6,000)	-	-	-
NET MOVEMENT IN FUNDS	10	<u>21,369</u>	<u>28,446</u>	<u>24,102</u>	<u>73,917</u>	<u>(44,471)</u>
BALANCES BROUGHT FORWARD 1 JANUARY		389,015	1,453,583	256,180	2,098,778	2,143,249
BALANCES CARRIED FORWARD 31 DECEMBER		<u>410,384</u>	<u>1,482,029</u>	<u>280,282</u>	<u>2,172,695</u>	<u>2,098,778</u>

The notes on pages 35 to 43 form part of these accounts

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

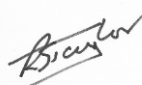
BALANCE SHEET AT 31 DECEMBER 2023

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	TOTAL 2023 £	TOTAL 2022 £
FIXED ASSETS						
<i>Tangible</i>	6a	99,225	1,476,206	-	1,575,431	1,617,319
<i>Investment</i>	6b	-	-	280,282	280,282	256,180
		99,225	1,476,206	280,282	1,855,713	1,873,499
CURRENT ASSETS						
<i>Debtors & prepayments</i>	7	13,925	444	-	14,369	14,839
<i>Cash at bank and in hand</i>		317,325	71,075	-	388,400	349,741
		331,250	71,519	-	402,769	364,580
LIABILITIES						
<i>Creditors - amounts falling due in one year</i>	8	(20,091)	(65,696)	-	(85,787)	(76,523)
		311,159	5,823	-	316,982	288,057
NET CURRENT ASSETS						
Total assets less current liabilities		410,384	1,482,029	280,282	2,172,695	2,161,556
<i>Creditors - amounts falling due after more than one year</i>	9	-	-	-	-	(62,778)
		410,384	1,482,029	280,282	2,172,695	2,098,778
TOTAL NET ASSETS						
PARISH FUNDS:						
<i>Unrestricted</i>	10	410,384	-	-	410,384	389,015
<i>Restricted</i>	10	-	1,482,029	-	1,482,029	1,453,583
<i>Endowment</i>	10	-	-	280,282	280,282	256,180
		410,384	1,482,029	280,282	2,172,695	2,098,778

Approved by the Parochial Church Council on 18 March 2024 and signed on its behalf by:



Rev James Packman Chair



Ron Taylor Treasurer

The notes on pages 35 to 43 form part of these accounts

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

STATEMENT OF CASHFLOWS
For the year ended 31 December 2023

	TOTAL FUNDS	
	2023	2022
	£	£
Net movement in funds	73,917	-44,471
Adjustments for		
Unrealised losses (gains) on investments	-24,102	34,180
Depreciation	44,143	45,443
(Decrease) increase in creditors	6,485	-817
Decrease (Increase) in debtors & prepayments	470	70
Interest income shown in investing activities	-15,892	-9,819
Cash generated by operating activities	85,021	24,586
Cash flows from investing activities		
Interest income	15,892	9,819
Purchase of tangible fixed assets	-2,255	0
Cash raised in investing activities	13,637	9,819
Cash flows from financing activities		
Repayment of loans	-59,999	-55,000
Cash used in financing activities	-59,999	-55,000
Increase (Decrease) in cash and cash equivalents in the year	38,659	-20,595
Cash and cash equivalents at the beginning of the year	349,741	370,336
Cash and cash equivalents at the end of the year	388,400	349,741

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

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 2023.

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

2 INCOMING RESOURCES	2023 Unrestricted Funds £	2022 Unrestricted Funds £	2023 Restricted Funds £	2022 Restricted Funds £	2023 Endowment Funds £	2022 Endowment Funds £
2a Donations and legacies						
Planned giving:						
Gift Aided donations	219,919	214,391	21,005	21,991	-	-
Income tax recoverable	59,753	56,116	5,088	5,675	-	-
Other planned giving	40,232	40,642	15,178	7,951	-	-
Collections (open plate) at services	4,061	4,556	-	-	-	-
Legacies	-	4,500	24,434	-	-	-
Grants	500	2,700	34,093	3,170	-	-
Total	324,465	322,905	99,798	38,787	-	-
2b Income from charitable activities						
Fees	4,202	6,074	4,527	5,505	-	-
Bookstall incl Bible Reading Notes	587	651	-	-	-	-
Pop In	785	195	-	-	-	-
Marriage course		57	-	-	-	-
Thursday Club (Go Zone)	128	79	-	-	-	-
Youth Infuse		8	-	-	-	-
Ladies ministry	2,175	1,203	-	-	-	-
Social Committee	323	981	-	-	-	-
Morning Break	335	531	-	-	-	-
	8,535	9,779	4,527	5,505	-	-
2c Other trading activities						
Rent from buildings	26,494	22,616	16,720	13,400	-	-
Trinity Café	10,601	8,131	-	-	-	-
	37,095	30,747	16,720	13,400	-	-
2d Income from investments						
Dividends and interest	7,649	3,115	8,243	6,704	-	-
	7,649	3,115	8,243	6,704	-	-
2e Other income	3,780	2,246	-	-	-	-
TOTAL INCOMING RESOURCES	381,524	368,792	129,288	64,396	-	-

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

3 RESOURCES EXPENDED

	2023	2022	2023	2022
	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Restricted Funds
	£	£	£	£
3a RAISING FUNDS				
Mortgage interest on Trinity House	-	-	2,069	1,830
Loan interest for Trinity Project	-	-	940	326
Other costs	58	56	-	-
	58	56	3,009	2,156
3b CHARITABLE ACTIVITIES				
Missionary & charitable giving				
Anglican Missions				
Mothers' Union Worldwide	2,100	1,950	115	-
Children's Society	1,050	975	-	-
Church Pastoral Aid Society	1,680	780	-	-
Christian Aid	2,680	1,600	-	-
Other				
Christian Surfers UK	4,080	3,600	-	-
Open Doors	1,680	1,600	-	-
Wellspring	1,680	1,600	-	-
Uganda	2,093	2,170	1,997	-
Crosswinds	840	780	-	-
Word for Life Trust	3,780	3,600	-	-
SW Gospel Partnership		1,600	-	-
Stand by Me	2,680	1,600	22,000	-
Christians Against Poverty Debt Centre	2,400	2,000	-	-
Transform Europe Now	1,680	1,600	-	-
Phil Williams		250	-	-
J S Ayo	300	250	-	-
S&D Hawkins	300	250	-	-
Short term mission & other projects				
ZUIA formerly YWAM (Jenny Ayo)	1,890	1,800		20,000
St Barnabus	787	731	-	-
Connect Schoolswork Project	3,100	2,000	-	-
Kabarole Hospital	-	-	13,000	-
Church of Uganda - Girls Hostel	-	-	3,170	-
Clevedon Foodbank	300	280		83
Kinsugi Hope	210	200	-	-
Special collections				
Royal British Legion (Remembrance Day collection)	-	-	-	297
RNLI	-	-	91	-
Christmas Collections- Uganda Fund	-	-	376	-
Christmas Collections - Wellspring	-	-	659	661
Children's Society	-	-	103	102
Stand By Me	-	-	240	240
J Ayo	-	-	584	217
CAP Debt Centre	-	-	786	750
Toby Riley Fun Day	-	-	-	480
Ukraine Red Cross	-	-	-	101
Church Flowers	-	-	150	-
Leaving/Retirement Collections	-	-	1,985	604
Total	35,310	31,216	45,256	23,535

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2023

	2023 Unrestricted Funds £	2022 Unrestricted Funds £	2023 Restricted Funds £	2022 Restricted Funds £
3b CHURCH ACTIVITIES -continued				
Ministry				
Common Fund	145,782	142,148	-	-
Rector's expenses	1,174	1,041	-	-
Outreach	4,114	2,601	-	-
Skate Festival costs		3,310	-	-
Training	1,487	345	-	-
	152,557	149,445	-	-
Buildings & Services				
Heat & light	18,516	10,706	-	-
Insurance	1,889	1,906	-	-
Cleaning	11,707	10,928	-	-
Repairs and maintenance	25,902	23,055	-	-
Depreciation of Trinity Project assets		-	39,060	39,060
Upkeep of Services	2,224	2,004	-	-
Assigned Fees		-	4,527	5,505
	60,238	48,599	43,587	44,565
Youth, Children and Families Work				
Youthworker's and Children's & Families Worker's salaries (incl NI)	35,757	41,246	-	-
Pension Contribution	1,766	2,038	-	-
Youth & Children's workers recruitment	236		-	-
Youthworker's and Children's & Families Worker's expenses	280	370	-	-
Youth & Children's & Families work training materials and activities	2,816	1,370	-	-
	40,855	45,024	-	-
Other Expenditure				
Pastoral: Hardship grants & gifts	24	48	-	-
Pop In	1,169	467	-	-
Bookstall incl Bible reading notes	571	551	-	-
Upkeep of graveyard	3,151	3,001	-	-
Bank interest and charges	404	407	80	60
Trinity Café	3,018	1,868	-	-
Publicity	245	699	-	-
Governance, audit and independent examination	1,980	1,890	-	-
Sundries	2,129	1,486	2,412	-
	12,691	10,417	2,492	60
Parish Office				
Operations Manager and office team salaries (incl NI)	30,779	51,926	-	-
Pension contributions	173	1,929	-	-
Operations Manager Expenses	82	54	-	-
Recruitment	980	674	-	-
Telephone & post	1,521	1,403	-	-
Printing & stationery	1,452	861	-	-
Office equipment inc depreciation	10,029	8,922	498	498
Computer support	4,860	5,526	-	-
	49,876	71,295	498	498
TOTAL CHARITABLE ACTIVITIES	351,527	355,996	91,833	68,658
3c OTHER EXPENDITURE				
Church Hall expenditure	14,570	16,613	-	-
Total Other Expenditure	14,570	16,613	-	-
TOTAL RESOURCES EXPENDED	366,155	372,665	94,842	70,814

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

4 STAFF COSTS	2023 £	2022 £
Wages & salaries	77,934	103,606
Pension contribution (3 persons, defined contribution)	2,182	4,218
Social Security contributions	832	703
	80,948	108,527

The PCC had, in post for the full year, a Children and Families Worker, Front Desk Administrator and two Cleaners.
The Head of Administration was appointed on 19 June and the Community & Youth Minister on 4 Sept.
The Finance Assistant post was vacant for most of the year.
No employee earned £60,000 or more.
The average headcount of employed staff was 5 (2022:7)

See note 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 £1980, 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 2023	1,881,943	169,762	2,051,705
	Additions	-	2,255	2,255
	Disposals	-	-	-
	At 31 December 2023	1,881,943	172,017	2,053,960
Depreciation	At 1 January 2023	283,884	150,502	434,386
	Charge for the year	35,839	8,304	44,143
	Eliminated on disposal	-	-	-
	At 31 December 2023	319,723	158,806	478,529
Net book value	At 31 December 2023	1,562,220	13,211	1,575,431
	At 31 December 2022	1,598,059	19,260	1,617,319

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 2023, these funds were valued at £280,282 (£256,180 at the end of 2022).

Original cost of these investments was £21,215.

7 DEBTORS

The following amounts were owed to the PCC at the end of December:

	2023 £	2022 £
Income tax recoverable	4,866	5,821
Church hall debtors	4,514	4,292
Other debtors	4,989	4,726
	14,369	14,839

8 LIABILITIES : AMOUNTS FALLING DUE WITHIN ONE YEAR

Loans to assist the Trinity Project repayable within one year		
- From congregation	10,000	44,999
- Annual repayment of Mortgage on Trinity House	37,778	-
- Annual Repayment of Loan from Bath & Wells Diocese	15,000	15,000
Fees due to diocese	349	1,218
Special donations and mission allocation	1,854	1,575
Expense creditors & accruals	7,004	8,051
Income received in advance, including Gift Aid	13,802	5,680
	85,787	76,523

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	-	10,000
Mortgage Loan secured by Trinity House (The Old Rectory) repayable over 10 years		
Interest Rate Base Rate + 1%	-	37,778
Loan from Bath & Wells Diocese repayable over 10 years		
Interest Rate Base Rate + 0.55%	-	15,000
	-	62,778

PAROCHIAL CHURCH COUNCIL OF HOLY TRINITY, NAILSEA

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

10 FUNDS MOVEMENT 2023	UNRESTRICTED							RESTRICTED FUNDS								ENDOWMENT FUNDS			TOTAL FUNDS
	General Funds	Worship & Mission	Church Hall	Develop-ment	Children & Youth	Skate Festival	Total Unrestricted Funds	Court Shrine	Special Collections & Other Special Funds	Trinity Project	Uganda	Community & Youth Ministry	S. Somerset Churches Fund	Cultural Recovery Fund	Total Restricted Funds	Court Shrine	Graves	Total Endowment Funds	
NET MOVEMENTS	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Income																			
Donations and legacies	324,465	-	-	-	-	-	324,465	1,000	7,086	48,336	12,376	30,000	1,000		99,798	-	-	-	424,263
From charitable activities	8,535	-	-	-	-	-	8,535		4,527						4,527	-	-	-	13,062
Other trading activities	24,498	-	12,597	-	-	-	37,095			16,720					16,720	-	-	-	53,815
Income from investments	5,486	-	-	2,163	-	-	7,649	7,847		67	329				8,243	-	-	-	15,892
Other income	1,504	-	2,276	-	-	-	3,780	-		-	-				-	-	-	-	3,780
	364,488	-	14,873	2,163	-	-	381,524	8,847	11,613	65,123	12,705	30,000	1,000	-	129,288	-	-	-	510,812
Expenditure																			
On raising funds	58	-	-	-	-	-	58			3,009					3,009	-	-	-	3,067
On charitable activities	351,677	-	-	-	-	(150)	351,527	30	11,613	63,472	16,220			498	91,833	-	-	-	443,360
Other expenditure	-	-	14,570	-	-	-	14,570								-	-	-	-	14,570
	351,735	-	14,570	-	-	(150)	366,155	30	11,613	66,481	16,220	-	-	498	94,842	-	-	-	460,997
Surplus/(deficit) for year	12,753	-	303	2,163	-	150	15,369	8,817	-	(1,358)	(3,515)	30,000	1,000	(498)	34,446	-	-	-	49,815
Surplus on investment revaluation															-	18,401	5,701	24,102	24,102
Transfers between funds	15,500				(9,500)		6,000	-				(5,000)	(1,000)		(6,000)			-	-
Balance at 1 Jan 2023	96,921	97,846	99,041	69,841	22,250	3,116	389,015	61,959		1,382,267	8,715	-	-	642	1,453,583	195,580	60,600	256,180	2,098,778
Balance at 31 Dec 2023	125,174	97,846	99,344	72,004	12,750	3,266	410,384	70,776	-	1,380,909	5,200	25,000	-	144	1,482,029	213,981	66,301	280,282	2,172,695
Represented by:																			
Fixed assets	9,225		90,000				99,225			1,475,956				250	1,476,206			-	1,575,431
Investment assets	-						-								-	213,981	66,301	280,282	280,282
Debtors and prepayments	9,411		4,514				13,925			431	13				444	-	-	-	14,369
Cash equivalents	126,369	97,846	5,090	72,004	12,750	3,266	317,325	70,776	2,203	(31,985)	5,187	25,000		(106)	71,075	-	-	-	388,400
Creditors and accruals	(19,831)		(260)				(20,091)		(2,203)	(63,493)					(65,696)	-	-	-	(85,787)
	125,174	97,846	99,344	72,004	12,750	3,266	410,384	70,776	-	1,380,909	5,200	25,000	-	144	1,482,029	213,981	66,301	280,282	2,172,695

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. and Tithe payments.

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

South Somerset Churches Fund has been established to receive grant aid for church tower repairs.

Community & Youth Fund Ministry Fund - set up using £30,000 grant from the Diocese to help fund Community & Youth Minister over three years.

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 fund records income and expenditure in separately designated funds within general fund.

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 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 2023

10 FUNDS MOVEMENT 2022	UNRESTRICTED								RESTRICTED FUNDS						ENDOWMENT FUNDS			TOTAL FUNDS
	General Funds	Worship & Mission	Church Hall	Pop In	Develop-ment	Children & Youth	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	316,205	-	-	-	-	4,500	2,200	322,905	1,000	3,535	30,462	3,790	-	38,787	-	-	-	361,692
From charitable activities	9,779	-	-	-	-	-	-	9,779	-	5,505	-	-	-	5,505	-	-	-	15,284
Other trading activities	18,480	-	12,267	-	-	-	-	30,747	-	-	13,400	-	-	13,400	-	-	-	44,147
Income from investments	2,502	-	-	-	613	-	-	3,115	6,572	-	39	93	-	6,704	-	-	-	9,819
Other income	1,983	-	263	-	-	-	-	2,246	-	-	-	-	-	-	-	-	-	2,246
	348,949	-	12,530	-	613	4,500	2,200	368,792	7,572	9,040	43,901	3,883	-	64,396	-	-	-	433,188
Expenditure																		
On raising funds	56	-	-	-	-	-	-	56	-	-	2,156	-	-	2,156	-	-	-	2,212
On charitable activities	352,936	-	-	-	-	-	3,060	355,996	60	9,040	59,060	-	498	68,658	-	-	-	424,654
Other expenditure	-	-	16,613	-	-	-	-	16,613	-	-	-	-	-	-	-	-	-	16,613
	352,992	-	16,613	-	-	-	3,060	372,665	60	9,040	61,216	-	498	70,814	-	-	-	443,479
Surplus/(deficit) for year	(4,043)	-	(4,083)	-	613	4,500	(860)	(3,873)	7,512	-	(17,315)	3,883	(498)	(6,418)	-	-	-	(10,291)
<i>Surplus on investment revaluation</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(26,095)	(8,085)	(34,180)	(34,180)
Transfers between funds	9,500	-	-	-	-	(9,500)	-	-	-	-	-	-	-	-	-	-	-	-
Balance at 1 Jan 2022	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
Balance at 31 Dec 2022	96,921	97,846	99,041	-	69,841	22,250	3,116	389,015	61,959	-	1,382,267	8,715	642	1,453,583	195,580	60,600	256,180	2,098,778
Represented by:																		
Fixed assets	11,555	-	90,000	-	-	-	-	101,555	-	-	1,515,016	-	748	1,515,764	-	-	-	1,617,319
Investment assets	-	-	-	-	-	-	-	-	-	-	-	-	-	-	195,580	60,600	256,180	256,180
Debtors and prepayments	10,123	-	4,292	-	-	-	-	14,415	-	-	411	13	-	424	-	-	-	14,839
Cash equivalents	84,912	97,846	5,358	-	69,841	22,250	6,125	286,332	61,959	2,793	(9,940)	8,703	(106)	63,409	-	-	-	349,741
Creditors and accruals	(9,669)	-	(609)	-	-	-	(3,009)	(13,287)	-	(2,793)	(123,221)	-	-	(126,014)	-	-	-	(139,301)
	96,921	97,846	99,041	-	69,841	22,250	3,116	389,015	61,959	-	1,382,267	8,715	642	1,453,583	195,580	60,600	256,180	2,098,778

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 2023

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 (2022: 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 £41,718 (2022:£39,756).

13 RELATED PARTY TRANSACTIONS

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

	2023 £	2022 £
Rector	1,259	1,058
Kevin Magner (husband of PCC Member Kim) includes £13,043 Salary.	0	15,349
Tim Jolly - Reimbursement for Repair & Maintenance materials purchased	1,263	0
Other PCC and family members reimbursed less than £500 each:		
Total Amount Reimbursed	1,013	722
Number of PCC and family members	6	6

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	2023 £	2022 £
Mr Phil Williams	Phil Williams as National Director of Christian Surfers Christian Surfers UK (National Director Phil Williams)	-	3,850
Mary Southwood	Mary Southwood is Chair of the Wellspring Trustees	2,339	1,600
Mr Chris Barnes	Member of Steering Group, Gordano Christians Against Poverty Debt Centre	2,904	1,950

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 2023

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 (2023: £2,182, 2022: £4,218).

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.

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 effective 1 January 2024, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pensions increase was 5% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2023. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the 2019 valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2022. Calculations for this are currently under way.

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.