



ANNUAL REPORT OF THE CHURCH COUNCIL (TRUSTEES' ANNUAL REPORT) FOR THE YEAR 2024



CAMBOURNE CHURCH
JEAVONS LANE, CAMBOURNE, CAMBRIDGE, CB23 6AF
CHARITY NO: 1149312



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LEGAL AND ADMINISTRATIVE - STRUCTURE, GOVERNANCE AND MANAGEMENT

Cambourne Church is a Local Ecumenical Partnership. This means that it is:

- the Anglican Parish Church of Cambourne in the Bourn Deanery of Ely Diocese,
- the Cambourne Baptist Church and member of the Eastern Baptist Association,
- the Cambourne Methodist Church in the Circuit of Cambridge, District of East Anglia,
- the Cambourne United Reformed Church in the Eastern Synod.

Administratively and legally, Cambourne Church receives support and oversight from Cambridgeshire Ecumenical Council as its Sponsoring Body and is accountable to the Partner churches/denominations through its Sponsoring Body. The Sponsoring Body appoints the Minister and indicates the membership and terms of reference of a Local Advisory Group.

Cambourne Church Council consists of 2 legal bodies, the Parochial Church Council (PCC) and the Ecumenical Church Council (ECC). The method of appointment for Parochial and Ecumenical Church Council (PCC & ECC) members is set out in the Church Representation Rules and Cambourne Church's Governing Documents that were adopted in 2011 (updated in 2023). The ECC consists of the Minister(s), Church Warden(s) and seven trustees elected from the church membership, and not more than five Co-opted trustees appointed by the trustees. Members serve for a period of 1 to 3 years. Elections are held annually at the Annual General Meeting.

The Church Council meets monthly and Church Meetings take place at least twice a year. Church Council members are the charity trustees, responsible for making decisions on all matters of general concern and importance to the church including deciding on how funds are to be spent.

Copies of Cambourne Church's governing documents and this annual report may be obtained from the Church Office Team.

Minister

Rev'd Bill Miller (since September 2019)

Banks

HSBC, 5 High Street, St Neots, Huntingdon, Cambs.

CCLA – The Central Board of Finance of Church of England Deposit Fund



Church Council & PCC Members during 2024

Ex- officio

Minister Revd Bill Miller (from end September 2019)

Church Warden (Elected annually at the AGM)

Jon Slater (Elected AGM 2024)



Elected Trustees (7 in total),

Nigel Taylor (Elected for 1st term AGM 2023; Term ends AGM 2026)

Pam Thornton (Elected for 1st term AGM 2023; Term ends AGM 2026)

Martin Lee Treasurer - appointed annually by council from among the trustees
(Elected for 3rd term AGM 2022; Term ends AGM 2025)

Alison Butler (Elected for 1st term AGM 2024; Term ends AGM 2027)

Jean Williams (Elected for 1st term AGM 2024; Term ends AGM 2027)

Tony Williams (Elected for 2nd term AGM 2021; Term ended AGM 2024)

Julie Whitbread (Elected for 2nd term AGM 2021; Term ended AGM 2024)

Co-opted Trustees

Catherine Price (from June 2023, stepped down December 2024)

Non-trustee council member

Clare Cronin (from June 2023)

- Members who complete their three-year term are eligible to stand for a new term of office.
- The 2 Church Warden positions are elected on an annual basis.
- The total number of positions on the Church Council is 12.
- When there is a minister and or assistant minister these become additional ex-officio members
- At the AGM in March 2025 there will be 2 Church Warden positions.
- 3 vacancies for church council members/trustees come round at the AGM in 2025.

Partner Church Representatives during 2024:

Anglican (Deanery Synod) Hannah Heasley, Nigel Taylor

Methodist Ian Cameron

URC Mary Bingham

Baptist Kerrion Miller

Safeguarding during 2024:

Safeguarding Officer: Alison Butler (From April 2014)

Members of the wider Cambourne Local Advisory Group during 2024

| | |
|-----------------------|--|
| Ven. Alex Hughes | Church of England Representative – Chair |
| Revd Dr Geoffrey Cook | Roman Catholic Representative |
| Martin Lee | Church Council Representative |
| Revd Janet Tollington | United Reformed Church Representative |
| Jon Slater | Church Council Representative |
| Revd Bill Miller | Ex Officio as Minister of Cambourne Church |
| Revd Gale Richards | Baptist Representative |
| Revd Colin Watkins | Methodist Representative |

[Served by Revd Mark Burleigh (Cambridgeshire Ecumenical Council) – Secretary]

Church Staff as of December 2024

| | |
|--|---|
| Minister | Revd Bill Miller (full-time) |
| Ministry Team Leader for Children & Young People | Clare Cronin (full-time) |
| Administrators | Jacqui Huckle (12.5 hrs/wk) Hannah Heasley (12.5 hrs/wk) |
| Church and Offices Cleaner | Cilla Mills (15 hrs/wk term, 7.5 hrs/wk school holidays) |

The Vine School Governing Body as of December 2024

| | |
|---------------------------|--|
| Foundation Governors: | Tim Smith (Chair) Dan Rainbow Hannah Hearn Anne Rees Adam Pollard 1 Vacancy |
| Parent Governors: | Emma Graham Scott Rushforth Pedro Vieira |
| Staff Governor: | Jo Stewart |
| Local Authority Governor: | Vacancy |
| Associate Member: | None |
| Clerk to the Governors: | Lynn Hilling |
| Ex-officio: | Peter Hynes (Headteacher) Revd Bill Miller (Cambourne parish) Steve Acklam (Methodist circuit) |

OBJECTIVES AND ACTIVITIES

Cambourne Church is committed to being a Christian community which is open, prayerful and loving which serves Cambourne with the good news of the gospel and where disciples of Jesus Christ are made. In this commitment, we feel upheld and led by the Spirit of God who is present in all our activities, and to whom we seek to be attentive.

All are welcome at church services and activities. Membership of Cambourne Church is limited to those who have been baptised into the faith. Membership involves a mutual commitment between members and church leadership and a sharing in the life of the church. (See the membership leaflet for further detail.)

It has been the objective of the Church Council to facilitate all those involved with Cambourne Church to live out our six core GOSPEL values, deepening faith and encouraging wider community engagement:



We belong to a Christian community where these values are key...



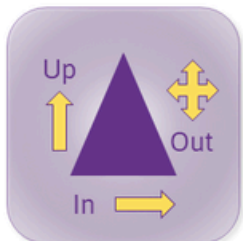
It all starts with the

Gospel

Openness means life-long learning & humility

Service of others makes a difference

Peace & direction flow from *Prayer*



We are called to *Engage* with God's world

We believe that *Love* changes people & situations

A partnership of the Church of England, Baptist Union, United Reformed Church and Methodist Church.

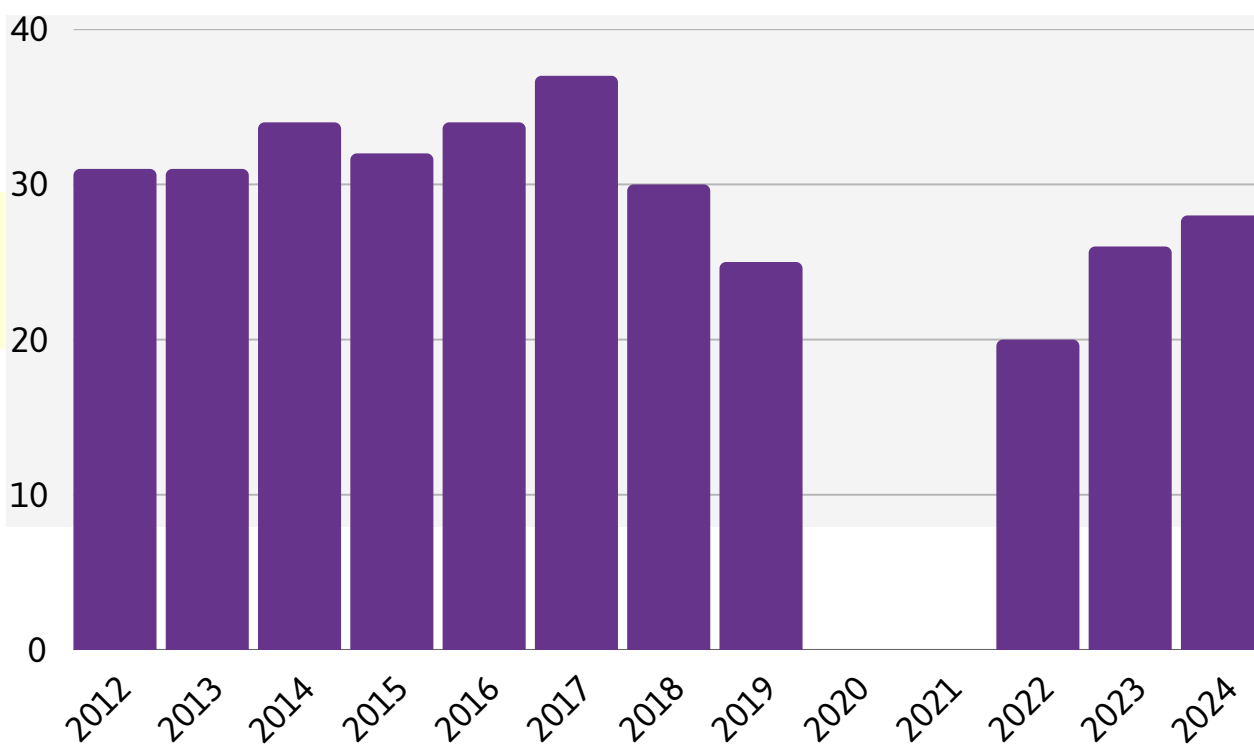
CORE STATISTICS

Attendance

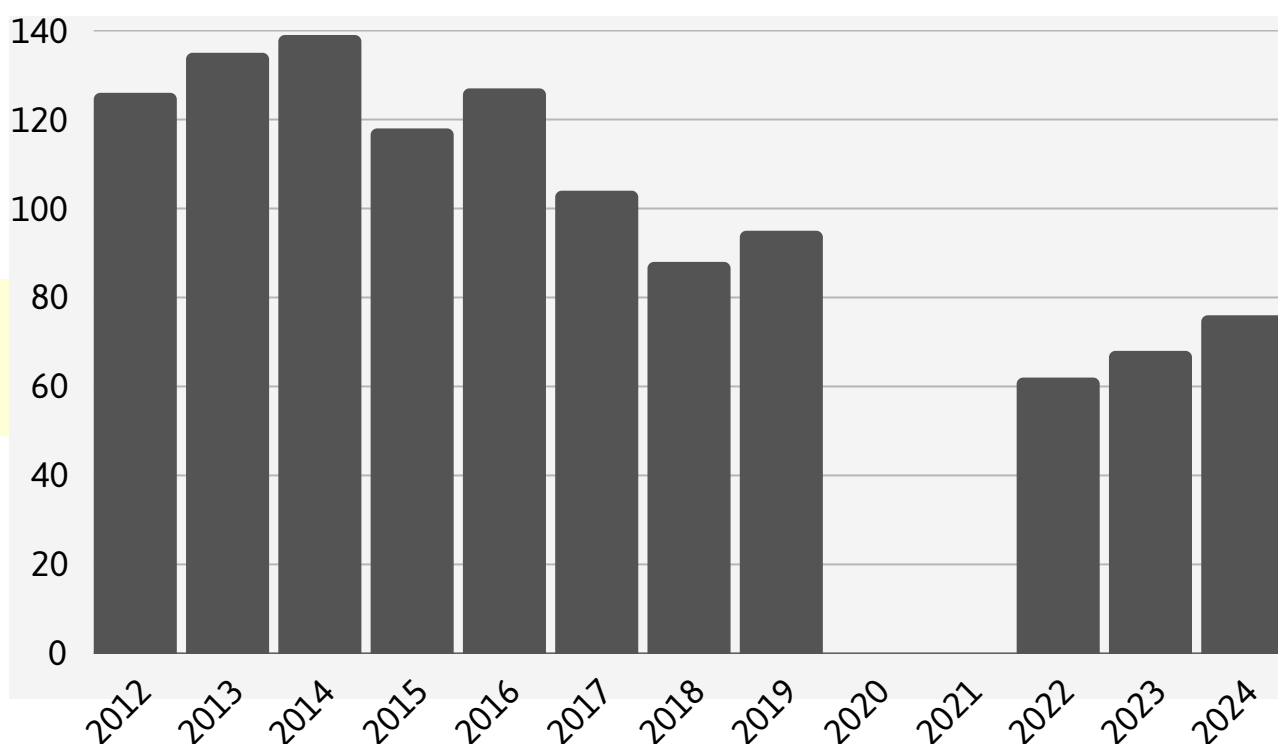
The graphs below show the average attendance at the 9.30am and 11am services from 2012 up to and including 2024.

Attendance charts have not been included for 2020 and 2021 as normal services were only permitted in the church building for small parts of each year due to the Coronavirus pandemic.

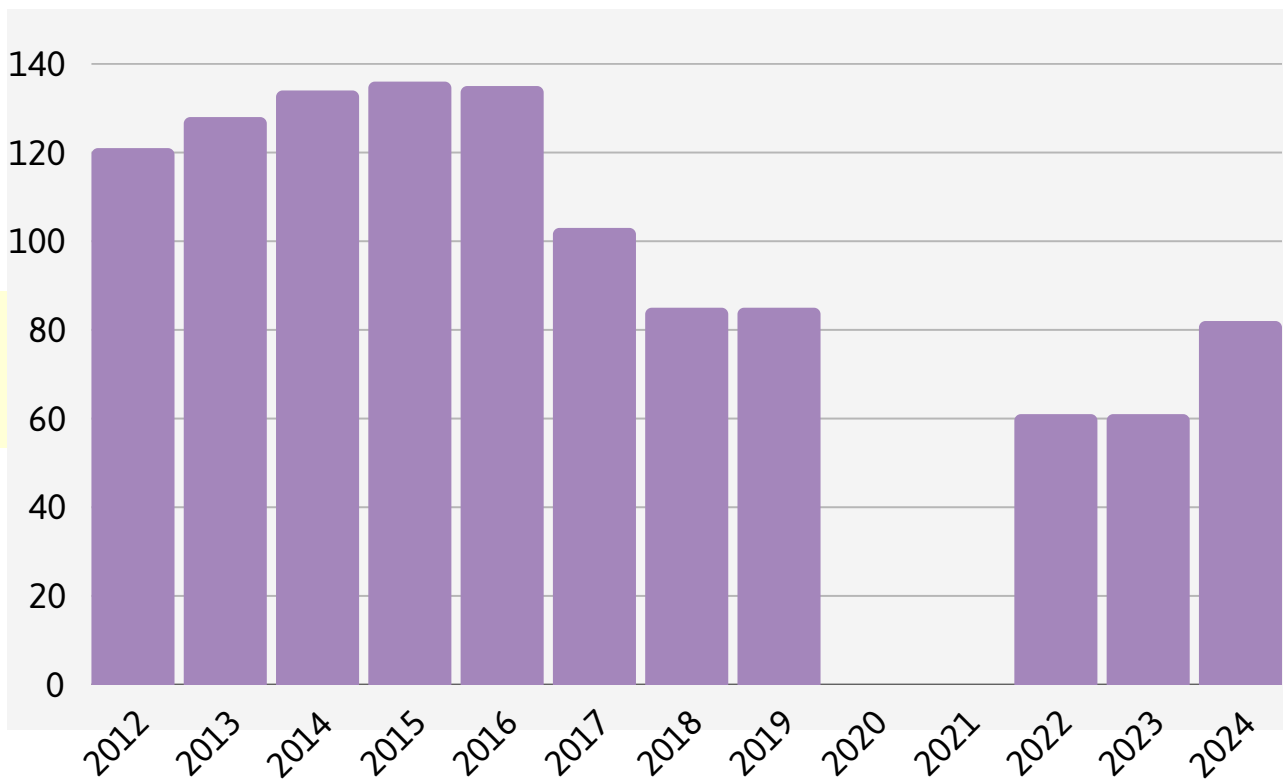
9.30am services



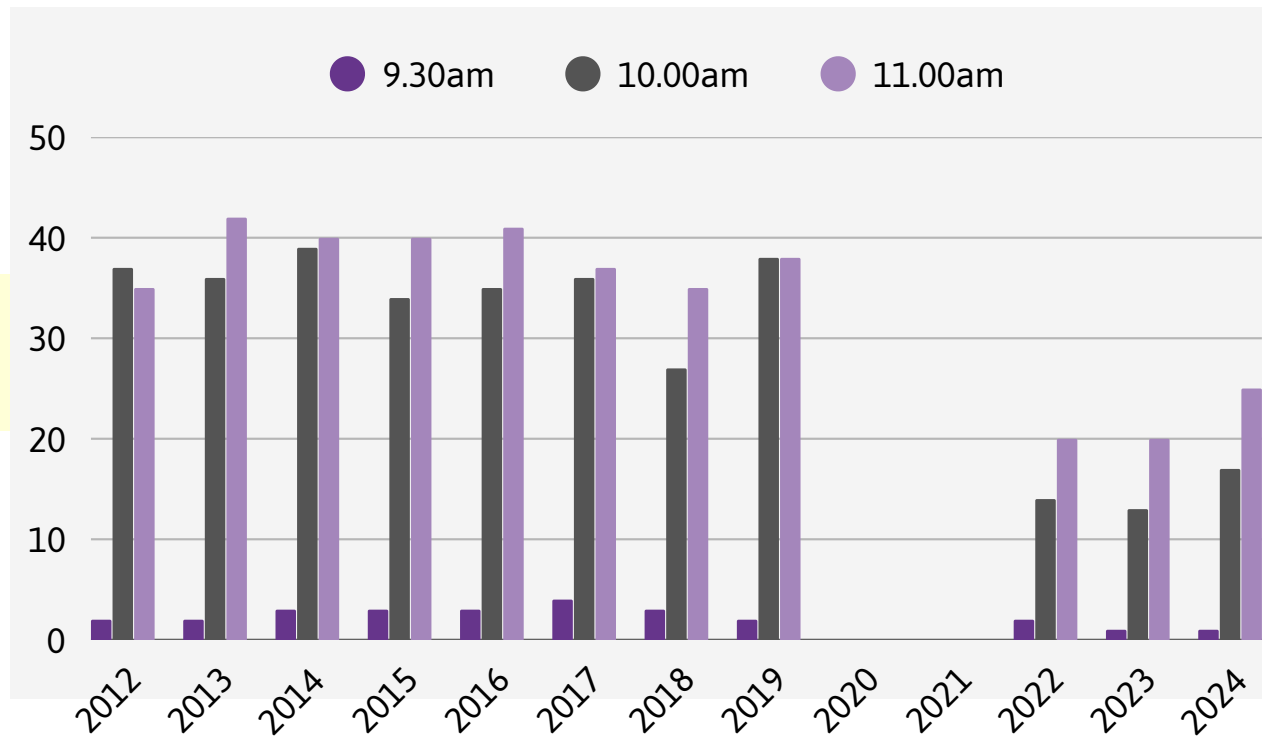
10.00am services



11.00am services



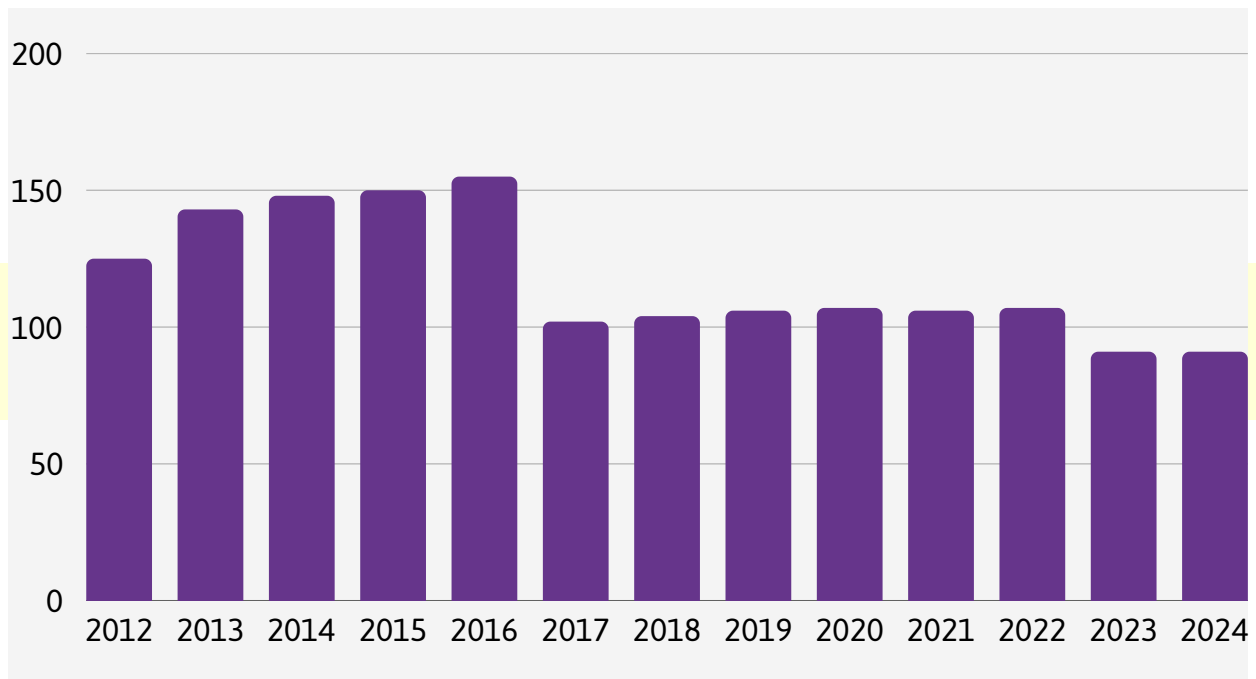
Under 16 attendance



Membership

Church membership currently stands at 91 (December 2024).

In addition to being a Church Fellowship, Cambourne Church is also a Registered Charity and as such the Trustees (Church Council) are required by law to maintain an up-to-date list of the Membership.

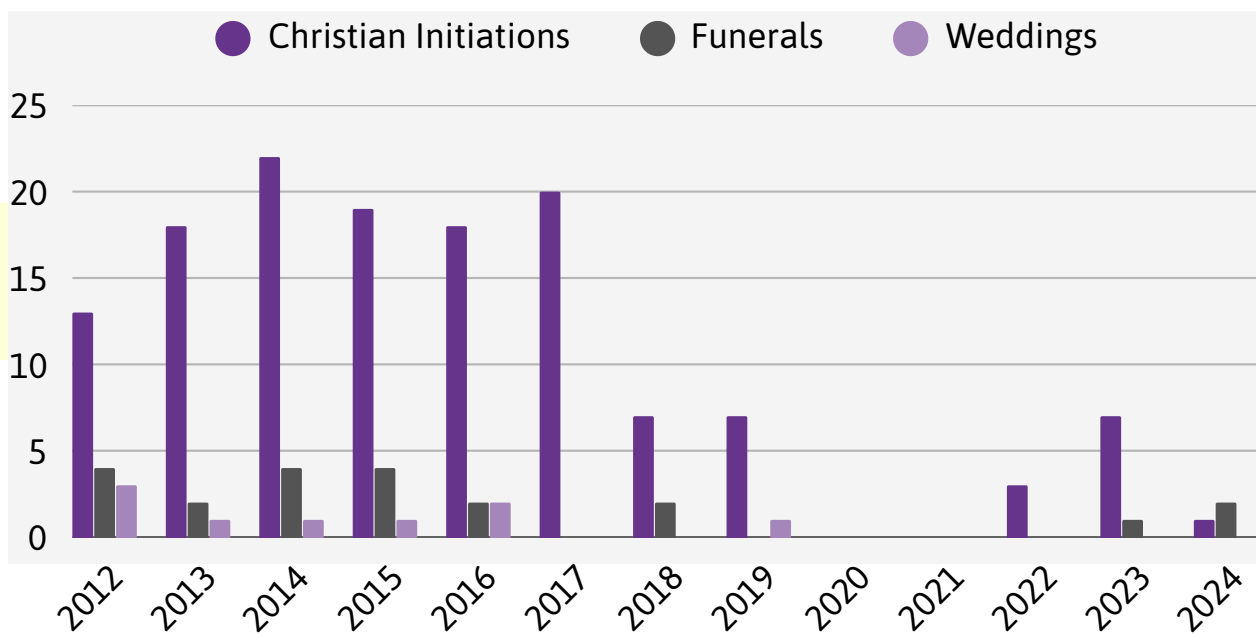


Occasional Offices

Christian Initiations include; Baptisms, Confirmations, Dedications and Welcomes.

Funerals only include those services taking place at Cambourne Church and does not include services held at the Crematorium led by a Minister of Cambourne Church.

Weddings only include those services taking place at Cambourne Church and does not include services held at other churches led by a Minister of Cambourne Church.



REPORT OF ACTIVITY FOR 2024

2024 has been a year in which there has been encouraging growth in numbers attending our worship services, although church life has not been without its challenges.

The pattern of our Sunday worship has remained very similar to previous years with 9.30am and 11.00am services on most Sundays. The biggest alteration has been with the introduction of our new Sunday One services. Since the summer, on the first Sunday of the month at 10am, we have held an all-age communion service. These services have adopted familiar elements from Little, Young, and Youth Church into our worship together as children in God's family.

The other change to the Sunday pattern was the ending in November of Sanctuary – the monthly Sunday evening service of reflective prayer. It was not very well attended and in 2025 there are plans to revisit and revitalise our prayer life as a church in other ways. We have had a variety of special services, especially around Easter, Remembrance, and Christmas. The Remembrance service continues to be the largest gathering of the



year with the involvement of the local uniformed organisations and this year attended by one of Cambridgeshire's Deputy Lieutenants. Our Christmas services were also especially well attended in 2024.

The growth seen in Sunday morning church attendance has included people from the new homes in West Cambourne as well as from the more established parts of the town, and sometimes from further afield. Sunday morning congregations have also become noticeably more racially diverse, although our official membership, governance, and ministry structures are less so. We have seen new families coming into the church, and the increase in the numbers engaging in our Sunday activities for children and young people – Little Church, Young Church, and Youth Church – has been particularly

Little Church

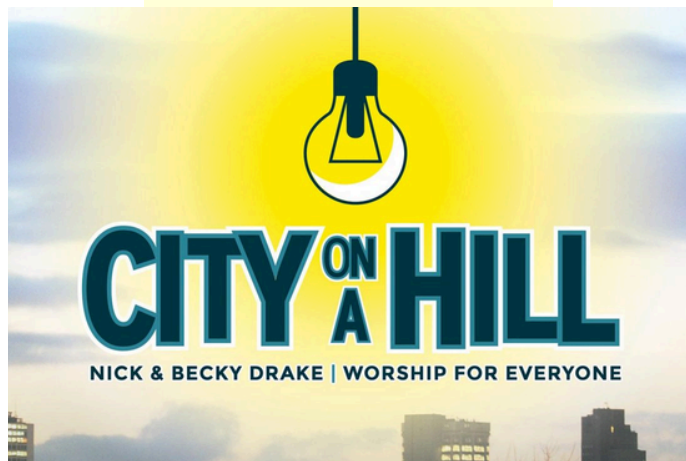
Young Church

youth Church

marked. It is a testament to the work of Clare Cronin, the Ministry Team Leader for Children and Young People appointed in 2023, who has developed and integrated the work alongside teams of volunteers. 2024 has included many training opportunities for our children's and youth work volunteers, delivered in partnership with the United Reformed Church (URC) and with West Cambridge Christian Youth Ministries (WCCYM).

2024 marks a year of Little Church being an integrated part of our programme, running

alongside Young Church and Youth Church. All three groups have followed the same teaching series covering topics such as the 'Kingdom of God' and 'Caring for God's Creation'. Underlying each of these has been the message that "Jesus living in us can change the world"—a line from the song City on a Hill which we have frequently sung together during our Sunday One services.



Our children's and youth ministries continued throughout the week. Our Baby & Toddler Group (on Wednesday mornings) experienced some significant changes to the team this summer. A big thank you to Kerrion Miller and Caroline Ong, who established the group as we emerged from lockdown but who have now stepped back from the leadership. After a short break, this group restarted in November 2024 and continues to thrive with Kathryn Pollard now heading up our volunteer team.

We also worked with all our local schools – welcoming primary schools to church for services and visiting to deliver lessons/assemblies; and working alongside WCCYM in Cambourne Village College to run a Christian Union and offer pastoral support.

In addition to Youth Church and our Youth Socials, a significant part of our youth ministry is delivered in partnership with WCCYM. Young people and volunteers from

Cambourne Church regularly attended WCCYM activities such as Discipleship Group and Thirst (a monthly youth service). In



WEST CAMBRIDGE CHRISTIAN YOUTH MINISTRIES

partnership with Romsey Mill, we continued to run a youth Wellbeing Café until April, when we agreed to rest the Wellbeing Café to offer more targeted early intervention in the form of Kintsugi Hope Wellbeing Groups.

In 2024 we also ran several events to help build connection with our local community and engagement with church. This has included a Summer Family Fun Morning, the Light Party and a Family Quiz.

We are very grateful to our teams of committed volunteers who choose to invest in the lives of our children and young people and sustain these ministries. Their service and God's faithfulness has seen our groups grow and push the available space to its limits. There's a challenge and prayer request for 2025.



In 2024 we ran two 'Start!' courses for those exploring the meaning of life and the Christian faith. Out of these courses have emerged a new small homegroup and some requests for believers baptism and for

confirmation. It has been a privilege to see what God has been doing in the lives of people in Cambourne, and to be used in accompanying people on their journeys of faith.

Possibly the most visible development in 2024 has been the work on our Jubilee Garden – developing the space around our building in celebration of the silver jubilee of Cambourne town itself. Special mention should be made of Pam Thornton for her energy and vision, and of Steve Gaze from Hardwick who has brought much expertise and experience to the venture. The project is growing organically in every sense of the word, and is just one aspect of our journey to become a more eco-friendly church, which has included inviting a speaker from the charity A Rocha, and having a short sermon series on Creation Care. In December we secured the bronze eco-church award, and we continue our journey towards silver. We



have also renewed our commitment to be a fairtrade place of worship.

Another significant new ministry among us is a monthly Bereavement Café, which now has a number of regulars. It is clearly fulfilling a need locally as people gather for a light lunch, and for conversation as they share their journeys of bereavement together.



The Harbour
Bereavement Café

Other more established aspects of church life have continued, including

- Homegroups of which there are currently three
- Parish nursing and the Friday Health and Well-being Group
- 19 – the coffee house, which is open three mornings a week
- Social events such as quizzes and a barn dance
- Ministry among older people including 3Cs and Cherished
- Ladies Night and Space to Create
- Mission links with Uzimatele, Goma, and WCCYM
- Christmas Hamper and Christmas Shoebox collections and distribution

Our staff team has remained unchanged in 2024 with the minister, the ministry team leader for children and young people, two part-time administrators and a part-time cleaner.

One significant development within the ministry team has been the licensing of Catherine Price, who already serves as our parish nurse, to become a licensed lay minister within the Church of England. This has been a long journey with significant study. We applaud her and are grateful for her. Catherine also served as a co-opted member of church council throughout the year, but stepped down from that role at the end of the calendar year to allow more capacity for her other roles.

2024 also saw two new authorised lay ministers among us after they completed courses run by the diocese. Jacqui Huckle was authorised as a pastoral worker and David Wadsworth as a preacher. For David this is a stepping stone on his longer training journey to becoming a licensed lay minister.

SAFEGUARDING

Cambourne Church are committed to the safeguarding, care and nurture of everyone within our community.

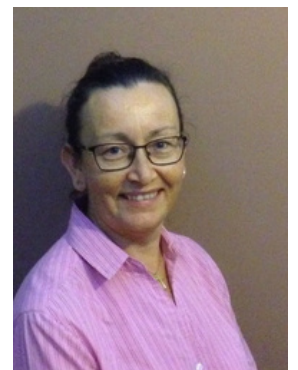
Cambourne Church follows the safer recruitment practice for people working or volunteering with children and adults and therefore these positions are subject to an enhanced disclosure from the DBS (Disclosure and Barring Service).

Alison Butler, the Parish Safeguarding Officer (PSO) for Cambourne Church, attends the Ely Diocese Safeguarding Training and Network sessions each year. These network sessions provide PSOs with a chance to get together to discuss any issues they have had in regard to any safeguarding matters. It is a way to learn from each other and receive any updates to the safeguarding training, policies, and procedures.

Alison processes all of the DBS (Disclosure and Barring Service) forms as part of her role. This is a criminal record check that all employed personnel and volunteers have to undertake to work with our children and young people. Alison works closely with our Ministry Team Leader for Children and Young People and our volunteers to ensure everyone receives the required training in safeguarding.

Safeguarding is everyone's responsibility and if you need any advice please speak to Alison Butler.

Alison is an inspector who works for Care Quality Commission and brings a wealth of safeguarding experience to the role.



Alison Butler
(Safeguarding
Officer)

At our AGM in March two members of council stood down – namely Tony Williams, who has served us well as chair of council since the time of the pastoral vacancy, and Julie Whitbread who had also been a valued member of council for many years. Elected to serve on council from 2024 to 2027 were Alison Butler, who has served before and who also leads on safeguarding, and Jean Williams, who is serving for the first time. Jon Slater was elected to serve as church warden for another year. However, we have not been in a position to appoint a council secretary or a council chair. The strategy group of Bill Miller (minister), Jon Slater (church warden), and Martin Lee (treasurer) have taken on the chairing roles while the secretary role has been shared among council members in various ways. However, this situation is not ideal.

We look forward to 2025 in good heart, but conscious of the huge mission field in which God has placed us.



Bill Miller
(Minister)



Jon Slater
(Church Warden)

BUILDINGS AND FABRIC OF THE CHURCH

The biggest change in the Church Centre this year has actually been outside the building. We started to develop the grounds around the area in various way to better use the space. The first and biggest thing we did was to develop a 'no dig' vegetable plot with the produce going to the Cambridge City Food Bank. This has proven to have great community engagement. We have also thought about how and when we cut the grass, choosing to cut different areas at different times and frequencies as well as leave a part uncut, this helps different wildlife enjoy the area at different times of the year.



During November we planted new hedges around the edge of the grounds, which were given to us by the Woodland Trust. We have also created flower beds, including a loving sunflower bed, and made a bug hotel to increase the biodiversity. We plan in the future to have path across the site as well as seating areas, for now some temporary logs seats have been placed to form a circle.



Work continued though out the year to get to the bottom of the issue we were having inside the main hall with the Windcatchers.



The problem has final been identified and in early January 2025 the fault controller replaced, meaning they now work correctly. This has already made a noticeable difference to temperature in the building. Other minor repairs have been carried out through out the year, and a refurbishment of the foyer has been planned although not now taking place until 2025.



Jon Slater
(Church Warden)

FINANCIAL REPORT OF THE CHURCH COUNCIL

FOR THE YEAR ENDED 31 DECEMBER 2024

Introduction

The net result for the year was a decrease in church funds of £4,037.

In 2024, we experienced our first full year with the expanded staff team and had planned to draw down from our reserves to cover the additional staff costs. However, increased giving and donations resulted in a much smaller deficit than anticipated.

Funds raised through our annual gift day will be used in 2025 to enhance the church foyer area with new tables, chairs, and redecoration.

As of the end of 2024, Cambourne Church still retains substantial cash reserves. Our financial strategy involves gradually using these reserves to support the expanded staff team.

Our long-term financial objective as a church is to grow and achieve financial stability by covering our annual expenses solely from our regular income, eliminating the need to rely on reserves.

Financial Overview 2024

The Finances of Cambourne Church are made up of 4 Funds.

These are:

| | |
|------------------------|----------|
| • General Fund | £127,713 |
| • 19 Coffee House | £6,959 |
| • Pete Mear Grant Fund | £6,029 |
| • Eco Church | £1,000 |

| | |
|--------------|-----------------|
| Total | £141,702 |
|--------------|-----------------|

Cambourne Church reported a net decrease in cash funds of £4,037 during the year as follows:

| | |
|---------------------|-----------------|
| General Fund | - £7,688 |
|---------------------|-----------------|

Designated Funds

| | |
|------------------------|------------------|
| 19 Coffee House | + £ 2,780 |
|------------------------|------------------|

This was the net reported expenditure by the Coffee House which re-opened in June 2023. Investment in a new coffee machine was required before reopening. Additionally, restocking costs contributed to the reported deficit for the year.

| | |
|-----------------------------|---------------|
| Pete Mear Grant Fund | - £129 |
|-----------------------------|---------------|

This fund was created when a legacy gift was received in 2019 from Pete Mear's estate of £6,358. The Pete Mear Grant fund was launched early in 2020 to support young people seeking to develop their skills in worship ministry. Grants of up to £200 (per application) are available for individuals.

In 2024, a grant of £129 was awarded to a young person, enabling them to attend Satellites, a summer event for young Christians.

Restricted Funds

| | |
|-------------------|-----------------|
| Eco Church | + £1,000 |
|-------------------|-----------------|

This fund was established in 2024 following a generous donation specifically earmarked for green and eco-friendly initiatives.

Overall Position for 2024

Our total reported receipts for 2024 were £161,400 while total reported payments were £165,437, resulting in the reported decrease in cash funds of £4,037 identified above.

Reserves Policy

Church Council has agreed a policy to maintain a minimum level of £50,000 in reserves.

This level of reserves will be reviewed annually against the requirement to maintain sufficient cash balances to meet a minimum of 6 months staff employment costs and an allowance for replacement of the main hall projector, which is nearing the end of its useful life.

Staffing

During the year the Church employed:

| | |
|---|--------------------|
| ·Minister | Bill Miller |
| ·Ministry Team Leader for Children and Young People | Clare Cronin |
| ·Administrator (Job-Share) | Hannah Heasley |
| ·Administrator (Job-Share) | Jacqui Huckle |
| ·Church Cleaner | Cilla Mills-Parton |

The reported staffing costs include employer national insurance and pension contributions where applicable.

Staff members were reimbursed for travel and subsistence costs as reported under staffing expenses in these accounts.

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

Further Notes to the accounts.

These accounts will be examined by an independent examiner (Mr Zubair Ahmed) and the signed examiner's report will be included with the statement of accounts submitted to the Charity Commission.

There are no further notes to be considered.

February 2025



*Martin Lee
(Cambourne
Church Treasurer)*

Cambourne Church : Accounting Policies

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 using the Receipts & Payments basis.

The financial statements have been prepared on the basis of historic cost. The financial statements include all transactions, assets and liabilities for which the Church Council is responsible.

Funds

General funds represent the funds of the Church Council (CC) which are not subject to restrictions regarding their use and are available for application on the general purposes of the CC.

Funds designated for a particular purpose by the CC are also unrestricted.

Restricted funds represent donations or grants received for a specific object or invited by the CC 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 the year must be carried forward as a balance on that fund.

Incoming Resources

Voluntary receipts and capital sources

Planned giving, collections and donations are recognised when received.

Funds raised by social events, fetes, parties and similar events are accounted for gross.

Other receipts

Rental receipts from letting the church hall is recognised when the receipt is received.

Resources used

Grants

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding obligation on the CC.

Current assets

Short-term deposits include cash on deposit either with the CBF Church of England Funds or at the bank.

19 - The Coffee House Stock

19 - The Coffee House operates on small stock levels. Any individual items or collective items of a specific type falling under £50 are not included in the stock declared in these accounts.

Cambourne Church - Financial Statements for the Year Ended 31 December 2024
Receipts and Payments Account for the Year

| | | | Unrestricted | Designated | Designated | Restricted | | |
|---------------------------------|---|-------|-------------------|-----------------|-------------------|-----------------|-------------------|-------------------|
| | | | General Fund | 19 Coffee House | P Mear Grant Fund | Eco Church | 2024 Total | 2023 Total |
| | | | £ | £ | £ | £ | £ | £ |
| Receipts | | | | | | | | |
| | | Notes | | | | | | |
| | Giving | 1 | 94,208.11 | | | 1,000.00 | 95,208.11 | 94,545.09 |
| | Other Voluntary Receipts | 2 | 1,964.83 | | | | 1,964.83 | 768.58 |
| | Activities for Generating Funds | 3 | 5,165.06 | | | | 5,165.06 | 2,759.26 |
| | Church Activities Income | 4 | 34,677.10 | 7,520.59 | | | 42,197.69 | 36,346.53 |
| | Investment Income | 5 | 6,249.97 | | | | 6,249.97 | 4,071.48 |
| | Grant income | 6 | 10,614.00 | | | | 10,614.00 | 12,339.00 |
| | Total receipts | | 152,879.07 | 7,520.59 | 0.00 | 1,000.00 | 161,399.66 | 150,829.94 |
| Payments | | | | | | | | |
| | Staffing Costs | 7 | 105,541.96 | | | | 105,541.96 | 83,114.51 |
| | Cost of Worship | 8 | 5,321.63 | | | | 5,321.63 | 2,820.06 |
| | Maintenance of Church Buildings & Grounds | 9 | 7,002.30 | | | | 7,002.30 | 24,101.38 |
| | Church Running Costs | 10 | 30,159.12 | | | | 30,159.12 | 37,484.32 |
| | Church Activities | 11 | 6,724.21 | 4,743.68 | | | 11,467.89 | 12,357.91 |
| | Mission Giving & Support | 12 | 5,814.50 | | 129.00 | | 5,943.50 | 4,436.35 |
| | Total Payments | | 160,563.72 | 4,743.68 | 129.00 | 0.00 | 165,436.40 | 164,314.53 |
| | Net receipts / - payments for the year | | -7,684.65 | 2,776.91 | -129.00 | 1,000.00 | -4,036.74 | -13,484.59 |
| | Transfer between funds | | -3.50 | 3.50 | | | 0.00 | 0.00 |
| | Net movement in Funds | | -7,688.15 | 2,780.41 | -129.00 | 1,000.00 | -4,036.74 | -13,484.59 |
| Reconciliation of Funds: | | | | | | | | |
| | Cash Balances 1st January 2024 b/fwd | | 135,401.53 | 4,179.02 | 6,158.31 | 0.00 | 145,738.86 | 159,223.45 |
| | Cash Balances 31st December 2024 c/fwd | | 127,713.38 | 6,959.43 | 6,029.31 | 1,000.00 | 141,702.12 | 145,738.86 |

Cambourne Church - Financial Statements for the Year Ended 31 December 2024
Analysis of Receipts & Payments

| | | Unrestricted | Designated | Designated | Restricted | | |
|-----------------|--|------------------|-----------------|-------------------|-----------------|------------------|------------------|
| | | General Fund | 19 Coffee House | P Mear Grant Fund | Eco Church | 2024 Total | 2023 Total |
| | | £ | £ | £ | £ | £ | £ |
| Receipts | | | | | | | |
| Note 1 : | Giving | | | | | | |
| | Regular Giving | 65,496.00 | | | | 65,496.00 | 60,704.00 |
| | Gift Aid | 17,274.50 | | | | 17,274.50 | 16,860.49 |
| | Gift Day & Donations | 10,319.63 | | | 1,000.00 | 11,319.63 | 15,998.01 |
| | Church Collection | 1,117.98 | | | | 1,117.98 | 982.59 |
| | Total | 94,208.11 | 0.00 | 0.00 | 1,000.00 | 95,208.11 | 94,545.09 |
| Note 2 : | Other Voluntary Receipts | | | | | | |
| | Christmas Hampers | 905.00 | | | | 905.00 | 345.00 |
| | Uzimalele | 800.00 | | | | 800.00 | 200.00 |
| | Royal British Legion | 110.83 | | | | 110.83 | 99.35 |
| | Leaving Gift | 95.00 | | | | 95.00 | 0.00 |
| | Compassion Child | 44.00 | | | | 44.00 | 40.00 |
| | Other Donations | 10.00 | | | | 10.00 | 0.00 |
| | Christian Aid | 0.00 | | | | 0.00 | 10.00 |
| | The Children's Society | 0.00 | | | | 0.00 | 74.23 |
| | Total | 1,964.83 | 0.00 | 0.00 | 0.00 | 1,964.83 | 768.58 |
| Note 3 : | Activities for Generating Funds | | | | | | |
| | Fund Raising Events | 3,839.24 | | | | 3,839.24 | 1,768.20 |
| | Salvation Army Clothes Bank | 587.03 | | | | 587.03 | 885.01 |
| | Costs Recovered | 615.25 | | | | 615.25 | 0.00 |
| | Other Income | 123.54 | | | | 123.54 | 106.05 |
| | Total | 5,165.06 | 0.00 | 0.00 | 0.00 | 5,165.06 | 2,759.26 |
| Note 4 : | Church Activities Income | | | | | | |
| | Church Hire | 31,974.94 | | | | 31,974.94 | 29,684.47 |
| | 19 The Coffee House | | 7,520.59 | | | 7,520.59 | 4,999.70 |
| | Toddler Group | 1,109.16 | | | | 1,109.16 | 422.98 |
| | Gospel Choir | 905.00 | | | | 905.00 | 603.68 |
| | Church Fees | 688.00 | | | | 688.00 | 619.00 |
| | Other Groups | 0.00 | | | | 0.00 | 16.70 |
| | Total | 34,677.10 | 7,520.59 | 0.00 | 0.00 | 42,197.69 | 36,346.53 |
| Note 5 : | Investment Income | | | | | | |
| | Interest on deposit account | 6,249.97 | | | | 6,249.97 | 4,071.48 |
| | Total | 6,249.97 | 0.00 | 0.00 | 0.00 | 6,249.97 | 4,071.48 |
| Note 6 : | Grant Income | | | | | | |
| | Support from Sponsor Churches | 8,839.00 | | | | 8,839.00 | 8,839.00 |
| | South Cambs District Council | 1,625.00 | | | | 1,625.00 | 0.00 |
| | Cambourne Crier | 150.00 | | | | 150.00 | 0.00 |
| | Cambridgeshire Acre - Warm Hubs | 0.00 | | | | 0.00 | 3,500.00 |
| | Total | 10,614.00 | 0.00 | 0.00 | 0.00 | 10,614.00 | 12,339.00 |

Cambourne Church - Financial Statements for the Year Ended 31 December 2024
Analysis of Receipts & Payments

| | | Unrestricted | Designated | Designated | Restricted | | |
|------------------|--|-------------------|-----------------|-------------------|-------------|-------------------|------------------|
| | | General Fund | 19 Coffee House | P Mear Grant Fund | Eco Church | 2024 Total | 2023 Total |
| | | £ | £ | £ | £ | £ | £ |
| Payments | | | | | | | |
| Note 7 : | Staffing Costs | | | | | | |
| | Cost of employment | 102,996.41 | | | | 102,996.41 | 79,903.24 |
| | Staff expenses | 1,424.77 | | | | 1,424.77 | 1,333.07 |
| | Training | 653.96 | | | | 653.96 | 1,208.00 |
| | Outsourced Payroll Provider | 390.60 | | | | 390.60 | 342.00 |
| | Other Staffing Costs | 76.00 | | | | 76.00 | 38.00 |
| | Recruitment costs | 0.00 | | | | 0.00 | 290.20 |
| | Total | 105,541.96 | 0.00 | 0.00 | 0.00 | 105,541.96 | 83,114.51 |
| Note 8 : | Cost of Worship | | | | | | |
| | Children's Ministry | 1,607.16 | | | | 1,607.16 | 317.44 |
| | Other costs incl refreshments, resources | 1,367.42 | | | | 1,367.42 | 1,377.47 |
| | Youth Ministry | 975.46 | | | | 975.46 | 857.96 |
| | Audio Visual equipment costs | 808.74 | | | | 808.74 | 0.00 |
| | Licences and Music | 360.85 | | | | 360.85 | 67.17 |
| | Total | 5,321.63 | 0.00 | 0.00 | 0.00 | 5,321.63 | 2,820.06 |
| Note 9 : | Maintenance of Church Buildings & Grounds | | | | | | |
| | Maintenance and Service Contracts | 3,071.45 | | | | 3,071.45 | 2,898.20 |
| | Repairs and General Maintenance | 1,977.61 | | | | 1,977.61 | 6,443.83 |
| | Equipment / Fixtures / Furniture Purchase | 1,816.13 | | | | 1,816.13 | 14,759.35 |
| | Church Garden & Grounds | 137.11 | | | | 137.11 | 0.00 |
| | Total | 7,002.30 | 0.00 | 0.00 | 0.00 | 7,002.30 | 24,101.38 |
| Note 10 : | Church Running Costs | | | | | | |
| | Utilities | 12,616.13 | | | | 12,616.13 | 10,076.90 |
| | Church House | 4,044.65 | | | | 4,044.65 | 3,752.57 |
| | Rental/Hire Fees Paid | 3,205.67 | | | | 3,205.67 | 2,974.18 |
| | Subscriptions/Licences | 2,727.66 | | | | 2,727.66 | 2,689.94 |
| | Church Office Administration | 2,194.32 | | | | 2,194.32 | 3,437.21 |
| | Insurance | 2,087.77 | | | | 2,087.77 | 2,041.66 |
| | Waste Collections | 1,160.00 | | | | 1,160.00 | 1,149.90 |
| | Church Centre sundries | 1,065.30 | | | | 1,065.30 | 700.73 |
| | Printing (Easter,Christmas cards) | 798.17 | | | | 798.17 | 1,158.50 |
| | Gifts | 259.45 | | | | 259.45 | 353.93 |
| | Contract Cleaning | 0.00 | | | | 0.00 | 9,148.80 |
| | Total | 30,159.12 | 0.00 | 0.00 | 0.00 | 30,159.12 | 37,484.32 |
| Note 11 : | Church Activities | | | | | | |
| | 19 The Coffee House | 0.00 | 4,743.68 | | | 4,743.68 | 9,712.58 |
| | Fund Raising Costs | 1,750.78 | | | | 1,750.78 | 381.98 |
| | Bereavement Cafe | 1,521.74 | | | | 1,521.74 | 0.00 |
| | Gospel Choir | 898.00 | | | | 898.00 | 123.80 |
| | Outreach - Hampers | 852.23 | | | | 852.23 | 331.41 |
| | Parish Nursing | 595.00 | | | | 595.00 | 595.00 |
| | Outreach - Cambourne Schools | 420.00 | | | | 420.00 | 425.00 |
| | Outreach - Easter / Christmas Gifts | 323.46 | | | | 323.46 | 231.35 |
| | Pastoral Care | 297.44 | | | | 297.44 | 160.50 |
| | Baby & Toddler Group | 65.56 | | | | 65.56 | 0.00 |
| | Outreach - WarmHub meal | 0.00 | | | | 0.00 | 396.29 |
| | Total | 6,724.21 | 4,743.68 | 0.00 | 0.00 | 11,467.89 | 12,357.91 |
| Note 12 : | Mission Giving & Support | | | | | | |
| | Uzimatele | 2,412.50 | | | | 2,412.50 | 1,725.00 |
| | Goma | 1,518.00 | | | | 1,518.00 | 1,500.00 |
| | WCCYM | 1,500.00 | | | | 1,500.00 | 750.00 |
| | Compassion | 384.00 | | | | 384.00 | 352.00 |
| | Funding youth ticket for Christian Festival | 0.00 | | 129.00 | | 129.00 | 0.00 |
| | Royal British Legion | 0.00 | | | | 0.00 | 99.35 |
| | Christian Aid | 0.00 | | | | 0.00 | 10.00 |
| | Total | 5,814.50 | 0.00 | 129.00 | 0.00 | 5,943.50 | 4,436.35 |

Cambourne Church - Financial Statements for the Year Ended 31 December 2024

Statement of Assets and Liabilities at Year End

| | Unrestricted | Designated | Restricted | Total | Total |
|--|--------------|------------|------------|---------|---------|
| | £ | £ | £ | Yr 2024 | Yr 2023 |
| | £ | £ | £ | £ | £ |

Cash Funds

| | | | | | |
|-----------------------------|-------------------|------------------|-----------------|-------------------|-------------------|
| HSBC Current Account | 10,293.67 | 6,029.31 | 1,000.00 | 17,322.98 | 20,390.10 |
| HSBC 19 Coffee House | | 6,959.43 | | 6,959.43 | 4,179.02 |
| CBF Deposit Account | 117,419.71 | | | 117,419.71 | 121,169.74 |
| Total Current Assets | 127,713.38 | 12,988.74 | 1,000.00 | 141,702.12 | 145,738.86 |

Assets retained for Cambourne Church use

| | |
|----------------------------------|------|
| x20 Chairs suitable for Toddlers | £424 |
| Water Softener | £200 |
| Computer - AV Desk | £730 |
| Lap Top - Young Church | £379 |



Thank you to everyone who has contributed to this report and to the life of our church in 2024. May the glory go to God.

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all.

Amen.



ANNUAL REPORT OF THE CHURCH COUNCIL (TRUSTEES' ANNUAL REPORT) FOR THE YEAR 2024



CAMBOURNE CHURCH

JEAVONS LANE, CAMBOURNE, CAMBRIDGE, CB23 6AF
CHARITY NO: 1149312



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LEGAL AND ADMINISTRATIVE - STRUCTURE, GOVERNANCE AND MANAGEMENT

Cambourne Church is a Local Ecumenical Partnership. This means that it is:

- the Anglican Parish Church of Cambourne in the Bourn Deanery of Ely Diocese,
- the Cambourne Baptist Church and member of the Eastern Baptist Association,
- the Cambourne Methodist Church in the Circuit of Cambridge, District of East Anglia,
- the Cambourne United Reformed Church in the Eastern Synod.

Administratively and legally, Cambourne Church receives support and oversight from Cambridgeshire Ecumenical Council as its Sponsoring Body and is accountable to the Partner churches/denominations through its Sponsoring Body. The Sponsoring Body appoints the Minister and indicates the membership and terms of reference of a Local Advisory Group.



Cambourne Church Council consists of 2 legal bodies, the Parochial Church Council (PCC) and the Ecumenical Church Council (ECC). The method of appointment for Parochial and Ecumenical Church Council (PCC & ECC) members is set out in the Church Representation Rules and Cambourne Church's Governing Documents that were adopted in 2011 (updated in 2023). The ECC consists of the Minister(s), Church Warden(s) and seven trustees elected from the church membership, and not more than five Co-opted trustees appointed by the trustees. Members serve for a period of 1 to 3 years. Elections are held annually at the Annual General Meeting.

The Church Council meets monthly and Church Meetings take place at least twice a year. Church Council members are the charity trustees, responsible for making decisions on all matters of general concern and importance to the church including deciding on how funds are to be spent.

Copies of Cambourne Church's governing documents and this annual report may be obtained from the Church Office Team.

Minister

Revd Bill Miller (since September 2019)

Banks

HSBC, 5 High Street, St Neots, Huntingdon, Cambs.

CCLA – The Central Board of Finance of Church of England Deposit Fund

Church Council & PCC Members during 2024

Ex- officio

Minister Revd Bill Miller (from end September 2019)

Church Warden (Elected annually at the AGM)

Jon Slater (Elected AGM 2024)



Elected Trustees (7 in total),

Nigel Taylor (Elected for 1st term AGM 2023; Term ends AGM 2026)

Pam Thornton (Elected for 1st term AGM 2023; Term ends AGM 2026)

Martin Lee Treasurer - appointed annually by council from among the trustees
(Elected for 3rd term AGM 2022; Term ends AGM 2025)

Alison Butler (Elected for 1st term AGM 2024; Term ends AGM 2027)

Jean Williams (Elected for 1st term AGM 2024; Term ends AGM 2027)

Tony Williams (Elected for 2nd term AGM 2021; Term ended AGM 2024)

Julie Whitbread (Elected for 2nd term AGM 2021; Term ended AGM 2024)

Co-opted Trustees

Catherine Price (from June 2023, stepped down December 2024)

Non-trustee council member

Clare Cronin (from June 2023)

- Members who complete their three-year term are eligible to stand for a new term of office.
- The 2 Church Warden positions are elected on an annual basis.
- The total number of positions on the Church Council is 12.
- When there is a minister and or assistant minister these become additional ex-officio members
- At the AGM in March 2025 there will be 2 Church Warden positions.
- 3 vacancies for church council members/trustees come round at the AGM in 2025.

Partner Church Representatives during 2024:

Anglican (Deanery Synod) Hannah Heasley, Nigel Taylor

Methodist Ian Cameron

URC Mary Bingham

Baptist Kerrion Miller

Safeguarding during 2024:

Safeguarding Officer: Alison Butler (From April 2014)

Members of the wider Cambourne Local Advisory Group during 2024

| | |
|-----------------------|--|
| Ven. Alex Hughes | Church of England Representative – Chair |
| Revd Dr Geoffrey Cook | Roman Catholic Representative |
| Martin Lee | Church Council Representative |
| Revd Janet Tollington | United Reformed Church Representative |
| Jon Slater | Church Council Representative |
| Revd Bill Miller | Ex Officio as Minister of Cambourne Church |
| Revd Gale Richards | Baptist Representative |
| Revd Colin Watkins | Methodist Representative |

[Served by Revd Mark Burleigh (Cambridgeshire Ecumenical Council) – Secretary]

Church Staff as of December 2024

| | |
|--|---|
| Minister | Revd Bill Miller (full-time) |
| Ministry Team Leader for Children & Young People | Clare Cronin (full-time) |
| Administrators | Jacqui Huckle (12.5 hrs/wk) Hannah Heasley (12.5 hrs/wk) |
| Church and Offices Cleaner | Cilla Mills (15 hrs/wk term, 7.5 hrs/wk school holidays) |

The Vine School Governing Body as of December 2024

| | |
|---------------------------|--|
| Foundation Governors: | Tim Smith (Chair) Dan Rainbow Hannah Hearn Anne Rees Adam Pollard 1 Vacancy |
| Parent Governors: | Emma Graham Scott Rushforth Pedro Vieira |
| Staff Governor: | Jo Stewart |
| Local Authority Governor: | Vacancy |
| Associate Member: | None |
| Clerk to the Governors: | Lynn Hilling |
| Ex-officio: | Peter Hynes (Headteacher) Revd Bill Miller (Cambourne parish) Steve Acklam (Methodist circuit) |

OBJECTIVES AND ACTIVITIES

Cambourne Church is committed to being a Christian community which is open, prayerful and loving which serves Cambourne with the good news of the gospel and where disciples of Jesus Christ are made. In this commitment, we feel upheld and led by the Spirit of God who is present in all our activities, and to whom we seek to be attentive.

All are welcome at church services and activities. Membership of Cambourne Church is limited to those who have been baptised into the faith. Membership involves a mutual commitment between members and church leadership and a sharing in the life of the church. (See the membership leaflet for further detail.)

It has been the objective of the Church Council to facilitate all those involved with Cambourne Church to live out our six core GOSPEL values, deepening faith and encouraging wider community engagement:



We belong to a Christian community where these values are key...



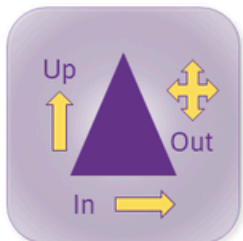
It all starts with the

Gospel

Openness means life-long learning & humility

Service of others makes a difference

Peace & direction flow from *Prayer*



We are called to *Engage* with God's world

We believe that *Love* changes people & situations

A partnership of the Church of England, Baptist Union, United Reformed Church and Methodist Church.

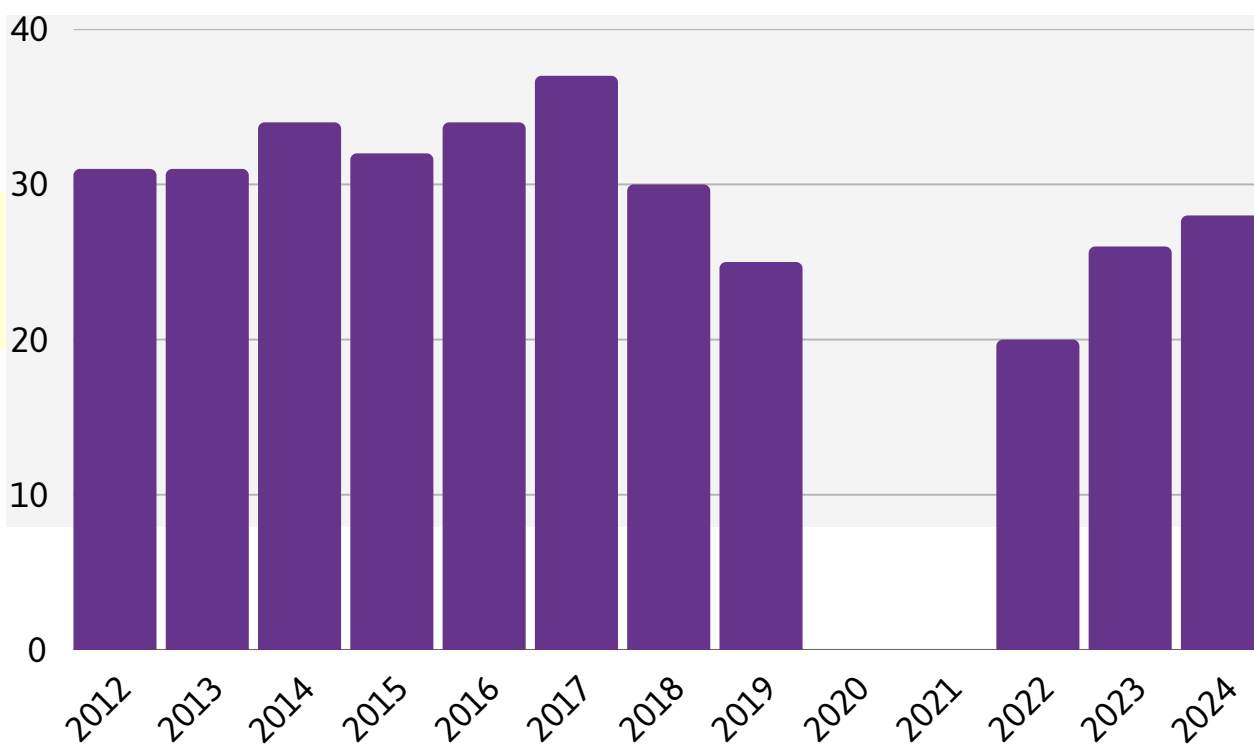
CORE STATISTICS

Attendance

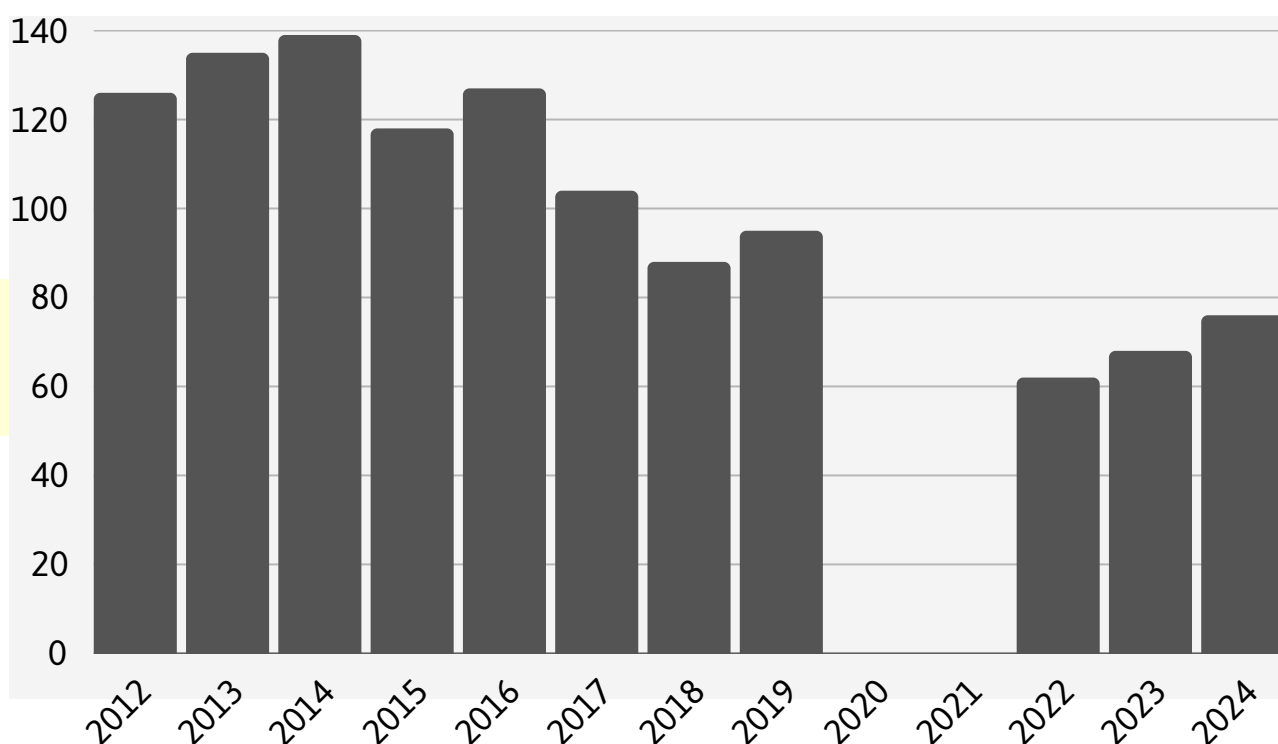
The graphs below show the average attendance at the 9.30am and 11am services from 2012 up to and including 2024.

Attendance charts have not been included for 2020 and 2021 as normal services were only permitted in the church building for small parts of each year due to the Coronavirus pandemic.

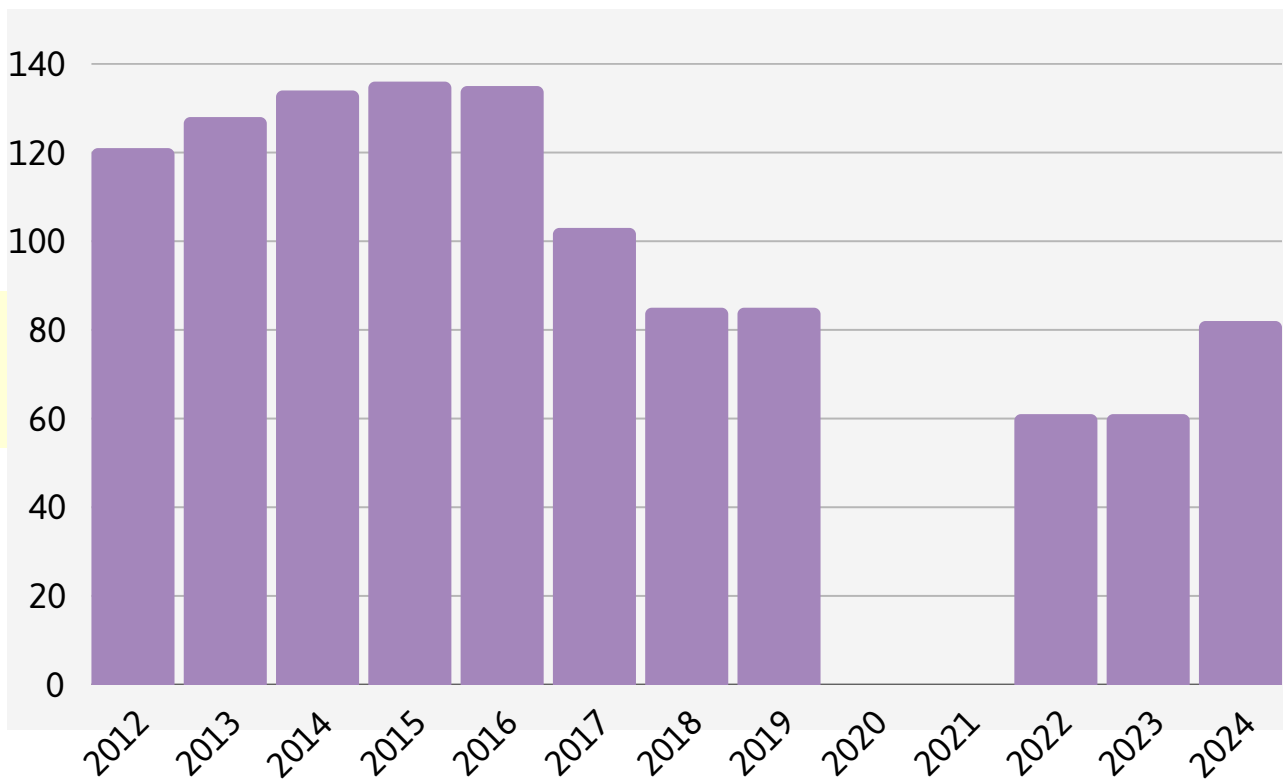
9.30am services



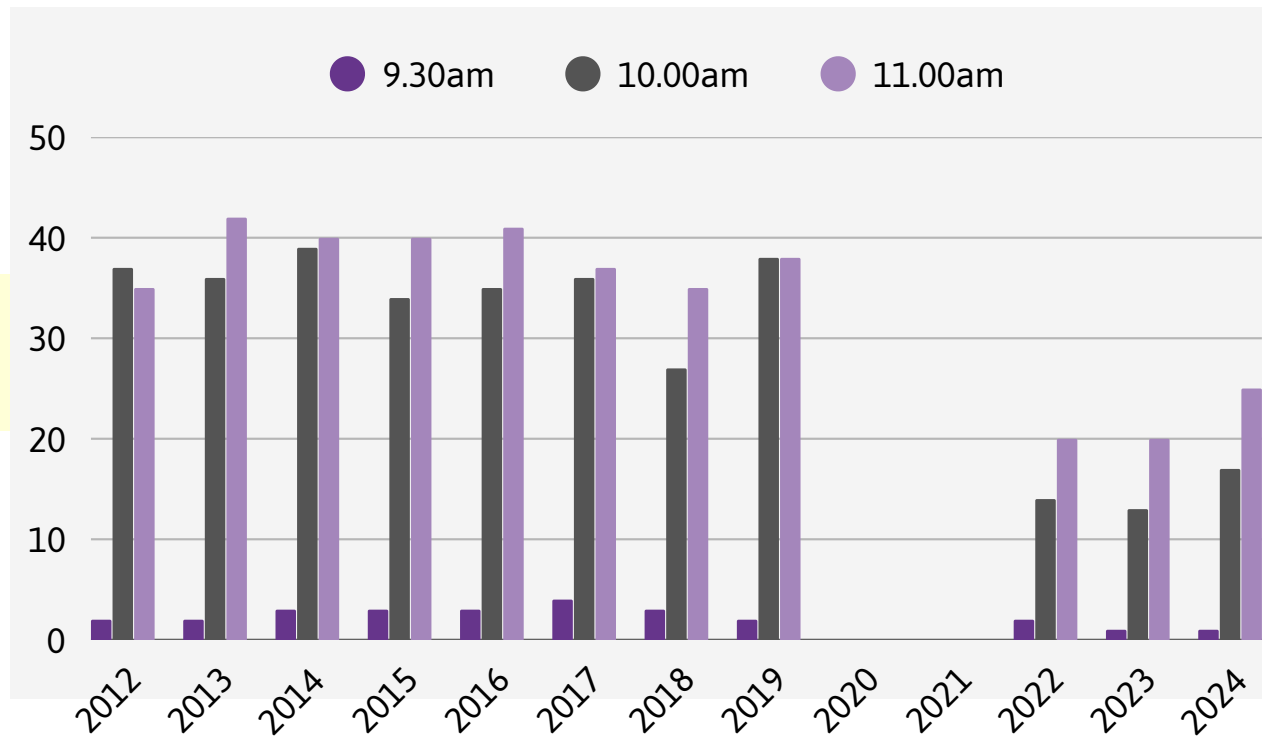
10.00am services



11.00am services



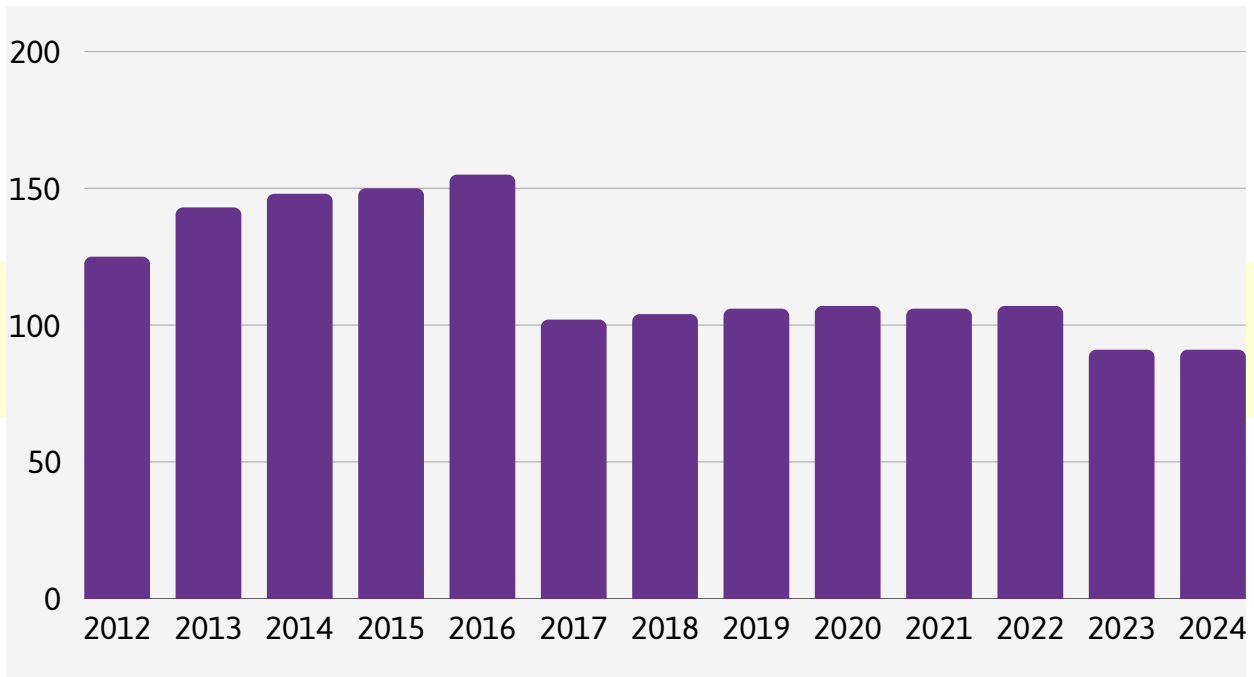
Under 16 attendance



Membership

Church membership currently stands at 91 (December 2024).

In addition to being a Church Fellowship, Cambourne Church is also a Registered Charity and as such the Trustees (Church Council) are required by law to maintain an up-to-date list of the Membership.

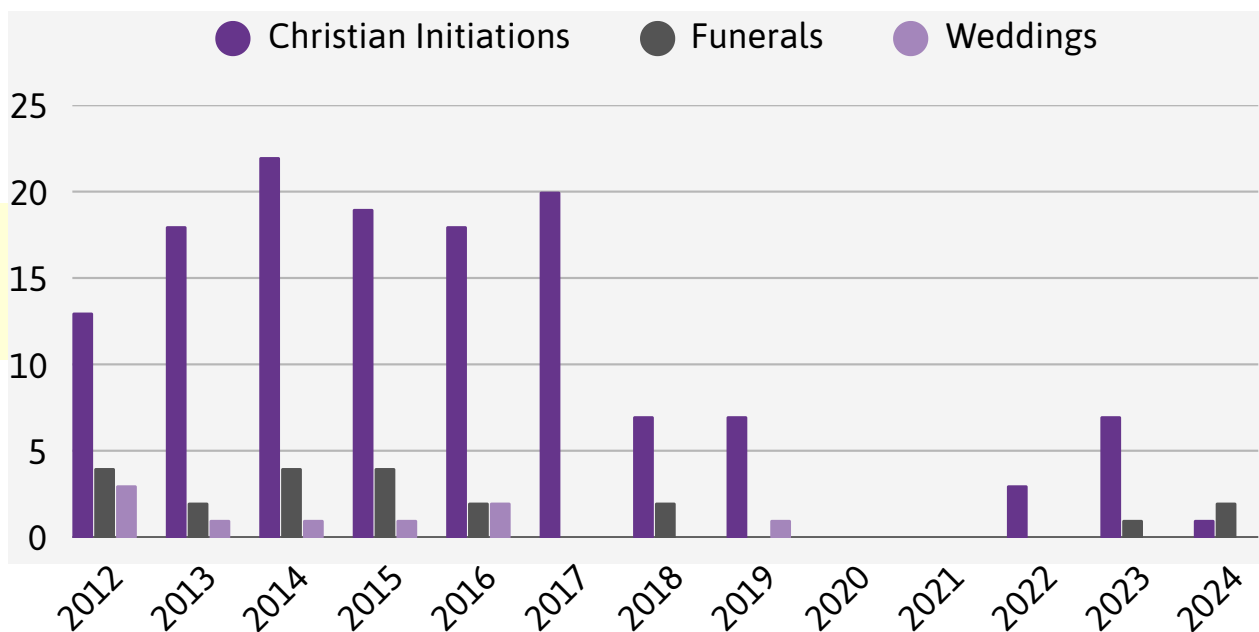


Occasional Offices

Christian Initiations include; Baptisms, Confirmations, Dedications and Welcomes.

Funerals only include those services taking place at Cambourne Church and does not include services held at the Crematorium led by a Minister of Cambourne Church.

Weddings only include those services taking place at Cambourne Church and does not include services held at other churches led by a Minister of Cambourne Church.



REPORT OF ACTIVITY FOR 2024

2024 has been a year in which there has been encouraging growth in numbers attending our worship services, although church life has not been without its challenges.

The pattern of our Sunday worship has remained very similar to previous years with 9.30am and 11.00am services on most Sundays. The biggest alteration has been with the introduction of our new Sunday One services. Since the summer, on the first Sunday of the month at 10am, we have held an all-age communion service. These services have adopted familiar elements from Little, Young, and Youth Church into our worship together as children in God's family.

The other change to the Sunday pattern was the ending in November of Sanctuary – the monthly Sunday evening service of reflective prayer. It was not very well attended and in 2025 there are plans to revisit and revitalise our prayer life as a church in other ways. We have had a variety of special services, especially around Easter, Remembrance, and Christmas. The Remembrance service continues to be the largest gathering of the



year with the involvement of the local uniformed organisations and this year attended by one of Cambridgeshire's Deputy Lieutenants. Our Christmas services were also especially well attended in 2024.

The growth seen in Sunday morning church attendance has included people from the new homes in West Cambourne as well as from the more established parts of the town, and sometimes from further afield. Sunday morning congregations have also become noticeably more racially diverse, although our official membership, governance, and ministry structures are less so. We have seen new families coming into the church, and the increase in the numbers engaging in our Sunday activities for children and young people – Little Church, Young Church, and Youth Church – has been particularly

Little Church

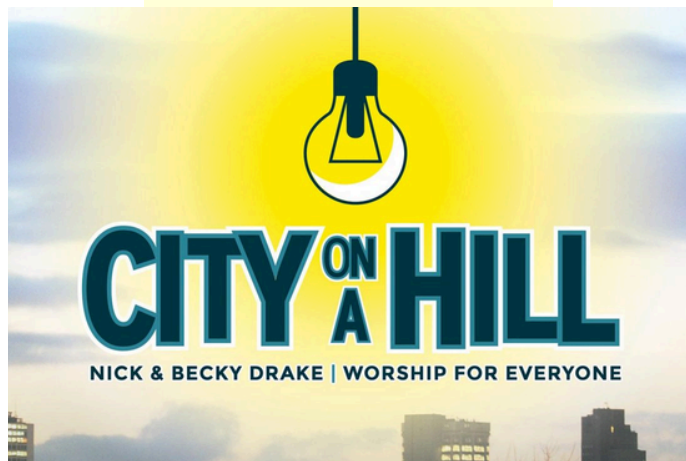
Young Church

youth Church

marked. It is a testament to the work of Clare Cronin, the Ministry Team Leader for Children and Young People appointed in 2023, who has developed and integrated the work alongside teams of volunteers. 2024 has included many training opportunities for our children's and youth work volunteers, delivered in partnership with the United Reformed Church (URC) and with West Cambridge Christian Youth Ministries (WCCYM).

2024 marks a year of Little Church being an integrated part of our programme, running

alongside Young Church and Youth Church. All three groups have followed the same teaching series covering topics such as the 'Kingdom of God' and 'Caring for God's Creation'. Underlying each of these has been the message that "Jesus living in us can change the world"—a line from the song City on a Hill which we have frequently sung together during our Sunday One services.



Our children's and youth ministries continued throughout the week. Our Baby & Toddler Group (on Wednesday mornings) experienced some significant changes to the team this summer. A big thank you to Kerrion Miller and Caroline Ong, who established the group as we emerged from lockdown but who have now stepped back from the leadership. After a short break, this group restarted in November 2024 and continues to thrive with Kathryn Pollard now heading up our volunteer team.

We also worked with all our local schools – welcoming primary schools to church for services and visiting to deliver lessons/assemblies; and working alongside WCCYM in Cambourne Village College to run a Christian Union and offer pastoral support.

In addition to Youth Church and our Youth Socials, a significant part of our youth ministry is delivered in partnership with WCCYM. Young people and volunteers from

Cambourne Church regularly attended WCCYM activities such as Discipleship Group and Thirst (a monthly youth service). In



WEST CAMBRIDGE CHRISTIAN YOUTH MINISTRIES

partnership with Romsey Mill, we continued to run a youth Wellbeing Café until April, when we agreed to rest the Wellbeing Café to offer more targeted early intervention in the form of Kintsugi Hope Wellbeing Groups.

In 2024 we also ran several events to help build connection with our local community and engagement with church. This has included a Summer Family Fun Morning, the Light Party and a Family Quiz.

We are very grateful to our teams of committed volunteers who choose to invest in the lives of our children and young people and sustain these ministries. Their service and God's faithfulness has seen our groups grow and push the available space to its limits. There's a challenge and prayer request for 2025.



In 2024 we ran two 'Start!' courses for those exploring the meaning of life and the Christian faith. Out of these courses have emerged a new small homegroup and some requests for believers baptism and for

confirmation. It has been a privilege to see what God has been doing in the lives of people in Cambourne, and to be used in accompanying people on their journeys of faith.

Possibly the most visible development in 2024 has been the work on our Jubilee Garden – developing the space around our building in celebration of the silver jubilee of Cambourne town itself. Special mention should be made of Pam Thornton for her energy and vision, and of Steve Gaze from Hardwick who has brought much expertise and experience to the venture. The project is growing organically in every sense of the word, and is just one aspect of our journey to become a more eco-friendly church, which has included inviting a speaker from the charity A Rocha, and having a short sermon series on Creation Care. In December we secured the bronze eco-church award, and we continue our journey towards silver. We



have also renewed our commitment to be a fairtrade place of worship.

Another significant new ministry among us is a monthly Bereavement Café, which now has a number of regulars. It is clearly fulfilling a need locally as people gather for a light lunch, and for conversation as they share their journeys of bereavement together.



The Harbour
Bereavement Café

Other more established aspects of church life have continued, including

- Homegroups of which there are currently three
- Parish nursing and the Friday Health and Well-being Group
- 19 – the coffee house, which is open three mornings a week
- Social events such as quizzes and a barn dance
- Ministry among older people including 3Cs and Cherished
- Ladies Night and Space to Create
- Mission links with Uzimatele, Goma, and WCCYM
- Christmas Hamper and Christmas Shoebox collections and distribution

Our staff team has remained unchanged in 2024 with the minister, the ministry team leader for children and young people, two part-time administrators and a part-time cleaner.

One significant development within the ministry team has been the licensing of Catherine Price, who already serves as our parish nurse, to become a licensed lay minister within the Church of England. This has been a long journey with significant study. We applaud her and are grateful for her. Catherine also served as a co-opted member of church council throughout the year, but stepped down from that role at the end of the calendar year to allow more capacity for her other roles.

2024 also saw two new authorised lay ministers among us after they completed courses run by the diocese. Jacqui Huckle was authorised as a pastoral worker and David Wadsworth as a preacher. For David this is a stepping stone on his longer training journey to becoming a licensed lay minister.

SAFEGUARDING

Cambourne Church are committed to the safeguarding, care and nurture of everyone within our community.

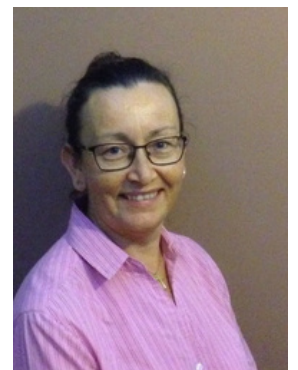
Cambourne Church follows the safer recruitment practice for people working or volunteering with children and adults and therefore these positions are subject to an enhanced disclosure from the DBS (Disclosure and Barring Service).

Alison Butler, the Parish Safeguarding Officer (PSO) for Cambourne Church, attends the Ely Diocese Safeguarding Training and Network sessions each year. These network sessions provide PSOs with a chance to get together to discuss any issues they have had in regard to any safeguarding matters. It is a way to learn from each other and receive any updates to the safeguarding training, policies, and procedures.

Alison processes all of the DBS (Disclosure and Barring Service) forms as part of her role. This is a criminal record check that all employed personnel and volunteers have to undertake to work with our children and young people. Alison works closely with our Ministry Team Leader for Children and Young People and our volunteers to ensure everyone receives the required training in safeguarding.

Safeguarding is everyone's responsibility and if you need any advice please speak to Alison Butler.

Alison is an inspector who works for Care Quality Commission and brings a wealth of safeguarding experience to the role.



Alison Butler
(Safeguarding
Officer)

At our AGM in March two members of council stood down – namely Tony Williams, who has served us well as chair of council since the time of the pastoral vacancy, and Julie Whitbread who had also been a valued member of council for many years. Elected to serve on council from 2024 to 2027 were Alison Butler, who has served before and who also leads on safeguarding, and Jean Williams, who is serving for the first time. Jon Slater was elected to serve as church warden for another year. However, we have not been in a position to appoint a council secretary or a council chair. The strategy group of Bill Miller (minister), Jon Slater (church warden), and Martin Lee (treasurer) have taken on the chairing roles while the secretary role has been shared among council members in various ways. However, this situation is not ideal.

We look forward to 2025 in good heart, but conscious of the huge mission field in which God has placed us.



Bill Miller
(Minister)



Jon Slater
(Church Warden)

BUILDINGS AND FABRIC OF THE CHURCH

The biggest change in the Church Centre this year has actually been outside the building. We started to develop the grounds around the area in various way to better use the space. The first and biggest thing we did was to develop a 'no dig' vegetable plot with the produce going to the Cambridge City Food Bank. This has proven to have great community engagement. We have also thought about how and when we cut the grass, choosing to cut different areas at different times and frequencies as well as leave a part uncut, this helps different wildlife enjoy the area at different times of the year.



During November we planted new hedges around the edge of the grounds, which were given to us by the Woodland Trust. We have also created flower beds, including a loving sunflower bed, and made a bug hotel to increase the biodiversity. We plan in the future to have path across the site as well as seating areas, for now some temporary logs seats have been placed to form a circle.



Work continued though out the year to get to the bottom of the issue we were having inside the main hall with the Windcatchers.



The problem has final been identified and in early January 2025 the fault controller replaced, meaning they now work correctly. This has already made a noticeable difference to temperature in the building. Other minor repairs have been carried out through out the year, and a refurbishment of the foyer has been planned although not now taking place until 2025.



Jon Slater
(Church Warden)

FINANCIAL REPORT OF THE CHURCH COUNCIL

FOR THE YEAR ENDED 31 DECEMBER 2024

Introduction

The net result for the year was a decrease in church funds of £4,037.

In 2024, we experienced our first full year with the expanded staff team and had planned to draw down from our reserves to cover the additional staff costs. However, increased giving and donations resulted in a much smaller deficit than anticipated.

Funds raised through our annual gift day will be used in 2025 to enhance the church foyer area with new tables, chairs, and redecoration.

As of the end of 2024, Cambourne Church still retains substantial cash reserves. Our financial strategy involves gradually using these reserves to support the expanded staff team.

Our long-term financial objective as a church is to grow and achieve financial stability by covering our annual expenses solely from our regular income, eliminating the need to rely on reserves.

Financial Overview 2024

The Finances of Cambourne Church are made up of 4 Funds.

These are:

| | |
|------------------------|----------|
| • General Fund | £127,713 |
| • 19 Coffee House | £6,959 |
| • Pete Mear Grant Fund | £6,029 |
| • Eco Church | £1,000 |

| | |
|--------------|-----------------|
| Total | £141,702 |
|--------------|-----------------|

Cambourne Church reported a net decrease in cash funds of £4,037 during the year as follows:

| | |
|---------------------|-----------------|
| General Fund | - £7,688 |
|---------------------|-----------------|

Designated Funds

| | |
|------------------------|------------------|
| 19 Coffee House | + £ 2,780 |
|------------------------|------------------|

This was the net reported expenditure by the Coffee House which re-opened in June 2023. Investment in a new coffee machine was required before reopening. Additionally, restocking costs contributed to the reported deficit for the year.

| | |
|-----------------------------|---------------|
| Pete Mear Grant Fund | - £129 |
|-----------------------------|---------------|

This fund was created when a legacy gift was received in 2019 from Pete Mear's estate of £6,358. The Pete Mear Grant fund was launched early in 2020 to support young people seeking to develop their skills in worship ministry. Grants of up to £200 (per application) are available for individuals.

In 2024, a grant of £129 was awarded to a young person, enabling them to attend Satellites, a summer event for young Christians.

Restricted Funds

| | |
|-------------------|-----------------|
| Eco Church | + £1,000 |
|-------------------|-----------------|

This fund was established in 2024 following a generous donation specifically earmarked for green and eco-friendly initiatives.

Overall Position for 2024

Our total reported receipts for 2024 were £161,400 while total reported payments were £165,437, resulting in the reported decrease in cash funds of £4,037 identified above.

Reserves Policy

Church Council has agreed a policy to maintain a minimum level of £50,000 in reserves.

This level of reserves will be reviewed annually against the requirement to maintain sufficient cash balances to meet a minimum of 6 months staff employment costs and an allowance for replacement of the main hall projector, which is nearing the end of its useful life.

Staffing

During the year the Church employed:

| | |
|---|--------------------|
| ·Minister | Bill Miller |
| ·Ministry Team Leader for Children and Young People | Clare Cronin |
| ·Administrator (Job-Share) | Hannah Heasley |
| ·Administrator (Job-Share) | Jacqui Huckle |
| ·Church Cleaner | Cilla Mills-Parton |

The reported staffing costs include employer national insurance and pension contributions where applicable.

Staff members were reimbursed for travel and subsistence costs as reported under staffing expenses in these accounts.

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

Further Notes to the accounts.

These accounts will be examined by an independent examiner (Mr Zubair Ahmed) and the signed examiner's report will be included with the statement of accounts submitted to the Charity Commission.

There are no further notes to be considered.

February 2025



*Martin Lee
(Cambourne
Church Treasurer)*

Cambourne Church : Accounting Policies

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 using the Receipts & Payments basis.

The financial statements have been prepared on the basis of historic cost. The financial statements include all transactions, assets and liabilities for which the Church Council is responsible.

Funds

General funds represent the funds of the Church Council (CC) which are not subject to restrictions regarding their use and are available for application on the general purposes of the CC.

Funds designated for a particular purpose by the CC are also unrestricted.

Restricted funds represent donations or grants received for a specific object or invited by the CC 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 the year must be carried forward as a balance on that fund.

Incoming Resources

Voluntary receipts and capital sources

Planned giving, collections and donations are recognised when received.

Funds raised by social events, fetes, parties and similar events are accounted for gross.

Other receipts

Rental receipts from letting the church hall is recognised when the receipt is received.

Resources used

Grants

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding obligation on the CC.

Current assets

Short-term deposits include cash on deposit either with the CBF Church of England Funds or at the bank.

19 - The Coffee House Stock

19 - The Coffee House operates on small stock levels. Any individual items or collective items of a specific type falling under £50 are not included in the stock declared in these accounts.

Cambourne Church - Financial Statements for the Year Ended 31 December 2024
Receipts and Payments Account for the Year

| | | | Unrestricted | Designated | Designated | Restricted | | |
|---------------------------------|---|-------|-------------------|-----------------|-------------------|-----------------|-------------------|-------------------|
| | | | General Fund | 19 Coffee House | P Mear Grant Fund | Eco Church | 2024 Total | 2023 Total |
| | | | £ | £ | £ | £ | £ | £ |
| Receipts | | | | | | | | |
| | | Notes | | | | | | |
| | Giving | 1 | 94,208.11 | | | 1,000.00 | 95,208.11 | 94,545.09 |
| | Other Voluntary Receipts | 2 | 1,964.83 | | | | 1,964.83 | 768.58 |
| | Activities for Generating Funds | 3 | 5,165.06 | | | | 5,165.06 | 2,759.26 |
| | Church Activities Income | 4 | 34,677.10 | 7,520.59 | | | 42,197.69 | 36,346.53 |
| | Investment Income | 5 | 6,249.97 | | | | 6,249.97 | 4,071.48 |
| | Grant income | 6 | 10,614.00 | | | | 10,614.00 | 12,339.00 |
| | Total receipts | | 152,879.07 | 7,520.59 | 0.00 | 1,000.00 | 161,399.66 | 150,829.94 |
| Payments | | | | | | | | |
| | Staffing Costs | 7 | 105,541.96 | | | | 105,541.96 | 83,114.51 |
| | Cost of Worship | 8 | 5,321.63 | | | | 5,321.63 | 2,820.06 |
| | Maintenance of Church Buildings & Grounds | 9 | 7,002.30 | | | | 7,002.30 | 24,101.38 |
| | Church Running Costs | 10 | 30,159.12 | | | | 30,159.12 | 37,484.32 |
| | Church Activities | 11 | 6,724.21 | 4,743.68 | | | 11,467.89 | 12,357.91 |
| | Mission Giving & Support | 12 | 5,814.50 | | 129.00 | | 5,943.50 | 4,436.35 |
| | Total Payments | | 160,563.72 | 4,743.68 | 129.00 | 0.00 | 165,436.40 | 164,314.53 |
| | Net receipts / - payments for the year | | -7,684.65 | 2,776.91 | -129.00 | 1,000.00 | -4,036.74 | -13,484.59 |
| | Transfer between funds | | -3.50 | 3.50 | | | 0.00 | 0.00 |
| | Net movement in Funds | | -7,688.15 | 2,780.41 | -129.00 | 1,000.00 | -4,036.74 | -13,484.59 |
| Reconciliation of Funds: | | | | | | | | |
| | Cash Balances 1st January 2024 b/fwd | | 135,401.53 | 4,179.02 | 6,158.31 | 0.00 | 145,738.86 | 159,223.45 |
| | Cash Balances 31st December 2024 c/fwd | | 127,713.38 | 6,959.43 | 6,029.31 | 1,000.00 | 141,702.12 | 145,738.86 |

Cambourne Church - Financial Statements for the Year Ended 31 December 2024
Analysis of Receipts & Payments

| | | Unrestricted | Designated | Designated | Restricted | | |
|-----------------|--|------------------|-----------------|-------------------|-----------------|------------------|------------------|
| | | General Fund | 19 Coffee House | P Mear Grant Fund | Eco Church | 2024 Total | 2023 Total |
| | | £ | £ | £ | £ | £ | £ |
| Receipts | | | | | | | |
| Note 1 : | Giving | | | | | | |
| | Regular Giving | 65,496.00 | | | | 65,496.00 | 60,704.00 |
| | Gift Aid | 17,274.50 | | | | 17,274.50 | 16,860.49 |
| | Gift Day & Donations | 10,319.63 | | | 1,000.00 | 11,319.63 | 15,998.01 |
| | Church Collection | 1,117.98 | | | | 1,117.98 | 982.59 |
| | Total | 94,208.11 | 0.00 | 0.00 | 1,000.00 | 95,208.11 | 94,545.09 |
| Note 2 : | Other Voluntary Receipts | | | | | | |
| | Christmas Hampers | 905.00 | | | | 905.00 | 345.00 |
| | Uzimalele | 800.00 | | | | 800.00 | 200.00 |
| | Royal British Legion | 110.83 | | | | 110.83 | 99.35 |
| | Leaving Gift | 95.00 | | | | 95.00 | 0.00 |
| | Compassion Child | 44.00 | | | | 44.00 | 40.00 |
| | Other Donations | 10.00 | | | | 10.00 | 0.00 |
| | Christian Aid | 0.00 | | | | 0.00 | 10.00 |
| | The Children's Society | 0.00 | | | | 0.00 | 74.23 |
| | Total | 1,964.83 | 0.00 | 0.00 | 0.00 | 1,964.83 | 768.58 |
| Note 3 : | Activities for Generating Funds | | | | | | |
| | Fund Raising Events | 3,839.24 | | | | 3,839.24 | 1,768.20 |
| | Salvation Army Clothes Bank | 587.03 | | | | 587.03 | 885.01 |
| | Costs Recovered | 615.25 | | | | 615.25 | 0.00 |
| | Other Income | 123.54 | | | | 123.54 | 106.05 |
| | Total | 5,165.06 | 0.00 | 0.00 | 0.00 | 5,165.06 | 2,759.26 |
| Note 4 : | Church Activities Income | | | | | | |
| | Church Hire | 31,974.94 | | | | 31,974.94 | 29,684.47 |
| | 19 The Coffee House | | 7,520.59 | | | 7,520.59 | 4,999.70 |
| | Toddler Group | 1,109.16 | | | | 1,109.16 | 422.98 |
| | Gospel Choir | 905.00 | | | | 905.00 | 603.68 |
| | Church Fees | 688.00 | | | | 688.00 | 619.00 |
| | Other Groups | 0.00 | | | | 0.00 | 16.70 |
| | Total | 34,677.10 | 7,520.59 | 0.00 | 0.00 | 42,197.69 | 36,346.53 |
| Note 5 : | Investment Income | | | | | | |
| | Interest on deposit account | 6,249.97 | | | | 6,249.97 | 4,071.48 |
| | Total | 6,249.97 | 0.00 | 0.00 | 0.00 | 6,249.97 | 4,071.48 |
| Note 6 : | Grant Income | | | | | | |
| | Support from Sponsor Churches | 8,839.00 | | | | 8,839.00 | 8,839.00 |
| | South Cambs District Council | 1,625.00 | | | | 1,625.00 | 0.00 |
| | Cambourne Crier | 150.00 | | | | 150.00 | 0.00 |
| | Cambridgeshire Acre - Warm Hubs | 0.00 | | | | 0.00 | 3,500.00 |
| | Total | 10,614.00 | 0.00 | 0.00 | 0.00 | 10,614.00 | 12,339.00 |

Cambourne Church - Financial Statements for the Year Ended 31 December 2024
Analysis of Receipts & Payments

| | | Unrestricted | Designated | Designated | Restricted | | |
|------------------|--|-------------------|-----------------|-------------------|-------------|-------------------|------------------|
| | | General Fund | 19 Coffee House | P Mear Grant Fund | Eco Church | 2024 Total | 2023 Total |
| | | £ | £ | £ | £ | £ | £ |
| Payments | | | | | | | |
| Note 7 : | Staffing Costs | | | | | | |
| | Cost of employment | 102,996.41 | | | | 102,996.41 | 79,903.24 |
| | Staff expenses | 1,424.77 | | | | 1,424.77 | 1,333.07 |
| | Training | 653.96 | | | | 653.96 | 1,208.00 |
| | Outsourced Payroll Provider | 390.60 | | | | 390.60 | 342.00 |
| | Other Staffing Costs | 76.00 | | | | 76.00 | 38.00 |
| | Recruitment costs | 0.00 | | | | 0.00 | 290.20 |
| | Total | 105,541.96 | 0.00 | 0.00 | 0.00 | 105,541.96 | 83,114.51 |
| Note 8 : | Cost of Worship | | | | | | |
| | Children's Ministry | 1,607.16 | | | | 1,607.16 | 317.44 |
| | Other costs incl refreshments, resources | 1,367.42 | | | | 1,367.42 | 1,377.47 |
| | Youth Ministry | 975.46 | | | | 975.46 | 857.96 |
| | Audio Visual equipment costs | 808.74 | | | | 808.74 | 0.00 |
| | Licences and Music | 360.85 | | | | 360.85 | 67.17 |
| | Total | 5,321.63 | 0.00 | 0.00 | 0.00 | 5,321.63 | 2,820.06 |
| Note 9 : | Maintenance of Church Buildings & Grounds | | | | | | |
| | Maintenance and Service Contracts | 3,071.45 | | | | 3,071.45 | 2,898.20 |
| | Repairs and General Maintenance | 1,977.61 | | | | 1,977.61 | 6,443.83 |
| | Equipment / Fixtures / Furniture Purchase | 1,816.13 | | | | 1,816.13 | 14,759.35 |
| | Church Garden & Grounds | 137.11 | | | | 137.11 | 0.00 |
| | Total | 7,002.30 | 0.00 | 0.00 | 0.00 | 7,002.30 | 24,101.38 |
| Note 10 : | Church Running Costs | | | | | | |
| | Utilities | 12,616.13 | | | | 12,616.13 | 10,076.90 |
| | Church House | 4,044.65 | | | | 4,044.65 | 3,752.57 |
| | Rental/Hire Fees Paid | 3,205.67 | | | | 3,205.67 | 2,974.18 |
| | Subscriptions/Licences | 2,727.66 | | | | 2,727.66 | 2,689.94 |
| | Church Office Administration | 2,194.32 | | | | 2,194.32 | 3,437.21 |
| | Insurance | 2,087.77 | | | | 2,087.77 | 2,041.66 |
| | Waste Collections | 1,160.00 | | | | 1,160.00 | 1,149.90 |
| | Church Centre sundries | 1,065.30 | | | | 1,065.30 | 700.73 |
| | Printing (Easter,Christmas cards) | 798.17 | | | | 798.17 | 1,158.50 |
| | Gifts | 259.45 | | | | 259.45 | 353.93 |
| | Contract Cleaning | 0.00 | | | | 0.00 | 9,148.80 |
| | Total | 30,159.12 | 0.00 | 0.00 | 0.00 | 30,159.12 | 37,484.32 |
| Note 11 : | Church Activities | | | | | | |
| | 19 The Coffee House | 0.00 | 4,743.68 | | | 4,743.68 | 9,712.58 |
| | Fund Raising Costs | 1,750.78 | | | | 1,750.78 | 381.98 |
| | Bereavement Cafe | 1,521.74 | | | | 1,521.74 | 0.00 |
| | Gospel Choir | 898.00 | | | | 898.00 | 123.80 |
| | Outreach - Hampers | 852.23 | | | | 852.23 | 331.41 |
| | Parish Nursing | 595.00 | | | | 595.00 | 595.00 |
| | Outreach - Cambourne Schools | 420.00 | | | | 420.00 | 425.00 |
| | Outreach - Easter / Christmas Gifts | 323.46 | | | | 323.46 | 231.35 |
| | Pastoral Care | 297.44 | | | | 297.44 | 160.50 |
| | Baby & Toddler Group | 65.56 | | | | 65.56 | 0.00 |
| | Outreach - WarmHub meal | 0.00 | | | | 0.00 | 396.29 |
| | Total | 6,724.21 | 4,743.68 | 0.00 | 0.00 | 11,467.89 | 12,357.91 |
| Note 12 : | Mission Giving & Support | | | | | | |
| | Uzimatele | 2,412.50 | | | | 2,412.50 | 1,725.00 |
| | Goma | 1,518.00 | | | | 1,518.00 | 1,500.00 |
| | WCCYM | 1,500.00 | | | | 1,500.00 | 750.00 |
| | Compassion | 384.00 | | | | 384.00 | 352.00 |
| | Funding youth ticket for Christian Festival | 0.00 | | 129.00 | | 129.00 | 0.00 |
| | Royal British Legion | 0.00 | | | | 0.00 | 99.35 |
| | Christian Aid | 0.00 | | | | 0.00 | 10.00 |
| | Total | 5,814.50 | 0.00 | 129.00 | 0.00 | 5,943.50 | 4,436.35 |

Cambourne Church - Financial Statements for the Year Ended 31 December 2024

Statement of Assets and Liabilities at Year End

| | Unrestricted | Designated | Restricted | Total | Total |
|--|--------------|------------|------------|---------|---------|
| | £ | £ | £ | Yr 2024 | Yr 2023 |
| | £ | £ | £ | £ | £ |

Cash Funds

| | | | | | |
|-----------------------------|-------------------|------------------|-----------------|-------------------|-------------------|
| HSBC Current Account | 10,293.67 | 6,029.31 | 1,000.00 | 17,322.98 | 20,390.10 |
| HSBC 19 Coffee House | | 6,959.43 | | 6,959.43 | 4,179.02 |
| CBF Deposit Account | 117,419.71 | | | 117,419.71 | 121,169.74 |
| Total Current Assets | 127,713.38 | 12,988.74 | 1,000.00 | 141,702.12 | 145,738.86 |

Assets retained for Cambourne Church use

| | |
|----------------------------------|------|
| x20 Chairs suitable for Toddlers | £424 |
| Water Softener | £200 |
| Computer - AV Desk | £730 |
| Lap Top - Young Church | £379 |



Thank you to everyone who has contributed to this report and to the life of our church in 2024. May the glory go to God.

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all.

Amen.



Section A

Independent Examiner's Report

Report to the trustees

Cambourne Church

On accounts for the year
ended

31 December 2024

Charity no
(if any)

1149312

Set out on pages

20 – 23 of Annual Report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/12/2024**.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts 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

~~The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]. Delete [] if not applicable.~~

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below*) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

21.03.25

Name:

ZUBAIR AHMED

Relevant professional
qualification(s) or body

CCMA.

(if any):

| |
|--|
| |
|--|

Address:

| |
|--------------------|
| 50 FIREFLY ROAD |
| UPPER CAMBOURNE |
| CAMBRIDGE CB23 6FW |

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

| |
|--|
| |
|--|