THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, HEIGHAM, NORWICH

England & Wales · Charity number 1161746

Details

Other names	ST THOMAS NORWICH
Status	Registered
Legal form	Previously excepted
Registered	2015-05-20
Register	View on the Charity Commission register

Contact

Address	Upstairs at The Mitre 131 Earlham Road Norwich NR2 3RF
Phone	01603624390
Email	connect@stn.org.uk
Website	Stn.org.uk

Activities

Objects: PROMOTING IN THE ECCLESIASTICAL PARISH THE WHOLE MISSION OF THE CHURCH.

Activities: Promote Christian beliefs though engaging with the local community via community cafe, sports ministry, community choirs, involvement in the local prisons and alpha courses. A range of Sunday services covering all age groups and needs. Support other charities in relief of poverty and prevent people trafficking in other countries.

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services, Other Charitable Activities
- **What:** Religious Activities
- **Who:** The General Public/mankind

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Geography

- Norfolk

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£522,729	£470,247	£872,527	9
2023-12-31	£495,206	£422,722	-	-
2022-12-31	£388,728	£393,436	-	-
2021-12-31	£420,110	£406,605	-	-
2020-12-31	£430,146	£342,533	-	-

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Trustees

Name	Role	Appointed
Anthony John Neil Jozefczyk		2025-05-19
Coleman Omoaka		2026-05-14
David John Skinner		2025-09-29
Diana Timms		2021-03-18
Dr Mark Julian George Holmes		2023-05-25
Gregory Theodore Hill		2026-05-14
Guy Warner Beckingham		2026-05-14
Kim Mills		2022-04-28
Matthew George Edward Zipfel		2024-05-21
Nathan Jarvis		2023-05-25
Neil Henery		2022-04-28
Nicola Child		2024-05-21
Randall Williams		2025-05-19
Rev Adam Christopher Poole		2024-06-16
Rev Joanna Payne		2023-05-25
Rev Lucy Frances Stone		2024-09-30
Rev Thomas Eagles		2021-07-31
Robert Smith		2025-05-19
Rosemarie MacDonald		2025-06-15
Roxanne Stacey Rouse		2025-07-10
Seona Mae Casse		2025-07-10
TIMOTHY MARTIN HORSPOLE		2025-06-23
Tim Neads		2023-05-25

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, HEIGHAM, N

England & Wales - Charity number 1161746

Accounts

Charity Registration No. 1161746

ST THOMAS NORWICH
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

ARGENTS
Chartered Accountants

ST THOMAS NORWICH

Trustees	Revd T Eagles	
	Revd D Z Lloyd	(resigned Dec 2024)
	Revd J Payne	
	Revd A Poole	(appointed Jul 2024)
	Revd B Chishanu	(resigned Jul 2024)
	Mrs N Childs	(appointed May 2024)
	Mrs A Griffith	
	Mrs H Harrison	(resigned May 2024)
	Mr T Harrison	(resigned May 2024)
	Mr N Henery	
	Mrs L Hoffmann	
	Dr M Holmes	
	Mr T Huggins	(resigned May 2024)
	Mr N Jarvis	
	Mrs C Johnson	
	Dr S Knapp	
	Ms K Mills	
	Mr T Neads	
	Mrs L Stone	(appointed Dec 2024)
	Mr G Williams	
	Mr R Wilson	
	Mr D Wormald	
	Ms S Watson	(appointed May 2024)
	Mr M Zipfel	(appointed May 2024)

Charity Number	1161746

Independent examiner	Argents Accountants Limited 15 Palace Street NORWICH Norfolk United Kingdom NR3 1RT

ST THOMAS NORWICH

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ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2024

The trustees present their report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "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) (effective 1 January 2019)".

Objectives and activities
East Church Norwich, formally The Mitre Benefice, was created in November 2017, bringing together three Churches: St Thomas Heigham, Earlham Road, St Barnabas Heigham, Russell Street, and St Alban Lakenham, Grove Walk.

Although each Church was still required to have its own PCC and prepare its own accounts during the reporting year, an effective joint PCC was established to have oversight of, and accountability for, the organisations of the combined Benefice. Its aim and purpose is "Go and make disciples of all nations" Matthew 28:19.

When St Thomas church was joined by St Albans and St Barnabas to become a multi-parish benefice in 2015 and 2019 respectively, the acronym STN was adopted and used as a common tag for all the activities associated with the church. Nevertheless, it was decided over the past year to accelerate the process of renaming the Benefice again, this time to introduce a name that would better reinforce the vision of the three churches to operate as one, and drawing together three congregations that gather together from across the East of England. In September 2024, the name 'East Church' was informally adopted by the church, and a new website and social media channels launched (weareeast.church). This change has already made a difference to how the three churches operate, has reinforced how they see themselves as one, and how they are viewed by those outside the church. It has brought cohesion, and has also paved the way for an increasingly joined-up way of thinking. While the practice of using the acronym STN is hard to shake, East Church Norwich is now the preferred name for all activities undertaken and ministries associated with the church. It co-operates with the incumbent in promoting, in the ecclesiastical parishes, the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

After an encouragement by the Diocese of Norwich, an application was submitted to the Bishop of Norwich in December 2024 to ask permission for our new informal name to become legally binding; at the time of writing we are yet to receive a decision. Crucially, the PCC has also voted unanimously in favour of legally becoming a joint council. This work has yet to be started, but it is hoped that this will be completed by the end of 2025.

The PCC is committed to making the Christian faith accessible to as many people as possible by ensuring a variety of events, activities and worship services.

The PCC ensures that the Church fosters the prayer life of the community, teaches the Gospel and provides pastoral care to the community and to church members both within and outside the parish.

There has been no change in these during the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Public benefit
The PCC is committed to making the Christian faith accessible to as many people as possible, by

ensuring that a variety of events, activities and worship services are made available to those both inside and outside the church. Regardless of name used, the vision of the benefice is to proclaim clearly that each and every person, regardless of background, has the opportunity of coming into the church to encounter Jesus, and to experience a warm welcome, Christ-centred worship, and faithful and challenging Bible teaching. We likewise seek to be a community of people of all ages and stages, who encourage one another to a life of Christian discipleship. There has been no change in these priorities during the course of the year, and the Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. The ways in which we have worked for the public benefit are described in our Report.

ACTIVITIES AND MINISTRY Significant activities
The past twelve months have seen a huge amount of activity taking place across East Church Norwich. We have seen a growing number of people attend our Sunday services, particularly young families, students and professionals. While exciting to see, this numerical growth has brought with it the need to continue to review and adjust our governance and pastoral care structures. Part of this work has involved emphasising the 'one church, three locations' vision of the Benefice. While the vision to minister together as one team is core to who we are as a church, the staff team continues to thrive in supporting the local ministry of each of our three churches and communities.

Staffing
While the departure of Rev Dave Hendra in October 2023 resulted in a loss of pastoral capacity during the first half of 2024, we were delighted to appoint Rev Adam Poole as the new location pastor at St Albans church in the Summer. The fruit of this appointment was immediate growth, and an increased sense of energy and passion for our mission to the parish of St Albans.

Alice Fowler joined the staff team as an additional Sports Factory Minister, after the church received grant funding from The Diocese of Norwich for a 12-month period. Alice immediately boosted the capacity of the existing Sports Factory Team, and as a result we have been able to minister to an additional local school, and to introduce more adult exercise classes that seek to build bridges between the church and the local community.

We also welcomed Sarah Clarke to the team as an ordinand. Sarah will be with the church and staff team for the next 2 years, while she undergoes theological education at St Mellitus College, and trains to become a vicar.

During the latter part of the year, we were also delighted to announce that Lucy Stone (currently an ordinand) will remain on staff team as a curate after her ordination in July 2025.

We were nevertheless sad to say goodbye to Rev Blessing Chishanu in the Summer, after he completed his curacy. Blessing departed Norwich to take up an associate minister role at Christ Church Barnet, North London. Blessing was a huge gift to the church for the two years of his curacy, and he leaves a significant legacy.

Achievements and performance
This section highlights some of the 2024 events, activities and worship services. None of these would be possible without the dedicated and continuing service of a wide range of volunteers and financial giving of our congregations. The PCC wishes to thank everyone who has contributed in any way to the vision and flourishing of the church. The Benefice's staff team of clergy, readers, employees and interns have likewise been full of energy, commitment, and innovation throughout the year. The PCC likewise thanks each member of the staff team for their hard work, sacrifice and dedication.

Pattern of Worship
The pattern of worship across the Benefice has largely remained the same as it was in 2023.

- Sunday services at St Thomas at 10am and 6pm
- Sunday service at St Barnabas at 11am (every 1st and 3rd Sunday)

- Sunday service at St Alban at 4pm

Mid-week communion services were also held at St Thomas.

Lifelong learning

Groups
Our midweek groups have continued to meet both in-person during the year, as well as online. As we seek to follow Jesus, these groups continue to be the place where the church community is strengthened, and where encouragement, challenge, and pastoral care occurs. The Rev Poole has taken on the oversight of these groups, and the number of groups meeting continues to grow. Rev Poole has likewise begun to produce study and guidance notes for those groups who wish to keep track and to go deeper with what is preached on Sundays during our corporate acts of worship. These notes have already made a huge difference to the life and flourishing of many groups.

Alpha
The Alpha Course is a key way in which those unfamiliar with the Christian faith can explore it in an informal environment. The sessions start with a hot meal together, before watching a video or live talk on a specific topic, and then discussing what has been heard. The evening ends with time for discussion and the opportunity to ask questions in table groups. All of our Alpha courses have been run out of The Mitre Coffee Shop, and we have had over 50 people engage with these courses throughout the year. Many of the guests have subsequently connected into the life of the church, have attended our Christmas services, and some have expressed an interest in either doing Alpha again, or joining the Discipleship Explored Course which runs alongside Alpha in the Mitre.

The Path Internship Programme
'The Path' - our fledgling internship programme - gave a much needed and valued injection of energy, creativity and capacity over the first half of the year. While it was hoped to run a second year internship programme over the 24/25 financial year, applications were lower than hoped, and so we 'pressed pause' on the initiative with the hope of resurrecting it for financial year 25/26. Any internship programme would run using the remaining grant funding received from the STN Trust last year.

Safeguarding
Safeguarding is an issue we take extremely seriously and, in support of this, we have continued to work on our safeguarding policies and procedures. The process of onboarding volunteers now includes taking references, completing confidential declaration forms and national on-line training, and insisting that all volunteers agree to our safeguarding policy and volunteer agreements. We also rewrote and expanded our safeguarding policy so that it is more robust and relevant to the changes and advancements we have seen in social media and online threats. This policy was voluntarily shared with the Diocese of Norwich Safeguarding Team, and it subsequently received positive feedback. We have likewise embraced the introduction of the Parish Safeguarding Dashboards, and continue to populate these in partnership with the Diocese in order to remain compliant with the latest guidance and training. Our thanks go to Mr Tim Stone who continued in his role as Safeguarding Officer for the benefice, and the team of DBS administrators who support what we do.

Rising Generations
Kids
The Kid's work within the church continues to bring excitement with significant growth and impact across the community. There is a vibrant and welcoming environment that prioritises not just Sunday engagement but also equipping parents to disciple their children throughout the week. Across three sites, the dedicated Kids Team has done an outstanding job, with leaders creating a nurturing and faith-filled atmosphere, and being excellent role models.

Outreach events have also been a great success. The Light Party, attracted over 400 people, and the Christmas events, drew many new families into our churches and provided an opportunity for them to hear the gospel, some for the first time.

The church has become a source of hope and joy for children and families, strengthening faith, building community, and ensuring that the next generation is rooted in relationship with Jesus. We hope to build on the momentum we already have to continue to strengthen and equip parents to disciple their children at home through the week for lasting transformation in our community.

Youth
The youth work in the church this year has been incredible, as always! Despite changes in the leadership, the dedicated youth team volunteers have kept things moving from strength to strength, ensuring consistency and growth in the ministry. We want to thank the leaders for leading with humility and wisdom, creating a space where young people feel valued and encouraged in their faith, and continuing to engage and build up his fellow volunteers. Five student freshers have recently signed up to the youth team and continued to contribute to the work.

One of the most amazing developments has been seeing the hearts of young people on fire for Jesus. Their life-transforming relationship with Jesus is evident, with one young person leading a whole school assembly and boldly sharing the gospel in front of their entire school, an amazing testimony of courage and faith!

The 10am service and Friday night youth gatherings have been key in discipling and equipping young people, providing opportunities for them to encounter God, build community, and grow in their walk with Christ. The future of the youth ministry looks incredibly exciting!

Students and Young Adults
The young adults work in the church this year has been truly remarkable, marked by a genuine outpouring of the Spirit in people's lives. We are continually amazed by what God is doing—deep transformation and change are taking place, with a level of seeking and hunger we've never seen before. Students are not just attending; they are encountering God in powerful, life-altering ways. Miracles are happening, testimonies of healing, provision, and breakthrough are becoming frequent, showing the tangible presence of God at work. The key to this incredible movement has been the Table groups on alternate weeks, where real-life discipleship is happening from within the body. These groups have become spaces of honesty, prayer, word, and accountability, transforming the student community from the inside out.

It has been a year of deep spiritual renewal, and we believe this is just the beginning. This community is measured by deep internal transformation with the 6:30am prayer meeting has been a key space for hungry people to seek God. We have spent lots of time working out our identity as sons and daughters of God, and with this ministry thriving, and we are full of faith and anticipation for the future.

Sports Ministry
In 2024 the Sports Factory officially became established as a charity. The vision of the charity is to inspire, train and equip churches and their congregations to use sports as a vehicle to share the gospel. In 2025 the Sports Factory is looking to establish partnerships with up to 10 churches and East Church will be the first official partner of the Sports Factory. In 2024 at East Church we have seen the opportunities for sports ministry grow in amazing ways, starting with the team. Alice joined thanks to funding that we received from CPRX and Ruth has started to lead fitness ministries across our sites. Furthermore, we launched our Games Maker programme that has helped us to recruit and train new volunteers to lead, host or plan new sessions. We have engaged in new schools, most noticeably, in Lakenham where we are able to deliver Active RE. We have run a whole range of events including Legacy holiday clubs, quizzes and trips to Center Parcs. Most excitingly we have seen people journey to faith and give their lives to Jesus!

Hospitality
We continue with our Sunday Café's serving drinks at morning, afternoon and evening services, encouraging everyone to bring their own reusable cup to lessen our carbon footprint and reduce expenditure. The Café are staffed by loyal volunteers each week, offering everyone refreshment with a smile.

Communications / Media / Creativity / IT
During the last quarter of 2024, we rebranded to East Church Norwich, with all social media channels and email accounts migrating to the new brand together with a website rebuild. New signage was also designed and we continue to roll this out across the East Church sites.

Towards the end of the year, the livestream was paused and the audio podcast with sermons was relaunched.

Investments were made in IT to allow ProPresenter 7 to be run across all sites, making it easier to run services across the sites. Improvements in St Alban included the installation of a new mixing desk and screens and these together with other IT and networking improvements in both St Alban and St Barnabas has improved the IT resilience in these sites.

Following advice from the Diocesan heating advisor, significant time and money was spent understanding and rectifying the identified issues with the heating system at St Alban. This has meant that the heating system has been much more effective during the colder months.

Our buildings
Quinquennial inspections (the Church of England's five-yearly property inspection) took place at all three church buildings in 2024.

Whilst no significant work was undertaken during the year at St Thomas, Earlham Road, or at St Alban, Grove Walk a programme of regular repair and maintenance was undertaken.

Work is ongoing to bring all of our spaces up to a better aesthetic standard to reflect our culture across the church. We are seeking to establish greater consistency in this area to allow our visitors to know they are in a space that shares the DNA with our other locations. This area of work poses a unique set of challenges given the complexities of our spaces.

Local reports
St Barnabas
St Barnabas continues to serve and minister to its local area. The 11am Eucharist remains the main act of worship on a Sunday, attracting a small but faithful and prayerful congregation. We continue to run only twice-monthly services, and will continue this practice until such time that we are able to appoint an associate minister; we hope to secure grant funding to help us appoint such an individual, who will eventually live and minister within the parish. Midweek activities at St Barnabas include Cafe Shine and Noah's Boat, and both continue to thrive.

St Alban
St Albans has seen a number of exciting changes over the past year. Rev Adam Poole was licensed as location pastor in June and moved into the vicarage with his family. Since then the 4pm service has grown to a regular attendance of around 70 with a mix of ages. Since June the 4pm has had three baptisms, two of which have come through Alpha courses. We enjoy termly meals together as church family and are growing in what it means to see hospitality as a core mission of our community.

Midweek, alongside a number of groups, two core ministries started up. Pilates and GloFit are run by Sports Factory on Wednesdays and Thursdays where we see 20-30 regular attendees engaging with exercises alongside a Bible reflection and coffee afterwards. The other core ministry at St Albans has been the Wildflowers baby and toddler group, which started in October with a core team from the 4pm led by Martha Poole. We now have over 60 attendees every Thursday morning including around 30 kids. The sessions includes free play, refreshments and snacks for both adults and children, a Bible story, and music time.

For the first time in a number of years St Albans enjoyed a winter with a functioning heating system in the building. We are now looking to address other areas of the space in the coming months including a creche, a redesign of the kitchen, and addressing issues brought up in the quinquennial report.

St Thomas
St Thomas is the largest of our three church buildings, and it also attracts the largest and fastest growing of our congregations. Our acts of worship have continued as they have done since the Covid pandemic. The challenges for St Thomas remain volunteer capacity and limited physical space for our groups supporting our children and young people. We are also unable to fund the children's and youth pastors who we would like to appoint.

Garden Church
The Garden Church was pioneered by Rev Dave Lloyd during the period of the Covid Pandemic, seeking to become a growing network of missional communities that have no specific building or home and with minimal overheads. The Garden Network was allowed to grow and develop under the governance of East Church Norwich, until it became a Bishop's Mission Order at the end of the year. While Rev Lloyd is no longer licensed to East Church, we continue to provide financial management for their giving until they are able to secure formal charity status. It is anticipated that this will occur in 2025. All funds given to the Garden Network, through East Church Norwich, are held in a restricted fund.

The Mitre
During 2024, improvements were made the bar area of the Mitre, which has improved the efficiency and workflow of the coffee operation. We are seeing many new faces coming in for coffee and the space continues to be used most evenings for ministry (including Alpha on Wednesdays). We are also able to hire the space out to local charities and groups at a reduced rate.

We have launched daily co-working, which runs alongside our permanent co-working office, and are seeing very positive results with income increasing month on month since launching in September. We have a full office of permanent co-workers and it is great to share the building and conversations with them.

The team continues to invest not only in the coffee offering at the Mitre but also in the many positive conversations that take place.

Cafe Shine
The vision of the cafe is to show God's love to women, through communicating their intrinsic value and worth. The sessions, involving crafts, hand massage, nail painting, and a thought for the day , have run fortnightly during term time. Sessions were held at St Barnabas, and St Thomas.

The Halls (ER, GW and RS)
Commercial hirers provided dance, ballet, music and Pilates. We continue to look at how we can best utilise our spaces for community and church events, and momentum in this area continues to build. Each of our Halls is used for church children's work on Sundays. No major work was done on any of the Halls, but this project is now overdue. Mrs Lucy Winn now oversees our hall bookings, which generate some modest income and help to build much sought-after community links. A good example of this is how we allow Avenue Junior School to use the St Thomas Hall for their pastoral care and support of parents, and this continues to facilitate and encourage the relationship between school and church.

STN Trust
The decision was taken over the past year to draw down the STN Trust. For many years STN Trust has supported the missional and social outreach aims of the church, with a focus on disciple-making and community transformation. With only a small amount of Trust funds remaining, the trustees of the charity agreed to accept bids for grant funding from organisations with existing links to the church and whose aims and vision matched that of the church. The trustees considered all bids in detail and awarded grants to Street Child, English+, Chaplaincy Norfolk, Sports Factory, and the Weybourne Churches Group. A total of £10,000 was distributed, and the Trust is now in the process of formally being wound down. With the agreement of the trustees of the Trust and PCCs, the remaining funds that were previously awarded to East Church for the internship programme will remain in a restricted fund, until such time that an internship programme is restarted. The Trust publishes its own annual

report.

Partner Organisations
Street Child - In April 2024, a team of 10 runners from East Church and the Garden Network traveled to West Africa to take part in the Sierra Leone marathon in order to raise sponsorship money.. This effort is part of the ongoing support of the charity by East Church; for example, we gave away 50% of our Christmas service retiring offerings to Street Child. [https://www.street-child.org/]

English+ - Closer to home, East Church also continued to build on its existing links and support of English+. In particular, 2024 saw the pioneering of a new session at St Thomas on a Monday lunchtime, where refugees and asylum seekers have been able to come and learn English. As a church we have provided both the space (St Thomas Hall) and volunteers, and it has already been a huge success. East church also gave away 50% of its Christmas service retiring offerings to English+. [https://englishplus.org.uk/]

Hope in Burundi - St Barnabas continued to support Hope in Burundi as its chosen charity, building on historical links and support of this charity seeking to bring hope to this war-torn country. [https://www.hopeinburundi.org/]

Norwich Food Bank - Throughout 2024, East Church has sought to collect and donate food to the Norwich City Food Bank. Initially collecting donations on the first Sunday of each month, there are now weekly collections taking place across each of the three East Church locations. https://norwich.foodbank.org.uk/

Ormiston Families - We also continued our support of Ormiston Families, which is seeking to help children and families who are affected by having a parent in prison. In particular, chocolates were collected throughout December for subsequent distribution to children visiting their parents in custody. [https://www.ormiston.org/]

Financial review and financial position
Church membership did not change substantially during the year. Giving was up £24k (7%) with grants £14k (22%) down. Expenditure was up £48k (11%), generating an overall a surplus of £52k.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to at least two month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management
The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Organisational structure
St Thomas Church is a registered charity 1161746.

Although a joint PCC began operating across the benefice in 2017, only the PCC members elected by the St Thomas Parish, the incumbents and the St Thomas wardens are the Trustees of this charity.

St Barnabas' PCC focused on the issues facing that church, whilst also being part of the East Church Norwich PCC. St Barnabas's PCC publishes its own report.

There continued to be no electoral roll or PCC for St Albans, with the East Church Norwich wardens, vicars and East Church Norwich PCC Secretary acting as a governance body for St Albans.

During the year, Mr N Henery, one of the Church Wardens agreed to take on the role of Treasurer until a more permanent solution can be found. We are grateful for the commitment of all volunteers past and present in this challenging time of transition for the Church. The Church in this period also began to think of itself more as a network of churches or a 'family' of churches that is diverse and unified, gathered and scattered.

East Church Norwich Church is the body that delivers all worship, evangelism and mission work.

The Sports Factory is an operation of East Church Norwich with a sporting focus. It is a cost centre within East Church Norwich, and it is a responsibility of the Sports Factory team to seek their funding through grant aid and by selling services to schools. The activities are led by Mr T Henery.

STN Trading Ltd (STNT) is a registered company, number 09928322, with St Thomas being the sole shareholder. STNT exists to develop Christian community through hospitality and owns and operates The Mitre.

STN Trust is a charity, (registered charity 1100236), focused on community and social action. It has its own Trustees, which include Mr Neil Henery, and three other members of East Church Norwich Church. The trust funded outward looking missional initiatives at St Thomas.

PCC Membership
Members of the PCC are either ex-officio or elected at the Annual Parochial Church Meeting in accordance with the Church Representation Rules.

The PCC met five times during 2024, with an average attendance of 16 persons.

During the year the following served as members of the PCC

Ex Officio Members

The Revd Tom Eagles, Vicar
The Revd Dave Lloyd, Associate Priest (resigned Dec 2024)
The Revd Joanna Payne, Associate Priest
The Revd Blessing Chishanu (resigned Jul 2024)
The Revd Adam Poole (appointed Jul 2024)
Diana Timms, Licensed Lay Minister

Church Wardens (appointed May 2024)

Kim Mills
Neil Henery

Elected Members

Alex Griffith
Louise Hoffmann
Mark Holmes
Terry Huggins (resigned May 2024)
Nathan Jarvis
Tim Neads
Lucy Stone (appointed May 2024)
Matt Zipfel (appointed May 2024)
Sarah Watson (appointed May 2024)

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2024

Deanery Synod Representatives

Caroline Johnson
Sarah Knapp

Members from St Alban

Churchwarden: David Wormald; Rob Wilson (appointed May 2024)
Elected members: Tom Fosten (resigned May 2024); Thomas Harrison (resigned May 2024), Hilary Harrison (resigned May 2024); Gary Williams; Nicola Childs (appointed May 2024)

Members from St Barnabas

Churchwarden: Terry Burkill
Elected members: Norma Broadest

Standing Committee

The Standing Committee was made up of: Revs. Tom Eagles, Joanna Payne, and Adam Poole (appointed Jul 2024); David Wormald, Neil Henery (Acting Secretary), Kim Mills and Rob Wilson (Wardens); Mark Holmes (Lay Chair-appointed May 2024); and Mark Jones (Finance Team Representative).

Electoral Roll

Only those listed on the electoral roll may vote in the elections to the PCC.

Under the Church Representation Rules, a new Electoral Roll has to be completed every 6 years, the last one being completed in 2019. At St Barnabas, Russell Street, the roll comprises a total of 23 members. At St Thomas, Earlham Road, the roll comprises a total of 284 members and St Alban 53 members.

The trustees' report was approved by the Board of Trustees.

Revd T Eagles

Trustee
Dated: 29 April 2025

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2024

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ST THOMAS NORWICH

I report to the trustees on my examination of the financial statements of St Thomas Norwich (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 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 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 financial statements to be reached.

Mark Johnstone FCA
Argents Accountants Limited
15 Palace Street
NORWICH
Norfolk
NR3 1RT
United Kingdom

Dated: 20 May 2025

ST THOMAS NORWICH
STATEMENT OF ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT
For the year ended 31 December 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
Income and endowments from:							
Donations and legacies	**3**	389,956	82,714	472,670	394,195	58,635	452,830
Charitable activities	**4**	1,786	-	1,786	5,351	-	5,351
Other trading activities	**5**	44,892	-	44,892	35,697	150	35,847
Investments	**6**	2,078	-	2,078	466	-	466
Other income	**7**	1,303	-	1,303	712	-	712
Total income		440,015	82,714	522,729	436,421	58,785	495,206
Expenditure on:							
Charitable activities	**8**	388,683	81,564	470,247	398,975	23,747	422,722
Net incoming / (outgoing) resources before transfers		51,332	1,150	52,482	37,446	35,038	72,484
Gross transfers between funds	**18**	(27,918)	27,918	-	-	-	-
Net income/ (expenditure) for the year / Net movement in funds		23,414	29,068	52,482	37,446	35,038	72,484
Fund balances at 1 January		780,550	39,495	820,045	743,104	4,457	747,561
Fund balances at 31 December		803,964	68,563	872,527	780,550	39,495	820,045

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

ST THOMAS NORWICH
Balance Sheet
As at 31 December 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed Assets					
Tangible assets	13		22,487		29,983
Investments	14		1		1
			22,488		29,984
Current Assets					
Debtors falling due after one year	15	641,000		641,000	
Debtors falling due within one year	15	64,368		40,626	
Cash at bank and in hand		159,132		132,692	
		864,500		814,318	
Creditors: amounts falling due within one year	17	(14,461)		(24,257)	
Net Current Assets			850,039		790,061
Total assets less current liabilities			872,527		820,045
Income Funds					
Restricted Funds	18		68,563		39,495
Unrestricted Funds					
Designated Funds	19	7,874		35,792	
General Unrestricted Funds		796,090		744,758	
			803,964		780,550
			872,527		820,045

The financial statements were approved by the Trustees on 29 April 2025

Revd T Eagles

Trustee

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

Explanation of some of the funds are included within the trustees report, some of them do not require further explanation, the details of the others are listed below:

- Organ & classical music fund: St Thomas has a church organ which has been appreciated by many in past decades, who raised funds for its maintenance, repair and performance.
- Choral director/Music scholar fund: During early 2018 a Part Time choral & classical music person was employed. They were funded partly through specific grants which gave rise to this fund.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

1.6 Tangible fixed assets

Tangible fixed assets a re initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	25% on reducing balance
Fixtures and fittings	25% on reducing balance
Computers	33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations f rom suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

De-recognition of financial liabilities
Financial liabilities are de-recognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements
In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and Legacies

	Unrestricted Funds General	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	2024	2024	2024	2023	2023	2023
	£	**£**	**£**	£	£	£
Donations and gifts	322,985	33,725	356,710	327,577	4,655	332,232
Grants Received	-	48,989	48,989	8,850	53,980	62,830
Gift Aid Claimed	66,971	-	66,971	57,768	-	57,768
	389,956	82,714	472,670	394,195	58,635	452,830

Grants Received

The Willats Trust	-	13,333	13,333	-	12,500	12,500
STN Trust	-	-	-	-	41,480	41,480
Norwich Diocese	-	22,500	22,500			
Other	-	13,156	13,156	8,850	-	8,850
	-	48,989	48,989	8,850	53,980	62,830

4 Charitable Activities

	Church Activities	Church Activities
	2024	2023
	£	£
Fees & similar income	1,786	5,351

5 Other trading activities

	Unrestricted Funds general	Restricted Funds	Total	Unrestricted Funds general	Restricted Funds	Total
	2024	2024	2024	2023	2023	2023
	£	**£**	**£**	**£**	**£**	**£**
Fundraising events	31,754	-	31,754	26,062	150	26,212
Hall income	9,758	-	9,758	6,734	-	6,734
Other trading income	3,380	-	3,380	2,901	-	2,901
Other trading activities	44,892	-	44,892	35,697	150	35,847

6 Investments

	Unrestricted Funds General	Unrestricted Funds General
	2024	2023
	£	£
Interest receivable	2,078	466

7 Other income

	Unrestricted Funds General	Unrestricted Funds General
	2024	2023
	£	£
Other Income	1,303	712

8 Charitable activities

	Church Activities	Church Activities
	2024	2023
	£	£
Staff costs	156,210	140,749
Parish share	108,960	102,970
Service costs	193	617
Fees	613	1,994
Clergy Expenses	2,290	4,072
Outreach and projects	101,621	55,031
Promotions	1,997	1,320
Legal and professional fees	492	-
Bank charges	1,143	1,241
	373,519	307,994
Grant funding of activities (see note 9)	16,190	32,000
Share of support costs (see note 10)	78,189	79,469
Share of governance costs (see note 10)	2,349	3,259
	470,247	422,722
Analysis by fund		
Unrestricted funds - general	388,683	398,975
Restricted funds	81,564	23,747
	470,247	422,722

		Church Activities	Church Activities
		2024	2023
9	**Grants payable**	**£**	£
	Grants payable	16,190	32,000

10 Support & Governance costs

	Support costs	Governance costs	Total	Support costs	Governance costs	Total
	2024	2024	2024	2023	2023	2023
	£	**£**	**£**	£	£	£
Depreciation	7,496	-	7,496	9,994	-	9,994
Rent contribution	9,996	-	9,996	9,996	-	9,996
Rates and water	3,529	-	3,529	857	-	857
Insurance	4,235	-	4,235	3,921	-	3,921
Light and heat	13,808	-	13,808	26,018	-	26,018
Church and hall maintenance	12,203	-	12,203	11,226	-	11,226
Office and admin	1,241	-	1,241	278	-	278
IT and software	3,767	-	3,767	3,447	-	3,447
IT and audio	3,174	-	3,174	3,792	-	3,792
Operational Support	16,340	-	16,340	9,940	-	9,940
Professional Fees	2,400	-	2,400	-	-	-
Accountancy	-	2,349	2,349	-	3,259	3,259
	78,189	2,349	80,538	79,469	3,259	82,728
Analysed between charitable activities	78,189	2,349	80,538	79,469	3,259	82,728
Analysis by fund						
Unrestricted funds - general	73,116	2,349	75,465	79,469	3,259	82,728
Restricted funds	5,073	-	5,073	-	-	
	78,189	2,349	80,538	79,469	3,259	82,728

11 Trustees

One of the trustees (or any persons connected with them) received remuneration from the charity during the year. A an employee of the charity Revd J Payne (trustee) received remuneration for her role within the church of £16,150 with associated pension contributions of £484.

No further remuneration, other benefits or expenses, apart from the reimbursement of expenses wholly and necessarily incurred in support of the aims of the charity, were paid to trustees (or any persons connected with them) during the year

12 Employees

	Number	Number
	2024	2023
	No	**No**
Employees	9	12

	2024	2023
	£	£
Employment costs		
Wages and salaries	161,411	140,749

There were no employees whose annual remuneration was £60,000 or more.

13 Tangible Fixed Assets

	Plant & Equipment	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 January 2024	68,411	110,855	460	179,726
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 December 2024	68,411	110,855	460	179,726
Depreciation and impairment				
At 1 January 2024	56,026	93,257	460	149,743
Depreciation	3,096	4,400	-	7,496
At 31 December 2024	59,122	97,657	460	157,239
Carrying amount				
At 31 December 2024	9,289	13,198	-	22,487
At 31 December 2023	12,385	17,598	-	29,983

14 Fixed asset investments

	Other investments
	£
Cost or valuation	
At 1 January 2024 and 31 December 2024	1
Carrying amount	
At 31 December 2024	1
At 31 December 2023	1

This investment represents the cost of 100% of the share capital of STN Trading Ltd. See note 21 for further information

15 Debtors

	2024	2023
	£	£
Trade debtors	-	4,260
Prepayments	3,854	3,647
Other debtors	60,514	32,719
	64,368	40,626
Amounts falling due more than one year		
STN Trading Ltd	641,000	641,000
Total debtors	705,368	681,626

16 Loans and overdrafts

	2024	2023
	£	£
Loans from STN Trust	-	7,203
Payable within one year	-	7,203

17 Creditors: amounts falling due within one year

	2024	2023
	£	£
Loans and overdrafts	-	7,203
Other taxation and social security	5,058	3,796
Trade creditors	1,154	5,568
Other creditors	1,631	-
Accruals and deferred income	6,618	7,690
	14,461	24,257

18 Restricted funds

	Balance at 1 January	Incoming Resources	Resources Expended	Transfers	Balance at 31 December
	2024	2024	2024	2024	2024
	£	£	£	£	£
Children and Youth		2,083	(2,083)	-	-
LYN	5,565	2,025	(692)	-	6,898
Benefice Interns	33,930	4,624	(20,200)	-	18,354
Sports Factory	-	23,750	(19,583)	-	4,167
Garden Church	-	40,232	(36,606)	27,918	31,544
Revitalise	-	10,000	(2,400)	-	7,600
	39,495	82,714	(81,564)	27,918	68,563

The Garden Church fund was a designated fund as at the end of 2023. The Garden Church received a Bishop's Mission Order in April 2024 and as a result is looking to become a registered charity. The Trustees have therefore decided that as they are holding funds on behalf of the Garden Church they should be treated as a restricted fund.

Restricted funds for the preceding year

	Balance at 1 January	Incoming Resources	Resources Expended	Transfers	Balance at 31 December
	2023	2023	2023	2023	2023
	£	£	£	£	£
Children and Youth	-	12,950	(12,950)	-	-
LYN	4,457	2,000	(892)	-	5,565
Benefice Interns	-	43,835	(9,905)	-	33,930
	4,457	58,785	(23,747)	-	39,495

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes

	Organ and classical music fund
	£
Balance at 1 January 2024	7,874
Balance at 31 December 2024	7,874

There was no movement in this fund during the preceding year

	Garden Fund (Restricted fund effective 1 Jan 2024
	£
Incoming resources	35,595
Outgoing resources	(7,677)
Balance as at 31 December 2023	27,918

This was a new Designated Fund set up in 2023, therefore there was no balance from 2022

	£
Total Designated fund at 31 December 2024	7,874
Total Designated fund at 31 December 2023	35,792

20 Analysis of net assets between funds

	Unrestricted Funds general	Restricted Funds	Total	Unrestricted Funds general	Restricted Funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Tangible assets	22,487	-	22,487	29,983	-	29,983
Investments	1	-	1	1	-	1
Current assets / (liabilities)	781,476	68,563	850,039	750,566	39,495	790,061

	803,964	68,563	872,527	780,550	39,495	820,045

21 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

Trustees donated amounts to the charity in 2024.

St Thomas Norwich Trust Limited, charity 1100236, loaned £7,000 to St Thomas Norwich in 2020. During 2024 interest was charged in the sum of £159, and the loan, including interest, was repaid in full during the year.

St Thomas Norwich and STN Trust Limited have the following trustee in common Mr N Henery.

St Thomas is a church within the Mitre Benefice. The other churches are St Alban and St Barnabas.

The Trustees of St Thomas Norwich are responsible for St Alban, a church planted from St Thomas and some of the charity's assets are located at St Alban. Giving to both churches comes to St Thomas. The accounts of St Thomas cover many of the costs of St Alban including the salary of a missioner and church cleaning, and the Parish Share for both churches. Separate accounts for St Alban are maintained and the income from the church hall in Grove Walk is used to cover utility bills and some service costs. However, as the income was not sufficient to cover costs, St Thomas made a grant of £15,000 during the financial year and also covered other costs. As St Thomas also collects rent on behalf of St Alban, a balance of £1,631 was owed to St Alban. This arrangement will continue in 2025.

St Thomas Norwich wholly owns a trading subsidiary called STN Trading Ltd company number 09928322. STN Trading Ltd also owns and is responsible for the development of The Mitre. The surplus of STN Trading Ltd is covenanted to STN Trust Limited. During the year, St Thomas paid £9,996 to STN Trading relating to the rent of office space in The Mitre and paid staff costs amounting to £48,655, the staff having joint employment contracts with St Thomas and STN Trading. At the year end, STN Trading Ltd owed St Thomas Norwich £694,906 (2023 - £658,743). There are no repayment terms and no interest is charged on £641,000 (2023 - £641,000) and the balance, £53,906 is repayable within one year. There is no charge registered against The Mitre.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, HEIGHAM, N

England & Wales - Charity number 1161746

Accounts

Charity Registration No. 1161746

ST THOMAS NORWICH
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

ARGENTS
Chartered Accountants

ST THOMAS NORWICH

Trustees	Revd T Eagles	
	Revd D Z Lloyd	
	Revd J Payne	
	Revd D Hendra	(resigned Oct 2023)
	Revd D Rowlandson	(resigned May 2023)
	Revd B Chishanu	
	Mr N Henery	
	Mrs A Griffith	
	Mrs C Johnson	
	Mr T Huggins	
	Ms K Mills	
	Mr D Wormald	
	Dr S Knapp	
	Mrs L Hoffmann	
	Dr M Holmes	(appointed May 2023)
	Mr T Neads	(appointed May 2023)
	Mr N Jarvis	(appointed May 2023)
	Mrs H Harrison	(appointed May 2023
	Mr T Harrison	(appointed May 2023
	Mr G Williams	(appointed May 2023
	Mr R Wilson	(appointed May 2023)

Charity Number	1161746
Independent examiner	Argents Accountants Limited 15 Palace Street NORWICH Norfolk United Kingdom NR3 1RT

ST THOMAS NORWICH

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ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2023

The trustees present their report and financial statements for the year ended 31 December 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "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) (effective 1 January 2019)".

Objectives and activities
The Mitre Benefice was created in November 2017, bringing together three Churches: St Thomas Heigham, Earlham Road, St Barnabas Heigham, Russell Street, and St Alban Lakenham, Grove Walk.

Although each Church was still required to have its own PCC and prepare its own accounts during the report year, an effective joint PCC was established to have oversight of, and accountability for, the organisations of the combined Benefice. Its aim and purpose is "Go and make disciples of all nations" Matthew 28:19.

It co-operates with the incumbent in promoting, in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The acronym STN has been adopted as a common tag for all the activities; it is interchangeable with "The Mitre Benefice". The terms are used across the Benefice to proclaim clearly that each and every person of whatever background coming in to contact with any of the three Churches for any reason will experience:

- A warm welcome;
- Christ-centred worship;
- Faithful and challenging Bible preaching and teaching; and
- People of all ages, encouraging each other to a life of Christian discipleship.

The PCC is committed to making the Christian faith accessible to as many people as possible by ensuring a variety of events, activities and worship services.

The PCC ensures that the Church fosters the prayer life of the community, teaches the Gospel and provides pastoral care to the community and to church members both within and outside the parish.

There has been no change in these during the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACTIVITIES AND MINISTRY Significant activities
The past twelve months have seen a huge amount of activity taking place across the Mitre Benefice. We have seen a growing number of people attend our Sunday services, particularly young families, students and professionals. While exciting to see, this numerical growth has brought with it the need to continue to review and adjust our governance and pastoral care structures. Part of this work has involved emphasising the 'one church, three locations' vision of the Benefice, which practically seeks to bring us closer together as a family of three churches; we are better and stronger when we each support, encourage and resource one another. In support of this cross-Benefice work, the staff team continues to thrive in supporting the local ministry of each of our three churches, and the reboot of 'The Path' - our internship programme - has given the church a much-valued injection of energy, creativity and capacity. While the departure of Rev Dave Hendra in October 2023 has resulted in a loss of pastoral capacity, at St Alban in particular, the process for appointing his replacement is already underway. Ongoing projects that will also deliver in the new year include the reworking of the communications strategy for the Benefice, our visual identity and website rebuild, and appointing a

new worship pastor. Overall, the Benefice finds itself in an increasingly healthy position, despite the economic challenges; there is a great deal to look back on and to celebrate.

Public benefit
The Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. The ways in which we have worked for the public benefit are described in our Report.

Achievements and performance
This section highlights some of the 2023 events, activities and worship services. None of these would be possible without the dedicated and continuing service of a wide range of volunteers, and the PCC thanks everyone across the Benefice who contributed in any way.

The Benefice's staff team of clergy, readers, employees and interns has been full of energy, commitment and innovation throughout the year. The PCC thanks each member of the staff team for their hard work.

Pattern of Worship
The pattern of worship across the Benefice has largely remained the same as it was in 2022.

- Sunday services at St Thomas at 10am and 6pm
- Sunday service at St Barnabas at 11am (every 1 and 3 Sunday with effect September 2023)
- Sunday service at St Alban at 4pm

Mid-week communion services were also held at St Thomas.

Lifelong learning
Many of our group activities returned to meeting in-person during the year, although a few have remained on-line where appropriate. As we seek to follow Jesus, these groups continue to be the place where church community is strengthened and where encouragement and challenge occurs.

Alpha
The Alpha course is a key way in which those unfamiliar with the Christian faith can explore it in an informal environment. We ran three courses in 2023: two evening courses in the Spring and Autumn and a daytime course in the Summer. The sessions start with a hot meal together and then a video or live talk on a specific topic. The evening ends with time for discussion and opportunity to ask questions in table groups. We have had over 50 people engage with an Alpha course in 2023 and are still in contact with most of them. These courses have led to a number of individuals making personal commitments of faith and have also been the starting point for a number of new groups.

Safeguarding
Safeguarding is an issue we take very seriously and in support of this, we have worked to get our safeguarding procedures on-line. The process of onboarding volunteers includes: taking references; confidential declaration form; Diocesan On-line training and getting the volunteers to agree to our safeguarding policy and volunteer agreement. Our thanks go to the members of the congregation, especially Tim Stone who took over as Safeguarding Officer during 2023, who administer and oversee this important area of church life.

Rising Generations
Kids
The PCC supported a variety of regular events to welcome children, working with their parents to see the next generation love God and filled with faith. Around 60 children aged 0-11 years regularly meet on Sundays at St Alban and St Thomas. We desperately want our children not just to know the stories of God but have their lives radically transformed by knowing him personally. We are particularly excited about the passion within the team to see young people pray and commune with God. In October we held two Light Parties, where we welcomed over 400 people, many not regular church attendees, through the doors of both St Alban and St Thomas.

Youth
Youth continue to meet on a Friday night and a Sunday at the 10am and 4pm services. They continue to grow in community and depth of faith and have an incredible weekend away planned. We are really excited to see how some of the youth have started a Christian union in their secondary school and seeing friends come to faith in Jesus.

We want to personally say a massive thank you to the amazing church volunteers across the three sites who are committed to ensuring the children and youth grow in faith.

Students and Young Adults
We have continued to see a move of God through students and young adults. Many are committed to serving the church in all areas and this year has marked an increased maturity in their faith and growing hunger for God. We meet on Sundays and continue to meet corporately on Thursdays, alternate weeks corporately at the Mitre and then in their homes for their Table groups. Table groups are hosted in their own homes by the young adult leaders and already we have seen gifts of leadership developed; a deepening of community and relationships and the Spirit continues to move and minister to them. Our weekend away in January was an incredible time of deepened relationships and we felt a sense of learning what it means to dwell with God and abide in him. With a growing heart for evangelism among the young people we are excited to see more young adults brought to faith this year and more lives transformed!

The 6pm Service
In September 2022, the PCC supported the relaunch of the 7pm service as the 6pm service, with a vision to support a growing worshipping community that overflows and blesses the body. We are excited to see this now happening and see fruitfulness for the body, and we look forward to seeing how God continues to work in the community in 2024.

Sports Ministry
The Sports Factory is an evangelistic tool of the church with the aim to reach our local community through sports and to share the Good News of the Gospel. This year we have seen a lot of growth, specifically in our adult fitness and social sports ministry. We have a number of new sessions across our church sites with the opportunity to share. We continue to engage our parish schools on a weekly basis and are looking forward to the opportunities to invite families to join us for our Legacy Holiday Clubs at Easter and in the Summer.

Hospitality
We continue with our Sunday Café's serving drinks at morning, afternoon and evening services, encouraging everyone to bring their own reusable cup to lessen our carbon footprint and reduce expenditure. The Café are staffed by loyal volunteers each week, offering everyone refreshment with a smile.

Communications / Media / Creativity / IT
During 2023 we continued to hone our methods of communication, seeking to be authentic and minimalist in our approach. Specific focus was given to instilling a consistent culture through our imagery, video and tone of voice and this has seen strong engagement via our Instagram channel. We are exploring new ways of utilising both Instagram Broadcast Channels and investigating how we can better integrate with WhatsApp to extend our ability to communicate with church family but doing so in a way that ensures proper safeguarding and data protection. Our new Media interns have quickly become core members of the team, contributing to our creative work.

We continue to send a weekly email to over 600 subscribed members and have sought to keep the website up to date and in-step with what we communicate via the email. Film continues to be a key communication medium for us with the return of the video news each Sunday thanks to the extra capacity gained through the interns. We continue to run a simple livestream of the 10am gathering at St Thomas which is highly valued by the regular viewers.

IT developments have continued in order to strengthen our wi-fi provision at all locations and a plan of work is in place to install more security cameras where needed.

Daughter, an in-house written and produced play was staged in March 2023. The event was well supported with many members of the congregations being involved both on stage and off-stage. Our thanks go to Mark Albanie and the production team for enabling this to happen.

Our buildings
Quinquennial inspections (the Church of England's five-yearly property inspection) took place at all three church buildings in 2018. The next round of inspections and the issuing of reports will occur in 2024.

Whilst no significant work was undertaken during the year at St Thomas, Earlham Road, or at St Alban, Grove Walk a programme of regular repair and maintenance was undertaken.

Work is ongoing to bring all of our spaces up to a better aesthetic standard to reflect our culture across the organisation. We are seeking to establish greater consistency in this area to allow our visitors to know they are in a space that shares the DNA with our other locations. This area of work proposes a unique set of challenges given the complexities of our spaces.

Local reports
St Barnabas
St Barnabas continues to serve and minister to its local area.

The 11am Eucharist remains the main act of worship on a Sunday, attracting a small but faithful and prayerful congregation. From September 2023, we reduced our offering of services to take into account our much reduced clergy team, running twice-monthly Eucharist services on the 1st and 3rd Sundays of each month. We continue to recognise the challenges associated with ministering within an area of high deprivation, and continue to discern how we might best serve the people of the parish. As we do, a key part of the vision remains to recognise and to release the gifts that exist within the existing congregation, and attracting others from across The Mitre Benefice to join and serve the St Barnabas community.

Midweek activities at St Barnabas include Cafe Shine and Noah's Boat, and both continue to thrive.

St Alban
The 4pm Service has continued to thrive over the past 12 months, with a committed core welcoming in a notable number of visitors and others who have subsequently joined the church. We consistently gather as a family of 50-60 adults, plus 10-15 children and young people. The teaching series has tracked with that of St Thomas, reflecting our Benefice-wide vision to be one church that meets across three locations. We have also seen the worship team grow in both number and confidence, as they lead us in our times of corporate sung worship. We sadly waved goodbye to the Hendra Family in October, temporarily leaving St Alban without a location pastor. However, the remaining clergy team has continued to minister across all sites, providing support until such time as the appointment process for a new associate is complete.

The cafe has continued to serve the community wonderful coffee as well as being a powerful mission to many local groups and individuals. Mrs C Gibby continued the management of the coffee shop and her band of volunteers have created a welcoming environment enjoyed by a wide variety of young and old, church and unchurched individuals.

As well as the regular Sunday services there have been many events held to welcome the community. Popular events such as jazz on a Saturday morning , Pilates, Zumba and the local dance group using the church for shows all go on in the amazing space that is Saint Albans
The fabric of the building continues to be an issue especially the complex heating system. We thank Mr C Hymers for his hard work in maintaining the fabric and overseeing the work of external contractors.

St Thomas
The largest of our buildings continued to host services on a Sunday and a mid-week communion services.

Garden Church
In 2019/20 STN developed a lay led network of missional communities in partnership with the Diocesan Church Planting and Revitalisation Programme to pilot low cost pathways to making disciples through the mixed ecology of church and in alignment with the national church ambition to plant 10,000 new worshipping communities in work, school and social spaces.

The Garden grew in 2023 to around 250 people with: monthly 'pop ups' gatherings; weekly communities; and additional gatherings called 'Grow'. 2023 saw new Garden communities emerge in: Reepham; Dereham; Strumpshaw; and Raveningham and it has fielded enquiries and expressions of interest from multiple other villages. Growth of communities fall into three categories: seeds, emerging and established and Garden focussed on consolidating and supporting new 'seeds' and sustaining the 'established' .

There have been multiple creative collaborations between the local church and local Gardens. Bishop Graham drafted a Bishop's Mission Order for the movement to become an independent charity in 2024. Garden contributed to CCX (Centre For Church Multiplication) learning materials, Try Tank in the US, the Durham Diocese Church Planting learning and learning for the West Country Pioneers.

The Mitre
The Mitre has continued to rebuild and has established the pattern of being open Tuesday to Saturday. Our thanks go to Ms S Watson, who, together with her team of volunteers operated the Mitre during the first half of the year, building the business and the customer base. Following Sarah's departure, a new Head Barista was appointed in the Summer. This appointment has allowed our coffee offerings to expand and coupled with new and innovative food offerings and a warm and welcoming space, the business is looking much more healthy as we enter 2024.

We continue to offer 'pop-up' events, such as the Beer and Carols event in Dec 2023 and the space was used more effectively by St Thomas for group meetings.

Volunteers were essential to our operations. Thank you to each of them.

Cafe Shine
The vision of the cafe is to show God's love to women, through communicating their intrinsic value and worth. The sessions, involving: crafts; hand massage; nail painting; and a thought for the day have run fortnightly during term time. Sessions were held at St Barnabas, and St Thomas.

The Halls (ER, GW and RS)
Commercial hirers provided dance, ballet, music and Pilates. We continue to look at how we can best utilise our spaces for community and church events.

Each of the Halls is used for church children's work on Sundays.

No major work was done on any of the Halls.

STN Trust
The Trust continued its support of the Benefice, providing funding for the accommodation of our intern programme. The Trust publishes its own annual report.

Partner Organisations
The Benefice continued to be connected with Street Child, Hope Into Action, Community Chaplaincy Norwich, and English+ and Ormiston Families. The Benefice-wide Christmas social action campaign focused around supporting both English+ and Ormiston Families. The Benefice seeks to further develop its links with existing partners, while also reaching out to other charities with a view to partnering in the future.

Financial review and financial position
Church membership did not change substantially during the year. Giving was up £46k (15%) and grants £50k (a four fold increase on 2022) and with expenditure being contained, an overall a surplus of £72k was achieved.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to at least two month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management
The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Organisational structure
STN is the overall St Thomas Church. This is registered charity 1161746.

Although a joint PCC began operating across the benefice in 2017, only the PCC members elected by the St Thomas Parish, the incumbents and the St Thomas wardens are the Trustees of this charity.

St Barnabas' PCC focused on the issues facing that church, whilst also being part of the STN PCC. St Barnabas's PCC publishes its own report.

There continued to be no electoral roll or PCC for St Albans, with the STN wardens, vicars and STN PCC Secretary acting as a governance body for St Albans.

During the year, Mr N Henery, one of the Church Wardens agreed to take on the role of Treasurer until a more permanent solution can be found. We are grateful for the commitment of all volunteers past and present in this challenging time of transition for the Church. The Church in this period also began to think of itself more as a network of churches or a 'family' of churches that is diverse and unified, gathered and scattered.

STN Church is the body that delivers all worship, evangelism and mission work.

The Sports Factory is an operation of STN with a sporting focus. It is a cost centre within STN, and it is a responsibility of the Sports Factory team to seek their funding through grant aid and by selling services to schools. The activities are led by Mr T Henery.

STN Trading Ltd (STNT) is a registered company, number 09928322, with STN being the sole shareholder. STNT exists to develop Christian community through hospitality and owns and operates The Mitre.

STN Trust is a charity, (registered charity 1100236), focused on community and social action. It has its own Trustees, which include Mr Neil Henery, and three other members of STN Church. The trust funded outward looking missional initiatives at St Thomas.

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2023

PCC Membership
Members of the PCC are either ex-officio or elected at the Annual Parochial Church Meeting in accordance with the Church Representation Rules.

The PCC met five times during 2023, with an average attendance of 16 persons.

During the year the following served as members of the PCC

Ex Officio Members

The Revd Tom Eagles, Vicar
The Revd Dave Lloyd, Associate Priest
The Revd Joanna Payne, Associate Priest
The Revd Dave Hendra, Priest in charge (St Alban) (resigned Oct 2023)
The Revd Blessing Chishanu
The Revd Di Rowlandson, Associate Priest (resigned May 2023)
Diana Timms, Licensed Lay Minister
Mark Jones (Treasurer - interim) (stepped down Sep 2023)

Church Wardens

Kim Mills
Neil Henery

Elected Members

Terry Huggins
Louise Hoffmann
Alex Griffith
Mark Holmes
Tim Neads (appointed May 2023)
Nathan Jarvis (appointed May 2023)

Deanery Synod Representatives

Caroline Johnson (appointed May 2023)
Sarah Knapp

Members from St Alban

Churchwarden: David Wormald; Rob Wilson (appointed May 2023)
Elected members: Adrian Munn (resigned Sep 2023), Tom Fosten Thomas Harrison (appointed May 2023), Hilary Harrison (appointed May 2023), Gary Williams (appointed May 2023)

Members from St Barnabas

Churchwarden: Terry Burkill
Elected members: Norma Broadest

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2023

Standing Committee
The Standing Committee was made up of: Revs. Tom Eagles, Dave Hendra (resigned Oct 2023); David Wormald, Neil Henery (Acting secretary), Kim Mills and Rob Wilson (appointed May 2023) (Wardens); Caroline Johnson (Secretary - resigned May 2023); and Mark Jones (Finance Team Representative).

Clergy changes
Having been with us for nearly 3 1/3 years, in the Autumn of 2023, Rev'd Dave Hendra decided in the to move onto a new challenge. Celebrations were held across the Benefice to thank Dave and the family for all they had given to the church family and the local community and to send them out with our prayers and blessings.

Electoral Roll
Only those listed on the electoral roll may vote in the elections to the PCC.

Under the Church Representation Rules, a new Electoral Roll has to be completed every 6 years, the last one being completed in 2019. At St Barnabas, Russell Street, the roll comprises a total of 23 members. At St Thomas, Earlham Road, the roll comprises a total of 233 members and St Alban 41 members.

The trustees' report was approved by the Board of Trustees.

Revd T Eagles

Trustee
Dated: 16 April 2024

ST THOMAS NORWICH

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ST THOMAS NORWICH

I report to the trustees on my examination of the financial statements of St Thomas Norwich (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 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 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 financial statements to be reached.

Mark Johnstone FCA
Argents Accountants Limited
15 Palace Street
NORWICH
Norfolk
NR3 1RT
United Kingdom

Dated: 9th May 2024

ST THOMAS NORWICH
STATEMENT OF ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT
For the year ended 31 December 2023

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £
Income and endowments from:							
Donations and legacies	**3**	394,195	58,635	452,830	314,602	32,563	347,165
Charitable activities	**4**	5,351	-	5,351	4,800	-	4,800
Other trading activities	**5**	35,697	150	35,847	36,671	-	36,671
Investments	**6**	466	-	466	24	-	24
Other income	**7**	712	-	712	68	-	68
Total income		436,421	58,785	495,206	356,165	32,563	388,728
Expenditure on:							
Charitable activities	**8**	398,975	23,747	422,722	352,138	41,298	393,436
Net incoming / (outgoing) resources before transfers		37,446	35,038	72,484	4,027	(8,735)	(4,708)
Gross transfers between funds	**18**	-	-	-	3,690	(3,690)	-
Net income/ (expenditure) for the year / Net movement in funds		37,446	35,038	72,484	7,717	(12,425)	(4,708)
Fund balances at 1 January		743,104	4,457	747,561	735,387	16,882	752,269
Fund balances at 31 December		780,550	39,495	820,045	743,104	4,457	747,561

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

ST THOMAS NORWICH
Balance Sheet
As at 31 December 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed Assets					
Tangible assets	13		29,983		39,978
Investments	14		1		1
			29,984		39,979
Current Assets					
Debtors falling due after one year	15	641,000		611,000	
Debtors falling due within one year	15	40,626		45,707	
Cash at bank and in hand		132,692		75,435	
		814,318		732,142	
Creditors: amounts falling due within one year	17	(24,257)		(24,560)	
Net Current Assets			790,061		707,582
Total assets less current liabilities			820,045		747,561
Income Funds					
Restricted Funds	18		39,495		4,457
Unrestricted Funds					
Designated Funds	19	35,792		7,874	
General Unrestricted Funds		744,758		735,230	
			780,550		743,104
			820,045		747,561

The financial statements were approved by the Trustees on 16 April 2024

Revd T Eagles

Trustee

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

Explanation of some of the funds are included within the trustees report, some of them do not require further explanation, the details of the others are listed below:

- Organ & classical music fund: St Thomas has a church organ which has been appreciated by many in past decades, who raised funds for its maintenance, repair and performance.
- Choral director/Music scholar fund: During early 2018 a Part Time choral & classical music person was employed. They were funded partly through specific grants which gave rise to this fund.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

1.6 Tangible fixed assets

Tangible fixed assets a re initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	25% on reducing balance
Fixtures and fittings	25% on reducing balance
Computers	33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations f rom suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

De-recognition of financial liabilities
Financial liabilities are de-recognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and Legacies

	Unrestricted Funds General	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	2023	2023	2023	2022	2022	2022
	£	**£**	**£**	£	£	£
Donations and gifts	327,577	4,655	332,232	266,551	20,063	286,614
Grants Received	8,850	53,980	62,830	-	12,500	12,500
Gift Aid Claimed	57,768	-	57,768	48,051	-	48,051
	394,195	58,635	452,830	314,602	32,563	347,165

Grants Received

The Willats Trust	-	12,500	12,500	-	12,500	12,500
STN Trust	-	41,480	41,480	-	-	-
Other	8,850	-	8,850	-	-	-
	8,850	53,980	62,830	-	12,500	12,500

During the year STN Trust made a grant of £41,480 to fund the rent and council tax relating to the Intern Programme. This money is held as a restricted fund and is released as income to match the expenses incurred

4 Charitable Activities

	Church Activities	Church Activities
	2023	2022
	£	£
Fees & similar income	5,351	4,800

5 Other trading activities

	Unrestricted Funds general	Restricted Funds	Total	Unrestricted Funds general
	2023	2023	2023	2022
	£	**£**	**£**	£
Fundraising events	26,062	150	26,212	30,510
Church cafe	-		-	-
Hall income	6,734	-	6,734	2,552
Other trading income	2,901	-	2,901	3,609
Other trading activities	35,697	150	35,847	36,671

6 Investments

	Unrestricted Funds General 2023	Unrestricted Funds General 2022
	£	£
Interest receivable	466	24

7 Other income

	Unrestricted Funds General 2023	Unrestricted Funds General 2022
	£	£
Other Income	712	68

8 Charitable activities

	Church Activities 2023	Church Activities 2022
	£	£
Staff costs	140,749	160,360
Parish share	102,970	98,592
Service costs	617	151
Fees	1,994	4,422
Clergy Expenses	4,072	3,358
Outreach and projects	55,031	54,000
Promotions	1,320	1,281
Legal and professional fees	-	431
Bank charges	1,241	914
	307,994	323,509
Grant funding of activities (see note 9)	32,000	6,188
Share of support costs (see note 10)	79,469	60,721
Share of governance costs (see note 10)	3,259	3,018
	422,722	393,436
Analysis by fund		
Unrestricted funds - general	398,975	352,138
Restricted funds	23,747	41,298
	422,722	393,436

		Church Activities	Church Activities
		2023	2022
9	**Grants payable**	**£**	£
	Grants payable	32,000	6,188

10 Support costs

	Support costs	Governance costs	Total	Support costs	Governance costs	Total
	2023	2023	2023	2022	2022	2022
	£	**£**	**£**	£	£	£
Depreciation	9,994	-	9,994	13,480	-	13,480
Rent contribution	9,996	-	9,996	10,000	-	10,000
Rates and water	857	-	857	1,377	-	1,377
Insurance	3,921	-	3,921	3,878	-	3,878
Light and heat	26,018	-	26,018	11,905	-	11,905
Church and hall maintenance	11,226	-	11,226	11,795	-	11,795
Office and admin	278	-	278	453	-	453
IT and software	3,447	-	3,447	4,560	-	4,560
IT and audio	3,792	-	3,792	3,273	-	3,273
Operational Support	9,940		9,940	-	-	-
Accountancy	-	3,259	3,259	-	3,018	3,018
	79,469	3,259	82,728	60,721	3,018	63,739
Analysed between charitable activities	79,469	3,259	82,728	60,721	3,018	63,739

11 Trustees

One of the trustees (or any persons connected with them) received remuneration from the charity during the year. As an employee of the charity Revd J Payne (trustee) received remuneration for her role within the church of £16,150 with associated pension contributions of £484.

No further remuneration, other benefits or expenses, apart from the reimbursement of expenses wholly and necessarily incurred in support of the aims of the charity, were paid to trustees (or any persons connected with them) during the year.

12 Employees

	Number 2023 **No**	Number 2022 **No**
Employees	12	13

	2023 £	2022 £
Employment costs		
Wages and salaries	140,749	160,360

There were no employees whose annual remuneration was £60,000 or more.

13 Tangible Fixed Assets

	Plant & Equipment	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 January 2023	68,411	110,855	460	179,726
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 December 2023	68,411	110,855	460	179,726
Depreciation and impairment				
At 1 January 2023	51,898	87,391	460	139,749
Depreciation	4,128	5,866	-	9,994
At 31 December 2023	56,026	93,257	460	149,743
Carrying amount				
At 31 December 2023	12,385	17,598	-	29,983
At 31 December 2022	16,513	23,465	-	39,978

14 Fixed asset investments

	Other investments
	£
Cost or valuation	
At 1 January 2023 and 31 December 2023	1
Carrying amount	
At 31 December 2023	1
At 31 December 2022	1

This investment represents the cost of 100% of the share capital of STN Trading Ltd. See note 21 for further information

15 Debtors

	2023	2022
	£	£
Trade debtors	4,260	3,395
Prepayments	3,647	441
Other debtors	32,719	41,871
	40,626	45,707
Amounts falling due more than one year		
STN Trading Ltd	641,000	611,000
Total debtors	681,626	656,707

16 Loans and overdrafts

	2023	2022
	£	£
Loans from STN Trust	7,203	6,875
Payable within one year	7,203	6,875

17 Creditors: amounts falling due within one year

	2023	2022
	£	£
Loans and overdrafts	7,203	6,875
Other taxation and social security	3,796	3,938
Trade creditors	5,568	2,266
Other creditors	-	-
Accruals and deferred income	7,690	11,481
	24,257	24,560

18 Restricted funds

	Balance at 1 January	Incoming Resources	Resources Expended	Transfers	Balance at 31 December
	2023	2023	2023	2023	2023
	£	**£**	**£**	**£**	**£**
Children and Youth	-	12,950	(12,950)	-	-
LYN	4,457	2,000	(892)	-	5,565
Benefice Interns	-	43,835	(9,905)	-	33,930
	4,457	58,785	(23,747)	-	39,495

Restricted funds for the preceding year

	Balance at 1 January	Incoming Resources	Resources Expended	Transfers	Balance at 31 December
	2022	2022	2022	2022	2022
	£	£	£	£	£
Missional Community House	4,196	3,562	(4,068)	(3,690)	-
Children and Youth	-	12,500	(12,500)	-	-
LYN	12,350	3,733	(11,626)	-	4,457
Diocesan Interns	336	12,768	(13,104)		-
	16,882	32,563	(41,298)	(3,690)	4,457

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes

	Organ and classical music fund
	£
Balance at 1 January 2023	7,874
Balance at 31 December 2023	7,874

There was no movement in this fund during the preceding year

	Garden Fund
	£
Incoming resources	35,595
Outgoing resources	(7,677)
Balance as at 31 December 2023	27,918

This was a new Designated Fund set up in 2023, therefore there was no balance from 2022

	£
Total Designated fund at 31 December 2023	35,792

20 Analysis of net assets between funds

Funds balances at 31 December are represented by

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	2023	2023	2022	2022	2022
	£	**£**	**£**	£	£	£
Tangible assets	29,983	-	29,983	39,978	-	39,978
Investments	1	-	1	1	-	1
Current assets / (liabilities)	750,566	39,495	790,061	703,125	4,457	707,582
	780,550	39,495	820,045	743,104	4,457	747,561

21 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

Trustees donated amounts to the charity in 2023.

St Thomas Norwich Trust Limited, charity 1100236, loaned £7,000 to St Thomas Norwich in 2020. During 2023 interest was charged in the sum of £328, increasing the outstanding balance at the year end to £7,203. No repayments were made during the year and the loan remains repayable on demand.
In addition, during 2023 St Thomas Norwich Trust Limited made grants of £41,480 in support of the work of the Benefice interns. The remaining balance of which is treated as a restricted fund and is being released to match expenditure incurred.

St Thomas Norwich and STN Trust Limited have the following trustee in common Mr N Henery.

St Thomas is a church within the Mitre Benefice. The other churches are St Alban and St Barnabas.

The Trustees of St Thomas Norwich are responsible for St Alban, a church planted from St Thomas and some of the charity's assets are located at St Alban. Giving to both churches comes to St Thomas. The accounts of St Thomas cover many of the costs of St Alban including the salary of a missioner and church cleaning, and the Parish Share for both churches. Separate accounts for St Alban are maintained and the income from the church hall in Grove Walk is used to cover utility bills and some service costs. However, as the income was not sufficient to cover costs, St Thomas made a grant of £32,000 during the financial year and also covered other costs leaving a balance owing from St Alban of £9,675 at the year end. This arrangement will continue in 2024.

St Thomas Norwich wholly owns a trading subsidiary called STN Trading Ltd company number 09928322. STN Trading Ltd also owns and is responsible for the development of The Mitre. The surplus of STN Trading Ltd is covenanted to STN Trust Limited. During the year, St Thomas paid £9,996 to STN Trading relating to the rent of office space in The Mitre and paid staff costs amounting to £34,584, the staff having joint employment contracts with St Thomas and STN Trading. At the year end, STN Trading Ltd owed St Thomas Norwich £658,743 (2022 - £634,362). There are no repayment terms and no interest is charged on £641,000 (2022 - £611,000) and the balance, £17,743 is repayable within one year. There is no charge registered against The Mitre.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, HEIGHAM, N

England & Wales - Charity number 1161746

Accounts

Charity Registration No. 1161746

ST THOMAS NORWICH
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

ARGENTS
Chartered Accountants

ST THOMAS NORWICH

Trustees	Revd T Eagles	
	Revd D Z Lloyd	
	Revd D Hendra	
	Revd J Payne	
	Revd D Rowlandson	
	Revd B Chishanu	(appointed July 2022)
	Revd T J Watts	(resigned April 2022)
	Revd E Land	(resigned April2022)
	Revd P J Brombley	(resigned July 2022)
	Mr N Henery	(appointed April 2022)
	Mrs A Griffith	(appointed April 2022)
	Dr M Holmes	(appointed April 2022)
	Mrs C Johnson	
	Mr T Huggins	
	Ms K Mills	
	Dr S Knapp	
	Mrs L Hoffman (nee Jackson)	
	Prof. J Glauert	(resigned December 2022)
	Mr M St John	(resigned January 2022)
	Mrs J Jones	(resigned April 2022)
	Mrs S Watts	(resigned May 2022)
	Mr D MacInnes	(resigned November 2022)

Charity Number 1161746

Independent examiner

Argents Accountants Limited
15 Palace Street
NORWICH
Norfolk
United Kingdom
NR3 1RT

ST THOMAS NORWICH

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ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2022

The trustees present their report and financial statements for the year ended 31 December 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "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) (effective 1 January 2019)".

Objectives and activities
The Mitre Benefice was created in November 2017, bringing together three Churches: St Thomas Heigham, Earlham Road), St Barnabas Heigham, Russell Street, and St Alban Lakenham, Grove Walk.

Although each Church was still required to have its own PCC and prepare its own accounts during the report year, an effective joint PCC was established to have oversight of, and accountability for, the organisations of the combined Benefice. Its aim and purpose is "Go and make disciples of all nations" Matthew 28:19.

It co-operates with the incumbent in promoting, in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The acronym STN has been adopted as a common tag for all the activities; it is interchangeable with "The Mitre Benefice". The terms are used across the Benefice to proclaim clearly that each and every person of whatever background coming in to contact with any of the three Churches for any reason will experience:

- A warm welcome;
- Christ-centred worship;
- Faithful and challenging Bible preaching and teaching; and
- People of all ages, encouraging each other to a life of Christian discipleship.

The PCC is committed to making the Christian faith accessible to as many people as possible by ensuring a variety of events, activities and worship services.

The PCC ensures that the Church fosters the prayer life of the community, teaches the Gospel and provides pastoral care to the community and to church members both within and outside the parish.

There has been no change in these during the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACTIVITIES AND MINISTRY Significant activities
The rebuilding of the Mitre Benefice and its ministry has continued throughout 2022. While the memory and legacy of the Covid-19 Public Health Emergency continued throughout much of the year, energy levels and enthusiasm to see the church fully function began to return. Many who had not yet been back to church returned, and many others decided to join the church.

Despite the departures of several team members, Revd PJ Brombley (Curate), Ms B Petty (Love Your Neighbour) and Mr B Lawrence (Filmmaker) the staff team continued to go from strength to strength. The rebuilding work was further encouraged by the appointment of Mrs L Winn as the Benefice Administrator and PA to the Revd T Eagles, and Revd B Chishanu, Curate. Two new interns also joined the team in September, further boosting the output across the Benefice, and helping to fulfil part of the vision to see young leaders grow and flourish. Overall the Benefice finds itself in an increasingly healthy position, despite the economic situation and resulting fluidity in congregational giving.

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2022

Public benefit
The Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. The ways in which we have worked for the public benefit are described in our Report.

Achievements and performance
This section highlights some of the 2022 events, activities and worship services. None of these would be possible without the dedicated and continuing service of a wide range of volunteers, and the PCC thanks everyone across the Benefice who contributed in any way.

STN's staff team of clergy, readers, employees and interns has been full of energy, commitment and innovation throughout the year, which has been made all the more difficult due to Covid-19 restrictions being in-place. The PCC thanks each member of the staff team for their hard work.

Pattern of Worship
The pattern of worship across the Benefice has largely remained the same as it was in 2022.

- Sunday services at St Thomas at 10am and 7pm, 6pm with effect from September 2022
- Sunday service at St Barnabas at 11am
- Sunday service at St Alban at 4pm

Mid-week communion services were also held at St Thomas and St Barnabas, although the service at St Barnabas ceased in the Summer.

Lifelong learning
Many of our group activities returned to meeting in-person during the year, although a few have remained on-line where appropriate. As we seek to follow Jesus, these groups continue to be the place where church community is strengthened and where encouragement and challenge occurs. A number of new groups starting in 2022 including MOLO (Mothers of Little Ones) and a Creative Writing Group.

Alpha
The Alpha course was run twice in 2022 and is a key way in which those unfamiliar with the Christian Faith can explore it in an informal environment. These courses have led to a number of individuals making personal commitments of faith and have also been the starting point for a number of new groups.

Safeguarding
Safeguarding is an issue we take very seriously and in support of this, we have worked to get our safeguarding procedures on-line. The process of onboarding volunteers includes: taking references; confidential declaration form; Diocesan On-line training and getting the volunteers agreement to our safeguarding policy and volunteer agreement. Our thanks to the members of the congregation who administer and oversee this important area of church life.

Next generation
The PCC supported a variety of regular events to welcome children, working with their parents to see the next generation love God and enjoy church. With 0-11 year olds meeting on Sundays at St Alban and St Thomas (there is basic provision at St Barnabas), we ran a theme on Knowing God. We desperately want our children not just to know the stories of God but have their lives radically transformed by knowing him personally. In October we held a Light Party, where 250 people attended from the local area, both Christian and non-Christian families.

There are now over 45 amazing church volunteers across the three sites who are committed to ensuring the children and youth grow in faith, with more volunteers continuing to join.

Students
We have continued to see a move of God through students and young adults. They are growing in hunger and faith with many committed to serving the church in other areas. The launch of the new 6pm Sunday service has been a great success, growing numerically and with many attending deepening their faith. The student weekend away was a powerful and pivotal weekend for the student community. They established a new confidence in their identity as children of God, and there was much deep emotional healing, powerful encounters with the Spirit and some physical healings.

Students continue to meet corporately at the Mitre on alternate Thursday, and excitingly, they have launched their own small groups, Table Groups. These are hosted in their own homes and already we' have seen: gifts of leadership developed; a deepening of community and relationships; and a deeper hunger for God. We have many stories of our leaders inviting friends and of new people wanting to hear about Christ.

Sports Ministry
The Sports Factory this year has continued its regular engagements in schools with a focus on promoting our new resource Active RE. Due to the reduced size of the team we have not been able to continue our work at Wensum Junior school but we maintain a positive relationship with the school and kept the door open for future involvement. We are looking forward to a new season of evangelism as we prepare an Alpha style course for families that we aim to run in the summer term at the Mitre. The Monday Night Football continued to go from strength to strength, and with increased numbers and demand we are looking for new ways to expand the group.

Hospitality
We resumed Sunday Café, post pandemic, serving drinks at both morning and evening services, encouraging everyone to bring their own reusable cup to lessen our carbon footprint and reduce expenditure. The Café is staffed by loyal volunteers each week, offering everyone refreshment with a smile. We gathered for church lunches in May and October 2022, and in January 2023. All the lunches were very well attended, served by our wonderful volunteers, and enabled people to meet new friends and deepen relationships within the church family.

Communications / Media / Creativity / IT
During 2022 we continued to hone our methods of communication, seeking to be authentic and minimalist in our approach. Specific focus was given to instilling a consistent culture through our imagery, video and tone of voice and this has seen strong engagement via our Instagram channel, particularly video format posts (reels).

Our Alpha promo film was recognised for its quality by Alpha International. They have gone on to re-share our film to the main Alpha international Instagram account with 25k followers.

We continue to send a weekly email to over 600 subscribed members and have sought to keep the website up to date and in-step with what we communicate via the email.

Film continues to be a key communication medium for us, however, the loss of a key staff member has meant that we have not been able to develop this as we would like. Despite this, we continue to run a simple livestream of the 10am gathering at St Thomas. As with many areas of church life, we would like to grow the communications and media team and its output, recognising the power of film as a communication tool.

Work on the rebranding continues and should conclude in 2023 which will enable us to develop a new website, logo and brand guidelines with a clear statement on vision.

Two drama productions were put on in the benefice during the year. The first, Noah, written and produced in-house, in March and the second Edenbridge in December. Both events were well supported and many members of the congregations were involved both on stage and off-stage.

Our buildings
Quinquennial inspections (the Church of England's five-yearly property inspection) took place at all three church buildings in 2018. Whilst no significant work was undertaken during the year at St Thomas, Earlham Road, a programme of regular repair and maintenance was undertaken. At St Alban, Grove Walk, alongside the ongoing programme of regular repair and maintenance, significant repairs were undertaken to the church roof and guttering, at a cost of £9.9k.

Local reports
St Barnabas
St Barnabas continues to serve and minister to its local area.

The 11am Eucharist remains the main act of worship on a Sunday, attracting a small but faithful and prayerful congregation. From September 2022, the service on the 1st Sunday of each month became a service of the word, recognising a need to offer something different to the local community and creating the space for a greater number of lay members of the church to exercise their gifts. The Thursday morning communion service was stopped at the end of July due to a reduction in clergy capacity with the departure of the Revd PJ Brombley, and its attendees were encouraged to attend the Wednesday morning communion at St Thomas. This now serves as the sole midweek communion for the Benefice, attracting individuals from each of the three Benefice churches.

Midweek activities at St Barnabas include Cafe Shine and Noah's Boat, and both continue to thrive.

St Alban
The 4pm Sunday service has continued to develop over the last year recovering from the pandemic issues. We have enjoyed continued growth in both numbers and commitment and there are regularly 65 to 70 adults and 25 to 30 children attending. We have been blessed by a number of speakers who are seeking to develop their calling as preachers and teachers. The youth group have been involved and not only running the occasional service but also providing refreshments.

The cafe has continued to serve the community wonderful coffee as well as being a powerful mission to many local groups and individuals. Mrs C Gibby has taken on the management of the coffee shop and her band of volunteers have created a welcoming environment enjoyed by a wide variety of young and old, church and unchurched individuals.

As well as the regular Sunday services there have been many events held to welcome the community. Popular events such as jazz on a Saturday morning , Pilates, Zumba and the local dance group using the church for shows all go on in the amazing space that is Saint Albans
The fabric of the building continues to be an issue especially the complex heating system. We thank Mr C Hymers for his hard work in maintaining the fabric and overseeing the work of external contractors.

St Thomas
The largest of our buildings continued to host services on a Sunday and a mid-week communion services.

Garden Church
In 2019/20 STN developed a trans-local largely lay led network of missional communities/house churches in partnership with the Diocesan Church Planting and Revitalisation Programme in order to pilot low cost pathways to making disciples through the mixed ecology of church. The Garden has grown to 17 communities and 230 people with monthly pop up gatherings and weekly communities. There were four adult baptisms and one child baptism this year. The Garden has sought to encourage local lay-led mission alongside the inherited church and to provide another pathway to reach the de-churched and unchurched. In doing so it has also sought, where possible, to be a resource to the local church.

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2022

The Mitre
Following the challenges of the pandemic and since re-opening its doors in 2021, The Mitre has continued to rebuild. Nevertheless, a healthy start to the year was halted in the Spring, when three of the 5 members of staff, including the manager, made the decision to leave their employment. While their departure resulted in the immediate cessation of trading, it also created an opportunity for the relationship between St Thomas and STN Trading to become closer. Under the leadership of the existing Board of Directors, a new business model combining core paid members of staff alongside volunteers from within the church family began.

The Mitre initially reopened for business Wednesday-Saturday (9-3), and several months later the opening hours were extended to Tuesday-Saturday (9-4). Trading continues to improve, and there is a hope to reopen on a Monday in the late Spring of 2023. The closer working relationship with a new board of directors and St Thomas, means that the space is enjoyed by the church as well as local customers during the core trading hours. The beer and carols event in Dec 2022 is one such example of how the space was used more effectively by St Thomas, while such 'pop-up' events also helped to boost the turnover of The Mitre.

Volunteers were essential to our operations. Thank you to each of them.

Cafe Shine
The vision of the cafe is to show God's love to women, through communicating their intrinsic value and worth. The sessions, involving: crafts; hand massage; nail painting; and a thought for the day, have run fortnightly during term time. Before June 2022, the session were held at St Barnabas, but post June, one of the fortnight sessions has been held at St Thomas'.

The Halls (ER, GW and RS)
These were let to organisations including Guides and Brownies. Commercial hirers provided dance, ballet, music and Pilates. Usage is now getting back to something like normal pre-Covid levels.

Each of the Halls is used for church children's work on Sundays.

No major work was done on any of the Halls.

STN Trust
The Trust continued its support of the Benefice, providing funding for a staff post and supporting the intern programme. The Trust publishes its own annual report.

Partner Organisations
While the departure of a key member of staff curtailed the social action ministry under the banner of Love Your Neighbour, the Benefice continued to connect with and to support the local community in a variety of different ways. The Benefice continued to be connected with Street Child, Hope Into Action, Community Chaplaincy Norwich, and English+ and Ormiston Families. The Benefice-wide Christmas social action campaign focused around supporting both English+ and Ormiston Families. The Benefice seeks to further develop its links with existing partners, while also reaching out to other charities with a view to partnering in the future.

Financial review and financial position
Church membership did not change substantially during the year. Giving was down £39k (10%) and whilst expenditure was contained, overall a deficit of £4.7k was achieved.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to at least two month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2022

Structure, governance and management
The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Organisational structure
STN is the overall St Thomas Church. This is registered charity 1161746.

Although a joint PCC began operating across the benefice in 2017, only the PCC members elected by the St Thomas Parish, the incumbents and the St Thomas wardens are the Trustees of this charity.

St Barnabas' PCC focused on the issues facing that church, whilst also being part of the STN PCC. St Barnabas's PCC publishes its own report.

There continued to be no electoral roll or PCC for St Albans, with the STN wardens, vicars and STN PCC Secretary acting as a governance body for St Albans.

As no permanent Treasurer has been appointed, the role continues to be covered on an interim basis. We are grateful for the commitment of these volunteers past and present in this challenging time of transition for the Church. The Church in this period also began to think of itself more as a network of churches or a 'family' of churches that is diverse and unified, gathered and scattered.

STN Church is the body that delivers all worship, evangelism and mission work.

The Sports Factory is an operation of STN with a sporting focus. It is a cost centre within STN, and it is a responsibility of the Sports Factory team to seek their funding through grant aid and by selling services to schools. The activities are led by Mr T Henery.

STN Trading Ltd (STNT) is a registered company, number 09928322, with STN being the sole shareholder. STNT exists to develop Christian community through hospitality and owns and operates The Mitre.

STN Trust is a charity, (registered charity 1100236), focused on community and social action. It has its own Trustees, which include Mr Neil Henery, and three other members of STN Church. The trust funded outward looking missional initiatives at St Thomas.

PCC Membership
Members of the PCC are either ex-officio or elected at the Annual Parochial Church Meeting in accordance with the Church Representation Rules.

The PCC met six times during 2022, with an average attendance of 17 persons.

The Standing Committee was made up of Revs. Tom Eagles, Dave Hendra, Julia Jones (resigned May 2022) David Wormald, Neil Henery (appointed May 2022) and Kim Mills (appointed Apr 2022) (Wardens), Caroline Johnson (Secretary), Mark Jones (Treasurer - interim)

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2022

During the year the following served as members of the PCC

Ex Officio Members

The Revd Tom Eagles, Vicar
The Revd Dave Lloyd, Associate Priest
The Revd Joanna Payne, Associate Priest
The Revd Dave Hendra, Priest in charge (St Alban)
The Revd PJ Brombley, Curate (resigned July 2022)
The Revd Tim Watts, Curate (resigned May 2022)
The Revd Blessing Chishanu (effective July 2022)
The Revd Di Rowlandson, Associate Priest
The Revd Ed Land, Associate Priest (resigned Apr 2022)
Diana Timms, Licensed Lay Minister
Mark Jones (Treasurer - interim)

Church Wardens

Julia Jones resigned 2022 APCM
Kim Mills - appointed 2022 APCM
Neil Henery - appointed 2022 APCM

Elected Members

Terry Huggins
Caroline Johnson
Selina Watts (resigned May 2022)
Louise Hoffman (nee Jackson)
Duncan MacInnes (resigned November 2022)
Alex Griffith (elected Apr 2022)
Mark Holmes (elected Apr 2022)

Deanery Synod Representatives

Johnny Glauert (resigned December 2022)
Sarah Knapp
Matti St John (resigned January 2022)

Members from St Alban's

Churchwarden: David Wormald
Elected members: , Adrian Munn, Thomas Harrison, Hilary Harrison, Tom Fosten (all elected May 2022),Bonnie Wilson (resigned December 2022)

Members from St Barnabas

Churchwarden: Terry Burkill
Elected members: Paul Elsey; Norma Broadest; Carol Marshall-Nichols; Neil Sallows (effective May 2021)

Clergy changes

Having reached the end of his curacy, Revd PJ Brombley departed The Mitre Benefice in the summer of 2022. Revd Brombley served across the three churches of The Mitre Benefice, but most notably at St Barnabas Church and pastoring the student and young professional members of St Thomas. He left to take on the role of Associate Vicar at Basingstoke Church, a church revitalisation project connected to the HTB Network. While he left a significant hole, we were delighted to welcome Revd Blessing Chishanu to the team in September. Having undertaken the first year of his curacy at another church, it is anticipated that Rev Chishanu will serve the remaining two years at The Mitre.

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2022

Electoral Roll
Only those listed on the electoral roll may vote in the elections to the PCC.

Under the Church Representation Rules, a new Electoral Roll has to be completed every 6 years, the last one being completed in 2019. At St Barnabas, Russell Street, the roll comprises a total of 23 members. At St Thomas, Earlham Road, the roll comprises a total of 197 members and St Alban 11 members.

Standing Committee

Revds Eagles, Hendra, Julia Jones (resigned May 2022), Kim Mills (appointed May 2022), Neil Henery (appointed May 2022) David Wormald (Church Wardens)

Caroline Johnson (PCC Secretary)
Mark Jones (Treasurer - interim)

The trustees' report was approved by the Board of Trustees.

Revd T Eagles

Trustee
Dated: 20 April 2023

ST THOMAS NORWICH

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ST THOMAS NORWICH

I report to the trustees on my examination of the financial statements of St Thomas Norwich (the charity) for the year ended 31 December 2022.

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 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 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 financial statements to be reached.

Mark Johnstone FCA
Argents Accountants Limited
15 Palace Street
NORWICH
Norfolk
NR3 1RT
United Kingdom

Dated: 4 May 2023

ST THOMAS NORWICH
STATEMENT OF ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT
For the year ended 31 December 2022

	Notes	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £
Income and endowments from:							
Donations and legacies	**3**	314,602	32,563	347,165	311,961	74,415	386,376
Charitable activities	**4**	4,800	-	4,800	6,145	-	6,145
Other trading activities	**5**	36,671	-	36,671	27,549	-	27,549
Investments	**6**	24	-	24	2	-	2
Other income	**7**	68	-	68	38	-	38
Total income		356,165	32,563	388,728	345,695	74,415	420,110
Expenditure on:							
Charitable activities	**8**	352,138	41,298	393,436	335,249	71,356	406,605
Net incoming / (outgoing) resources before transfers		4,027	(8,735)	(4,708)	10,446	3,059	13,505
Gross transfers between funds	**18**	3,690	(3,690)	-	-	-	-
Net income/ (expenditure) for the year / Net movement in funds		7,717	(12,425)	(4,708)	10,446	3,059	13,505
Fund balances at 1 January		735,387	16,882	752,269	724,941	13,823	738,764
Fund balances at 31 December		743,104	4,457	747,561	735,387	16,882	752,269

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

ST THOMAS NORWICH
Balance Sheet
As at 31 December 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Tangible assets	13		39,978		53,458
Investments	14		1		1
			39,979		53,459
Current Assets					
Debtors falling due after one year	15	611,000		611,000	
Debtors falling due within one year	15	45,707		12,248	
Cash at bank and in hand		75,435		105,989	
		732,142		729,237	
Creditors: amounts falling due within one year	17	(24,560)		(30,427)	
Net Current Assets			707,582		698,810
Total assets less current liabilities			747,561		752,269
Income Funds					
Restricted Funds	18		4,457		16,882
Unrestricted Funds					
Designated Funds	19	7,874		7,874	
General Unrestricted Funds		735,230		727,513	
			743,104		735,387
			747,561		752,269

The financial statements were approved by the Trustees on 20 April 2023

Revd T Eagles

Trustee

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

Explanation of some of the funds are included within the trustees report, some of them do not require further explanation, the details of the others are listed below:

- Organ & classical music fund: St Thomas has a church organ which has been appreciated by many in past decades, who raised funds for its maintenance, repair and performance.
- Choral director/Music scholar fund: During early 2018 a Part Time choral & classical music person was employed. They were funded partly through specific grants which gave rise to this fund.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

1.6 Tangible fixed assets

Tangible fixed assets a re initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	25% on reducing balance
Fixtures and fittings	25% on reducing balance
Computers	33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations f rom suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

De-recognition of financial liabilities
Financial liabilities are de-recognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and Legacies

	Unrestricted Funds General	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Donations and gifts	266,551	20,063	286,614	248,227	57,998	306,225
Grants Received	-	12,500	12,500	12,455	16,417	28,872
Gift Aid Claimed	48,051	-	48,051	51,279	-	51,279
	314,602	32,563	347,165	311,961	74,415	386,376

Grants Received

Job Retention Scheme	-	-	-	12,455	-	12,455
The Willats Trust	-	12,500	12,500	-	16,417	16,417
	-	12,500	12,500	12,455	16,417	28,872

4 Charitable Activities

	Church Activities	Church Activities
	2022	2021
	£	£
Fees & similar income	4,800	6,145

5 Other trading activities

	Unrestricted Funds general	Unrestricted Funds general
	2022	2021
	£	£
Fundraising events	30,510	22,606
Church cafe	-	-
Hall income	2,552	1,543
Other trading income	3,609	3,400
Other trading activities	36,671	27,549

6 Investments

	Unrestricted Funds General 2022	Unrestricted Funds General 2021
	£	£
Interest receivable	24	2

7 Other income

	Unrestricted Funds General 2022	Unrestricted Funds General 2021
	£	£
Other Income	68	38

8 Charitable activities

	Church Activities 2021	Church Activities 2021
	£	£
Staff costs	160,360	182,748
Parish share	98,592	97,670
Service costs	151	94
Fees	4,422	4,666
Clergy Expenses	3,358	4,798
Outreach and projects	54,000	39,590
Promotions	1,281	-
Legal and professional fees	431	320
Bank charges	914	1,192
	323,509	331,078
Grant funding of activities (see note 9)	6,188	11,418
Share of support costs (see note 10)	60,721	60,299
Share of governance costs (see note 10)	3,018	3,810
	393,436	406,605
Analysis by fund		
Unrestricted funds - general	352,138	335,249
Restricted funds	41,298	71,356
	393,436	406,605

		Church Activities 2022	Church Activities 2021
9	**Grants payable**	**£**	**£**
	Grants payable	6,188	11,418

10 Support costs

	Support costs 2022	Governance costs 2022	Total 2022	Support costs 2021	Governance costs 2021	Total 2021
	£	**£**	**£**	**£**	**£**	**£**
Depreciation	13,480	-	13,480	17,920	-	17,920
Rent contribution	10,000	-	10,000	10,000	-	10,000
Rates and water	1,377	-	1,377	3,181	-	3,181
Insurance	3,878	-	3,878	3,749	-	3,749
Light and heat	11,905	-	11,905	7,262	-	7,262
Church and hall maintenance	11,795	-	11,795	12,932	-	12,932
Office and admin	453	-	453	438	-	438
St Albans re-development costs	-	-	-	-	-	-
IT and software	4,560	-	4,560	2,120	-	2,120
IT and audio	3,273	-	3,273	2,697	-	2,697
Accountancy	-	3,018	3,018	-	3,810	3,810
	60,721	3,018	63,739	60,299	3,810	64,109
Analysed between charitable activities	60,721	3,018	63,739	60,299	3,810	64,109

11 Trustees

One of the trustees (or any persons connected with them) received remuneration from the charity during the year. As an employee of the charity Revd J Payne (trustee) received remuneration for her role within the church of £12,000 with associated pension contributions of £360.

No further remuneration, other benefits or expenses, apart from the reimbursement of expenses wholly and necessarily incurred in support of the aims of the charity, were paid to trustees (or any persons connected with them) during the year.

12 Employees

	Number 2022 **No**	Number 2021 **No**
Employees	13	19

	2022 £	2021 £
Employment costs		
Wages and salaries	160,360	182,748

There were no employees whose annual remuneration was £60,000 or more.

13 Tangible Fixed Assets

	Plant & Equipment	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 January 2022	68,411	110,855	460	179,726
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 December 2022	68,411	110,855	460	179,726
Depreciation and impairment				
At 1 January 2022	46,393	79,569	306	126,268
Depreciation	5,505	7,821	154	13,480
At 31 December 2022	51,898	87,390	460	139,748
Carrying amount				
At 31 December 2022	16,513	23,465	-	39,978
At 31 December 2021	22,018	31,286	154	53,458

14 Fixed asset investments

	Other investments
	£
Cost or valuation	
At 1 January 2022 and 31 December 2022	1
Carrying amount	
At 31 December 2022	1
At 31 December 2021	1

This investment represents the cost of 100% of the share capital of STN Trading Ltd. See note 21 for further information

15 Debtors

	2022	2021
	£	£
Trade debtors	3,395	6,604
Prepayments	441	-
Other debtors	41,871	5,644
	45,707	12,248
Amounts falling due more than one year		
STN Trading Ltd	611,000	611,000
Total debtors	656,707	623,248

16 Loans and overdrafts

	2022	2021
	£	£
Loans from STN Trust	6,875	6,777
Payable within one year	6,875	6,777

17 Creditors: amounts falling due within one year

	2022	2021
	£	£
Borrowings	6,875	6,777
Other taxation and social security	3,938	4,987
Trade creditors	2,266	671
Other creditors	-	4,868
Accruals and deferred income	11,481	13,124
	24,560	30,427

18 Restricted funds

	Balance at 1 January	Incoming Resources	Resources Expended	Transfers	Balance at 31 December
	2022	2022	2022	2022	2022
	£	£	£	£	£
Missional Community House	4,196	3,562	(4,068)	(3,690)	-
Children and Youth	-	12,500	(12,500)	-	-
LYN	12,350	3,733	(11,626)	-	4,457
Diocesan Interns	336	12,768	(13,104)		-
	16,882	32,563	(41,298)	(3,690)	4,457

Restricted funds for the preceding year

	Balance at 1 January	Incoming Resources	Resources Expended	Transfers	Balance at 31 December
	2021	2021	2021	2021	2021
	£	£	£	£	£
Sports Ministry	-	6,000	(6,000)	-	-
Missional Community House	2,554	10,456	(8,814)	-	4,196
Children and Youth	6,839	15,342	(22,181)	-	-
LYN	4,430	31,193	(23,273)	-	12,350
Diocesan Interns	-	11,424	(11,088)		336
	13,823	74,415	(71,356)	-	16,882

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes

	Organ and classical music fund
	£
Balance at 1 January 2022	7,874
Balance at 31 December 2022	7,874

There was no movement in this fund during the preceding year

20 Analysis of net assets between funds

Funds balances at 31 December are represented by

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Tangible assets	39,978	-	39,978	53,458	-	53,458
Investments	1	-	1	1	-	1
Current assets / (liabilities)	703,125	4,457	707,582	681,928	16,882	698,810
	743,104	4,457	747,561	735,387	16,882	752,269

21 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

Trustees donated amounts to the charity in 2022.

St Thomas Norwich Trust Limited, charity 1100236, loaned £7,000 to St Thomas Norwich in 2020. During 2022 interest was charged in the sum of £98, increasing the outstanding balance at the year end to £6,875. No repayments were made during the year and the loan remains repayable on demand.

In addition during 2022 St Thomas Norwich Trust Limited made grants of £2,000 in support of the work of the interns.

St Thomas Norwich and STN Trust Limited have the following trustees in common; Revd. Watts (until his resignation from St Thomas Norwich in May 2022); and Mr N Henery (following his appointment as Church Warden May 2022).

St Thomas is a church within the Mitre Benefice. The other churches are St Alban and St Barnabas.

The Trustees of St Thomas Norwich are responsible for St Alban, a church planted from St Thomas and some of the charity's assets are located at St Alban. Giving to both churches comes to St Thomas. The accounts of St Thomas cover many of the costs of St Alban including the salary of a missioner and church cleaning, and the Parish Share for both churches. Separate accounts for St Alban are maintained and the income from the church hall in Grove Walk is used to cover utility bills and some service costs. However, as the income was not sufficient to cover costs, St Thomas made a grant of £6,000 during the financial year and also covered other costs leaving a balance owing from St Alban of £14,422 at the year end. It is planned that this balance will be cleared during 2023.

St Thomas Norwich wholly owns a trading subsidiary called STN Trading Ltd company number 09928322. STN Trading Ltd also owns and is responsible for the development of The Mitre. The surplus of STN Trading Ltd is covenanted to STN Trust Limited. During the year, St Thomas paid £9,996 to STN Trading relating to the rent of office space in The Mitre and paid staff costs amounting to £42,788, the staff having joint employment contracts with St Thomas and STN Trading. At the year end, STN Trading Ltd owed St Thomas Norwich £633,362 (2020 - £611,000). There are no repayment terms and no interest is charged on £611,000 and the balance, £23,362, is repayable within one year. There is no charge registered against The Mitre.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, HEIGHAM, N

England & Wales - Charity number 1161746

Accounts

Charity Registration No. 1161746

ST THOMAS NORWICH
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

ARGENTS
Chartered Accountants

ST THOMAS NORWICH

Trustees	Revd T Eagles	(appointed Jul 2021)
	Revd D Z Lloyd	
	Prof. J Glauert	
	Revd T J Watts	
	Mrs C Johnson	
	Mr T Huggins	
	Revd P J Brombley	
	Revd A Woodman	
	Revd M Hutton	(resigned October 2021)
	Revd J Payne	
	Revd D Rowlandson	
	Revd E Land	
	Revd D Hendra	
	Mr T Sweeting	(resigned September 2021)
	Mr M St John	
	Mrs J Jones	
	Mrs S Watts	
	Ms K Mills	
	Mr P Parker	(resigned September 2021)
	Dr H Kinsey	(resigned December 2021)
	Mr D MacInnes	
	Dr S Knapp	
	Miss L Jackson	
Charity Number	1161746	
Independent examiner	Argents Accountants Limited 15 Palace Street NORWICH Norfolk United Kingdom NR3 1RT	

ST THOMAS NORWICH

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ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2021

The trustees present their report and financial statements for the year ended 31 December 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "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) (effective 1 January 2019)".

Objectives and activities
The Mitre Benefice was created in November 2017, bringing together three Churches: St Thomas Heigham (STN Earlham Road), St Barnabas Heigham (STN Russell Street), and St Alban Lakenham (STN Grove Walk).

Although each Church was still required to have its own PCC and prepare its own accounts during the report year, an effective joint PCC was established to have oversight of, and accountability for, the organisations of the combined Benefice. Its aim and purpose is "Go and make disciples of all nations" Matthew 28:19.

It co-operates with the incumbent in promoting, in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The acronym STN has been adopted as a common tag for all the activities; it is interchangeable with "The Mitre Benefice". The terms are used across the Benefice to proclaim clearly that each and every person of whatever background coming in to contact with any of the three Churches for any reason will experience:

- A warm welcome;
- Christ-centred worship;
- Faithful and challenging Bible preaching and teaching; and
- People of all ages, encouraging each other to a life of Christian discipleship.

The PCC is committed to making the Christian faith accessible to as many people as possible by ensuring a variety of events, activities and worship services.

The PCC ensures that the Church fosters the prayer life of the community, teaches the Gospel and provides pastoral care to the community and to church members both within and outside the parish.

There has been no change in these during the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACTIVITIES AND MINISTRY Significant activities
The Covid-19 Public Health Emergency continued to disrupt our usual patterns of worship throughout 2021 and when we were able to meet in person Diocesan guidance was followed.

Rev David Lloyd continued to act as Priest in Charge until 31 Jul 2021 when Rev Tom Eagles was appointed. David continues to be involved in the work of the benefice, but in a reduced capacity.

Revd Dave Hendra was formally licensed in December 2021 as Associate Vicar, Mitre Benefice. Dave's role includes being site and service pastor at St Alban's Church, Grove Walk (Sanctuary) and City College Chaplain.

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2021

Public benefit
The Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. The ways in which we have worked for the public benefit are described in our Report.

Achievements and performance
This section highlights some of the 2021 events, activities and worship services. None of these would be possible without the dedicated and continuing service of a wide range of volunteers, and the PCC thanks everyone across the Benefice who contributed in any way.

STN's staff team of clergy, readers, employees and interns has been full of energy, commitment and innovation throughout the year, which has been made all the more difficult due to Covid-19 restrictions being in-place. The PCC thanks each member of the staff team for their hard work.

Worship Services
The pattern of normal worship continued to be disruption during 2021 and it was not until the summer that a regular pattern of meeting together was established.

- 10am and 7pm Sunday service at St Thomas
- 11am Sunday service at St Barnabas
- 4pm Sunday service at St Albans

A mid-week communion service was also re-instated at St Thomas and St Barnabas.

Lifelong learning
Many of our normal activities turned to on-line solutions. Connect Groups continued on a termly basis, meeting in-person where possible and over 350 people participated in these groups

Next generation
The PCC supported a variety of regular events to welcome children, working with their parents to see the next generation love God and enjoy church. Children's work resumed in person this year, with 4-11 year olds meeting on Sundays at St Albans and St Thomas. We ran a theme on 'Heroes of the Faith', looking at Old Testament characters and learning about bold faith. In October we held a Light Party, where 220 people attended from the local area, both Christian and non-Christian families, to enjoy the bouncy castle, UV paint and hear the gospel message of Jesus.

The youth resumed meeting in person, with groups for 11-18 year olds on Sundays (10am and 4pm) and Friday evenings running a theme "Growing faith". Friday Night Youth provides a place for young people to have fun and explore Christianity in a welcoming and loving environment and attracts a diverse group of young people. The group is also building connections with the local 6th form college.

There are over 25 student volunteers who are committed to ensuring the children's and youth ministries are a fun and engaging place to build relationships and learn about the Christian faith and this is the key to the future success. This year we have seen a strengthening and flourishing of the young people's ministries, and we are so thankful to every one of our dedicated volunteers who enable us to provide the amazing ministry we have.

Students
We aim to support students in Norwich over the last year we have continued to focus on support students as they work through student life during a pandemic. We have enjoyed worship, teaching, ministry, food and fun socials, led by and for students from both Universities. Many of our students serve in different ways, particularly at the 10am service, and most primarily attend the 7.

The group continues to form as many have found it hard to settle in any church during the ups and downs over the last year. But we are excited to see more settle at our churches and form a student community here as well as being involved in the wider life of the church.

Students from both Universities contributed significantly to the life and worship of the Benefice. The PCC records its grateful thanks.

Sports Ministry
The Sports Factory re-engaged all the schools it had previously worked with prior to the pandemic. We were able to run our Legacy Holiday club for a full week in the Summer break which was sold out to capacity and was followed up with a family picnic. Our adult social sports sessions re-commenced, Monday Night Football has seen a much higher average attendance than we had prior to the pandemic.

Hospitality
While the Church aims to be welcoming to all, unfortunately much of our hospitality activity was necessarily put on hold during the year. Refreshments at services recommenced October 2021.

Communications / Media / Creativity / IT
As a church we continue to communicate through a variety of methods. Social media, specifically Instagram with the use of posts and stories, continues to be one of our main methods. This, combined with our weekly email to over 600 subscribed members and the updating of the website ensures that congregation members, and any other interested parties, are kept up to date about our events, gatherings and mission.

Film continues to be a key communication medium for us with continued growth of our YouTube channel and Ben Lawrence continuing to deliver excellent work across all ministry areas. Church online has progressed and refinements have been made over the course of the pandemic. Our Christmas feature-film received positive feedback. We continue to assess the best use of video for online church and currently have a simple livestream and are very grateful for those who give time to this areas of church life, particularly one of our interns, who also allowed the use of his personal equipment.

St Barnabas church and hall have recently received an update to their networking infrastructure & internet to ensure the same high standard of wi-fi we have across our other locations.

Our buildings
Quinquennial inspections (the Church of England's five-yearly property inspection) took place at all three church buildings in 2018. Whilst no significant work was undertaken during the year a programme of regular repair and maintenance was undertaken.

Local reports St Barnabas
The church family continues to be a faithful, prayerful community in all it does. It has appreciated having more chances to meet together over this last year, welcoming new members and supporting each other.

It has been great to see the restart of Noah's Boat, with many family's and child carers attending regularly. Cafe Shine continues to grow and be a real support to many women. We also had the great excitement of hosting the Light Party where many families from the surrounding areas we able to attend.

The church continues to explore how it can both reach out to their local area and create space for them in church as well as supporting and loving those that already have a home at St Barnabas.

STN Grove Walk (in the St Alban building)
The 4pm Sunday service re-commenced in person in April 2021 and since then we have been increasingly returning to normal, with outdoor services being held in the Summer months. The Kid's work also restarted and a new creche was launched for 0-5 year olds.During this period Baaba (our St Alban's based intern) has launched a creche for 0-5 year olds.

Sanctuary Community Garden - this has been developed during the year, supported by volunteers from both the Church and local community. A number of seasonal events have been hosted in the garden.

Link with Norwich Free School - this has strengthened over the year, with the school spontaneously donating food that has been used to seed a food shelf for any in need. The school also used the Sanctuary to host their Nativity Play.

STN Earlham Road (in the St Thomas Building)
The largest of our buildings continued to host services on a Sunday and a mid-week communion services when Covid restrictions allowed.

Work on Universal Access and surrounding gardens was completed, allowing no-step access to the main entrances of both the church and the hall, and a safer fire escape through the south-east porch.

Garden Church
In 2019/20 STN developed a trans-local largely lay led network of missional communities/house churches in partnership with the Diocesan Church Planting and Revitalisation Programme in order to pilot low cost pathways to making disciples through the mixed ecology of church. The Garden continues to grow, with 14 locations and around 160 members.

The Mitre
Opened on 14 August 2017, The Mitre on Earlham Road in Norwich developed its own personality as a safe and attractive place for the community to meet, with a regular clientele and numerous occasional visitors. There were successful evening events, involving people from inside and outside the churched community. The Mitre seeks to be a public home, not a public house.

When guidelines permitted, The Mitre was open to customers throughout 2021. In response to the tough trading conditions, the decision was made to simplify the menu and reduce openings hours and team size. Thank you to all our friends who no longer serve in The Mitre, we wish you well. The team has worked tirelessly to improve customer experience, including the arrangement of furniture to make people feel safe, introduction of artists' exhibitions and looking to local suppliers to reduce carbon footprint.

In July a sudden downpour flooded the access corridor and west end of the bar and the restoration work is nearing completion. The upstairs area, which is used as Church office space, was also redecorated during the year.

The Sanctuary
Prior to lockdown, The Sanctuary Coffee Stop operated five days a week in the St Albans building on Grove Walk, with a substantial regular client base. Responsibility for running the Sanctuary passed to St Albans from STN Trading Ltd in Q4 2020.

Volunteers were essential to our operations. Thank you to each of them.

The Halls (ER, GW and RS)
These were let to organisations including Guides, Brownies. Commercial hirers provided dance, ballet, music, Pilates, although usage was restricted due to Covid-19.

Each of the Halls is used for church children's work on Sundays.

No major work was done on any of the Halls.

STN Trust
The Trust continues to support the Benefice, providing funding for a number of staff posts. The Trust publishes its own annual report.

Partner Organisations
The Love Your Neighbour (LYN) activity continued throughout 2021, supporting the local community in a variety of practical ways. The benefice continued to be connected with: Street Child; Hope In Action & Community Chaplaincy Norwich; and International Justice Mission. Under the banner of LYN, these partnerships are being reviewed and further partnerships explored.

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2021

Financial review and financial position
Church membership did not change substantially during the year. Giving was down £22k (6%) and whilst expenditure increased, surplus for the year was £13.5k.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to at least two month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management
The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Organisational structure
STN is the overall St Thomas Church. This is registered charity 1161746.

Although a joint PCC began operating across the benefice in 2017, only the PCC members elected by the St Thomas Parish, the incumbents and the St Thomas wardens are the Trustees of this charity.

St Barnabas' PCC focused on the issues facing that church, whilst also being part of the STN PCC. St Barnabas's PCC publishes its own report.

There continued to be no electoral roll or PCC for St Albans, with the STN wardens, vicars and STN PCC Secretary acting as a governance body for St Albans.

As the 2020 APCM was held in October, the 2021 APCM, held in April, saw the reappointment of the Church Wardens and PCC members. As no permanent Treasurer has been appointed, the role continues to be covered on an interim basis. We are grateful for the commitment of these volunteers past and present in this challenging time of transition for the Church. The Church in this period also began to think of itself more as a network of churches or a 'family' of churches that is diverse and unified, gathered and scattered.

STN Church is the body that delivers all worship, evangelism and mission work.

The Sports Factory is an operation of STN with a sporting focus. It is a cost centre within STN, and it is a responsibility of the Sports Factory team to seek their funding through grant aid and by selling services to schools. The activities are led by Tim Henery.

STN Trading Ltd (STNT) is a registered company, number 09928322, with STN being the sole shareholder. STNT exists to develop Christian community through hospitality and owns and operates The Mitre.

STN Trust is a charity, (registered charity 1100236) is focused on community and social action. It has its own Trustees, which include Rev David Lloyd, and four other members of STN Church. In light of a change of CEO in 2019 STN undertook a review of its mission and focus. The emerging Covid crisis in 2020 saw STN Trust focus its resources on supporting a broader range of community action by seed funding outward looking missional initiatives within STN. This includes the support of the Missional Community House in West Earlham (and associated Food Distribution and Community Care), the appointment of a Sports Factory worker and a part-time LYN Mission Co-ordinator.

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2021

PCC Membership
Members of the PCC are either ex-officio or elected at the Annual Parochial Church Meeting in accordance with the Church Representation Rules.

The PCC met seven times remotely on-line during 2021, with an average attendance of 20 persons.

The Standing Committee was made up of Revs. Dave Lloyd (until Jul 2021) Dave Hendra, Tom Eagles (post July 2021) Julia Jones and David Wormald (Wardens), Tim Sweeting (Vice Chair - stepped down September 2021), Caroline Johnson (Secretary), Mark Jones (Treasurer - interim)

During the year the following served as members of the PCC

Ex Officio Members

The Revd Tom Eagles - Priest in charge (effective July 2021).
The Revd Dave Lloyd, Associate Priest
The Revd Joanna Payne, Associate Priest
The Revd Andrew Woodman, Curate (resigned July 2021)
The Revd Matthew Hutton, Associate Priest (resigned October 2021)
The Revd Dave Hendra, Priest in charge (St Albans)
The Revd PJ Brombley, Curate
The Revd Tim Watts, Curate
The Revd Di Rowlandson, Associate Priest
The Revd Ed Land, Associate Priest
Diana Timms, Reader
Mark Jones (Treasurer - interim)

Church Wardens

Julia Jones re-appointed 2021 APCM

Elected Members

Terry Huggins
Caroline Johnson
Selina Watts
Kim Mills
Phil Parker (resigned September 2021)
Hannah Kinsey (resigned December 2021)
Louise Jackson
Duncan MacInnes
Tim Sweeting (Vice Chair resigned September 2021)

Deanery Synod Representatives

John Glauert
Sarah Knapp
Matti St John

Members from St Alban's

Churchwarden: David Wormald – appointed 2020
Elected members: Bonnie Wilson, Adrian Munn

Members from St Barnabas

Churchwarden: Terry Burkill
Elected members: Paul Elsey; Norma Broadest; Carol Marshall-Nichols; Neil Sallows (effective May 2021)

ST THOMAS NORWICH
Trustees' Report
For the year ended 31 December 2021

Clergy changes

Tom Eagles joined 31 July 2021
Andy Woodman moved to a new role leading Crossroads, in a neighbouring parish.

Electoral Roll

Only those listed on the electoral roll may vote in the elections to the PCC.

Under the Church Representation Rules, a new Electoral Roll has to be completed every 6 years and 2019 was one of these years. At St Barnabas, Russell Street, the roll comprises a total of 24 members, At St Thomas, Earlham Road, the roll comprises a total of 202 members. There is no electoral roll at St Alban, Grove Walk; people are part of the Earlham Road roll.

Standing Committee

Revs Eagles, Hendra, Lloyd (Revd Lloyd resigned 31 July 2021)
Julia Jones, David Wormald (Church Wardens)
Tim Sweeting (Vice Chair-resigned September 2021)
Caroline Johnson (PCC Secretary)
Mark Jones (Treasurer - interim)

The trustees' report was approved by the Board of Trustees.

Revd T Eagles

Trustee
Dated: 7 April 2022

ST THOMAS NORWICH

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ST THOMAS NORWICH

I report to the trustees on my examination of the financial statements of St Thomas Norwich (the charity) for the year ended 31 December 2021.

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

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 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 financial statements to be reached.

Mark Johnstone FCA
Argents Accountants Limited
15 Palace Street
NORWICH
Norfolk
NR3 1RT
United Kingdom

Dated: 20 April 2022

ST THOMAS NORWICH
STATEMENT OF ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT
For the year ended 31 December 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £
Income and endowments from:							
Donations and legacies	**3**	311,961	74,415	386,376	352,033	49,666	401,699
Charitable activities	**4**	6,145	-	6,145	3,615	-	3,615
Other trading activities	**5**	27,549	-	27,549	22,327	-	22,327
Investments	**6**	2	-	2	14	-	14
Other income	**7**	38	-	38	2,491	-	2,491
Total income		345,695	74,415	420,110	380,480	49,666	430,146
Expenditure on:							
Charitable activities	**8**	335,249	71,356	406,605	301,234	41,299	342,533
Net incoming / (outgoing) resources before transfers		10,446	3,059	13,505	79,246	8,367	87,613
Gross transfers between funds	**18**	-	-	-	10,153	(10,153)	-
Net income/ (expenditure) for the year / Net movement in funds		10,446	3,059	13,505	89,399	(1,786)	87,613
Fund balances at 1 January 2021		724,941	13,823	738,764	635,542	15,609	651,151
Fund balances at December 2021		735,387	16,882	752,269	724,941	13,823	738,764

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

ST THOMAS NORWICH
Balance Sheet
As at 31 December 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible assets	13		53,458		71,378
Investments	14		1		1
			53,459		71,379
Current Assets					
Debtors falling due after one year	15	611,000		611,000	
Debtors falling due within one year	15	12,248		15,038	
Cash at bank and in hand		105,989		58,873	
		729,237		684,911	
Creditors: amounts falling due within one year	17	(30,427)		(17,526)	
Net Current Assets			698,810		667,385
Total assets less current liabilities			752,269		738,764
Income Funds					
Restricted Funds	18		16,882		13,823
Unrestricted Funds					
Designated Funds	19	7,874		7,874	
General Unrestricted Funds		727,513		717,067	
			735,387		724,941
			752,269		738,764

The financial statements were approved by the Trustees on 7 April 2022

Revd T Eagles

Trustee

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

Explanation of some of the funds are included within the trustees report, some of them do not require further explanation, the details of the others are listed below:

- Organ & classical music fund: St Thomas has a church organ which has been appreciated by many in past decades, who raised funds for its maintenance, repair and performance.
- Choral director/Music scholar fund: During early 2018 a Part Time choral & classical music person was employed. They were funded partly through specific grants which gave rise to this fund.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

1.6 Tangible fixed assets

Tangible fixed assets a re initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	25% on reducing balance
Fixtures and fittings	25% on reducing balance
Computers	33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments a re initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in n et income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations f rom suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

De-recognition of financial liabilities
Financial liabilities are de-recognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and Legacies

	Unrestricted Funds General	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Donations and gifts	248,227	57,998	306,225	287,569	49,666	337,235
Grants Received	12,455	16,417	28,872	5,963	-	5,963
Gift Aid Claimed	51,279	-	51,279	58,501	-	58,501
	311,961	74,415	386,376	352,033	49,666	401,699

Grants Received

Job Retention Scheme	12,455	-	12,455	5,963	-	5,963
The Willats Trust	-	16,417	16,417	-	9,000	9,000
	12,455	16,417	28,872	5,963	9,000	14,963

4 Charitable Activities

	Church Activities	Church Activities
	2021	2020
	£	£
Fees & similar income	6,145	3,615

5 Other trading activities

	Unrestricted Funds general	Unrestricted Funds general
	2021	2020
	£	£
Fundraising events	22,606	18,079
Church cafe	-	137
Hall income	1,543	4,111
Other trading income	3,400	-
Other trading activities	27,549	22,327

6 Investments

	Unrestricted Funds General 2021 £	Unrestricted Funds General 2020 £
Interest receivable	2	14

7 Other income

	Unrestricted Funds General 2021 £	Unrestricted Funds General 2020 £
Other Income	38	2,491

8 Charitable activities

	Church Activities 2021 £	Church Activities 2020 £
Staff costs	182,748	156,708
Parish share	97,670	67,442
Service costs	94	785
Fees	4,666	380
Clergy Expenses	4,798	3,536
Outreach and projects	39,590	34,195
Promotions	-	507
Legal and professional fees	320	1,255
Bank charges	1,192	514
	331,078	265,322
Grant funding of activities (see note 9)	11,418	10,976
Share of support costs (see note 10)	60,299	63,281
Share of governance costs (see note 10)	3,810	2,954
	406,605	342,533
Analysis by fund		
Unrestricted funds - general	335,249	301,234
Restricted funds	71,356	41,299
	406,605	342,533

		Church Activities	Church Activities
		2021	2020
9	**Grants payable**	**£**	**£**
	Grants payable	11,418	10,976

10 Support costs

	Support costs	Governance costs	Total	Support costs	Governance costs	Total
	2021	2021	2021	2020	2020	2020
	£	**£**	**£**	**£**	**£**	**£**
Depreciation	17,920	-	17,920	23,843	-	23,843
Rent contribution	10,000	-	10,000	10,000	-	10,000
Rates and water	3,181	-	3,181	809	-	809
Insurance	3,749	-	3,749	3,853	-	3,853
Light and heat	7,262	-	7,262	7,066	-	7,066
Church and hall maintenance	12,932	-	12,932	7,690	-	7,690
Office and admin	438	-	438	282	-	282
St Albans re-development costs	-	-	-	683	-	683
IT and software	2,120	-	2,120	3,132	-	3,132
IT and audio	2,697	-	2,697	5,923	-	5,923
Accountancy	-	3,810	3,810	-	2,954	2,954
	60,299	3,810	64,109	63,281	2,954	66,235
Analysed between charitable activities	60,299	3,810	64,109	63,281	2,954	66,235

11 Trustees

One of the trustees (or any persons connected with them) received remuneration from the charity during the year. As an employee of the charity Revd J Payne (trustee) received remuneration for her role within the church of £12,000 with associated pension contributions of £360.

No further remuneration, other benefits or expenses were paid to trustees (or any persons connected with them) during the year.

12 Employees

	Number 2021 **No**	Number 2020 **No**
Employees	19	23

	2021 £	2020 £
Employment costs		
Wages and salaries	182,748	156,708

There were no employees whose annual remuneration was £60,000 or more.

13 Tangible Fixed Assets

	Plant & Equipment	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 January 2021	68,411	110,855	460	179,726
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 December 2021	68,411	110,855	460	179,726
Depreciation and impairment				
At 1 January 2021	39,054	69,141	153	108,348
Depreciation	7,339	10,428	153	17,920
At 31 December 2021	46,393	79,569	306	126,268
Carrying amount				
At 31 December 2021	22,018	31,286	154	53,458
At 31 December 2020	29,357	41,714	307	71,378

14 Fixed asset investments

	Other investments
	£
Cost or valuation	
At 1 January 2021 and 31 December 2021	1
Carrying amount	
At 31 December 2021	1
At 31 December 2020	1

This investment represents the cost of 100% of the share capital of STN Trading Ltd. See note 21 for further information

15 Debtors

	2021	2020
	£	£
Trade debtors	6,604	3,707
Other debtors	5,644	11,331
	12,248	15,038
Amounts falling due more than one year		
STN Trading Ltd	611,000	611,000
Total debtors	623,248	626,038

16 Loans and overdrafts

	2021	2020
	£	£
Loans from STN Trust	6,777	6,807
Payable within one year	6,777	6,807

17 Creditors: amounts falling due within one year

	2,021	2,020
	£	£
Borrowings	6,777	6,807
Other taxation and social security	4,987	6,258
Trade creditors	671	1,002
Other creditors	4,868	-
Accruals and deferred income	13,124	3,459
	30,427	17,526

18 Restricted funds

	Balance at 1 January	Incoming Resources	Resources Expended	Transfers	Balance at 31 December
	2021	2021	2021	2021	2021
	£	£	£	£	£
Sports Ministry	-	6,000	(6,000)	-	-
Missional Community House	2,554	10,456	(8,814)	-	4,196
Children and Youth	6,839	15,342	(22,181)	-	-
LYN	4,430	31,193	(23,273)	-	12,350
Diocesan Interns	-	11,424	(11,088)		336
	13,823	74,415	(71,356)	-	16,882

Restricted funds for the preceding year

	Balance at 1 January	Incoming Resources	Resources Expended	Transfers	Balance at 31 December
	2020	2020	2020	2020	2020
	£	£	£	£	£
Disabled access	10,153	-	-	(10,153)	-
Sports Ministry	-	9,000	(9,000)	-	-
St Barnabas	5,456	1,350	(6,806)	-	-
Missional Community House	-	6,000	(3,446)	-	2,554
Children and Youth	-	15,000	(8,161)	-	6,839
LYN	-	18,316	(13,886)	-	4,430
	15,609	49,666	(41,299)	(10,153)	13,823

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes

	Organ and classical music fund
	£
Balance at 1 January 2021	7,874
Balance at 31 December 2021	7,874

There was no movement in this fund during the preceding year

20 Analysis of net assets between funds

Funds balances at 31 December 2021 are represented by

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Tangible assets	53,458	-	53,458	71,378	-	71,378
Investments	1	-	1	1	-	1
Current assets / (liabilities)	681,928	16,882	698,810	653,562	13,823	667,385
	735,387	16,882	752,269	724,941	13,823	738,764

21 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

Trustees donated amounts to the charity in 2021.

St Thomas Norwich Trust Limited, charity 1100236, loaned £7,000 to St Thomas Norwich in 2020. During 2021 adjustments to the interest charged amounted to £26 reduced the outstanding loan balance to £6,777 at year end. No further repayments were made during the year and the loan remains repayable on demand.

In addition during the year St Thomas Norwich Trust Limited made grants of £41,653. £6,567 of this was to help fund a Children's and Youth worker from March 2021 until March 2022; £6,000 supported the hosting of interns in Missional Community House, Earlham; £2,000 supporting interns; and £27,086 supporting the work of LYN from September 2021 to August 2022.

St Thomas Norwich and STN Trust Limited have the following trustees in common: Revd. Lloyd and Revd. Watts.

St Thomas is a church within the Mitre Benefice. The other churches are St Albans and St Barnabas.

The Trustees of St Thomas Norwich are responsible for St Albans, a church planted from St Thomas. Some of the charity's assets are located at St Alban. Giving to both churches comes to St Thomas. The accounts of St Thomas cover many of the costs of St Alban including the salary of a missioner and church cleaning, and the Parish Share for both churches. Separate accounts for St Alban use income from the church hall in Grove Walk to cover utility bills and some service costs.

St Thomas Norwich wholly owns a trading subsidiary called STN Trading Ltd company number 0 9928322. STN Trading Ltd also owns and is responsible for the development of The Mitre. The surplus of STN Trading Ltd is covenanted to STN Trust Limited. STN Trading Ltd owed St Thomas Norwich £611,000 at the year end (2020 - £611,000) , there are no repayment terms and no interest is charged, and there is no charge registered against The Mitre.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST THOMAS, HEIGHAM, N

England & Wales - Charity number 1161746

Accounts

Charity Registration No. 1161746

ST THOMAS NORWICH

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

ARGENTS

ST THOMAS NORWICH

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Revd D Z Lloyd	
	Prof. J Glauert	
	Revd T J Watts	
	Mrs C Johnson	
	Mr T Huggins	
	Revd P J Brombley	
	Revd A Woodman	
	Revd M Hutton	
	Revd J Payne	
	Revd D Rowlandson	
	Revd E Land	
	Revd D Henda	(Appointed 25 October 2020)
	Mr T Sweeting	(Appointed 25 October 2020)
	Mr M St John	(Appointed 25 October 2020)
	Mrs J Jones	(Appointed 25 October 2020)
	Mrs S Watts	(Appointed 25 October 2020)
	Ms K Mills	(Appointed 25 October 2020)
	Mr P Parker	(Appointed 25 October 2020)
	Dr H Kinsey	(Appointed 25 October 2020)
	Mr D MacInnes	(Appointed 25 October 2020)
	Dr S Knapp	(Appointed 25 October 2020)
	Miss L Jackson	(Appointed 25 October 2020)
Charity number	1161746	
Independent examiner	Argents Accountants Limited 15 Palace Street NORWICH Norfolk United Kingdom NR3 1RT	

ST THOMAS NORWICH

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ST THOMAS NORWICH

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

The trustees present their report and financial statements for the year ended 31 December 2020.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "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) (effective 1 January 2019)".

Objectives and activities

The Mitre Benefice was created in November 2017, bringing together three Churches: St Thomas Heigham (STN Earlham Road), St Barnabas Heigham (STN Russell Street), and St Alban Lakenham (STN Grove Walk).

Although each Church was still required to have its own PCC and prepare its own accounts during the report year, an effective joint PCC was established to have oversight of, and accountability for, the organizations of the combined Benefice. Its aim and purpose is "Go and make disciples of all nations" Matthew 28:19.

It co-operates with the incumbent (currently, the interim priest-in-charge) in promoting, in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The acronym STN has been adopted as a common tag for all the activities; it is interchangeable with "The Mitre Benefice". The terms are used across the Benefice to proclaim clearly that each and every person of whatever background coming in to contact with any of the three Churches for any reason will experience:

- A warm welcome;
- Christ-centred worship;
- Faithful and challenging Bible preaching and teaching; and
- People of all ages, encouraging each other to a life of Christian discipleship.

The PCC is committed to making the Christian faith accessible to as many people as possible by ensuring a variety of events, activities and worship services.

The PCC ensures that the Church fosters the prayer life of the community, teaches the Gospel and provides pastoral care to the community and to church members both within and outside the parish.

There has been no change in these during the year.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

ACTIVITIES AND MINISTRY

Significant activities

The Covid-19 Public Health Emergency prevented the APCM happening as usual in April 2020 and therefore an update on 2020 activities between 1 January 2020 and the APCM, held in October 2020, was provided in the 2020 Trustees' Report. However, for completeness, this report includes a full review of 2020 activities.

Rev Ian Dyble was signed off work with exhaustion just before Christmas 2019, and this absence continued until 1 July 2020. At this point Ian returned to part-time ministry, but left STN in October 2020, having secured a new position, leading the Weybourne Group of churches. Due to Ian's absence:

- The Diocese kindly continued the Benefice Share reduction throughout 2020;
- The Diocesan Centre for Church Planting and Revitalisation Programme was relocated from St Barnabas to the Diocesan offices in Easton; and
- The Bishop of Norwich, Graham Usher, appointing Rev David Lloyd as acting Priest in Charge from 8 March until 30 June 2020. David was appointed interim Priest in Charge, effective 1 July 2020 a role that continued after Ian's departure.

Revd Dave Hendra was licenced on 11 June 2020 as Associate Priest, Mitre Benefice. Dave's role includes being site and service pastor at St Alban's Church, Grove Walk (Sanctuary) and City College Chaplain.

We are pleased to announce the Revd Tom Eagles has been appointed as Ian's successor and will be licenced as Priest in Charge of the Mitre Benefice on 31 July 2021.

Public benefit

The Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. The ways in which we have worked for the public benefit are described in our Report.

Achievements and performance
This section highlights some of the 2020 events, activities and worship services. None of these would be possible without the dedicated and continuing service of a wide range of volunteers, and the PCC thanks everyone across the Benefice who contributed in any way.

STN's staff team of clergy, employees and interns has been full of energy, commitment and innovation throughout the year, which has been made all the more difficult due to Covid-19 restrictions being in-place. The PCC thanks each member of the staff team for their hard work.

Worship Services
Prior to the Covid-19 Public Health Emergency, the services on a typical Sunday were a:

- Common Worship communion service with traditional music and organ or orchestra at 9:00 am - St Thomas, Earlham Road;
- Less formal communion service, including activities and teaching for children at 10:30 - St Barnabas, Russell Street;
- Contemporary service at 11am aimed at families, including activities and teaching for children and youth - St Thomas, Earlham Road;
- Contemporary service at 4pm aimed at families, with activities for children and youth - St Alban, Grove Walk; and
- Relaxed contemporary service with teaching at 7pm - St Thomas, Earlham Road.

Covid-19 meant that the pattern of services changed from the end of March 2020, and the Benefice responded with a variety of web-based offerings. Individual church members formed groups using WhatsApp and other social media; Connect groups moved to Zoom and Google Meet.

The easing of restrictions during October, November and at Christmas meant that we were able to hold 'inperson' services, with social distancing being carefully observed.

Lifelong learning
Many of our normal activities turned to on-line solutions. Alpha courses ran several times during the year via Zoom and Google meet and Connect Groups continued on a termly basis, with over 350 people participating in these groups

Next generation
The PCC supported a variety of regular events to welcome children, working with their parents to see the next generation love God and enjoy church.

The provision of Children's work continued during the year, with a weekly on-line Sunday morning session.

Groups for 11 - 18-year-olds met on Sundays, and during the week across the Benefice. The groups met face to face before lock-down and on-line during lock-down. These include Friday Night Youth, which provides a place for young people to have fun and explore the Christian faith, and is connected with St Alban, Grove Walk. This connection continued during lock-down, with small on-line groups meeting during the week and a larger on-line group meeting on a Friday night. During the summer months, the group gathered in small groups in parks and outdoor spaces.

Students
STN aims to support students in Norwich and before lockdown we ran regular student lunches and student nights. We enjoyed worship, teaching, ministry, food and fun socials, led by and for students from both Universities. The Sunday 7 service was also geared towards students. During lock-down we centred on 1-on-1 discipleship, taking the opportunity to meet up where possible, facilitating small group Bible studies and supporting our student community during the periods of lockdowns and on-line learning.

Students from both Universities contributed significantly to the life and worship of the Benefice. The PCC records its grateful thanks.

Sports Ministry
The Sports Factory engaged with schools across the benefice, but at a lower rate than in previous years due to pandemic. To connect with young people, a YouTube channel was created, including content covering physical activity, family fun and a Gospel message (an on-line Easter Holiday Club was also run). Pilates and a newly created Stretch and Pray session were also taken on-line and a "Game On" podcast created, which encompassed interviews with leaders and pioneers in Sport Ministries.

Hospitality
While the Church aims to be welcoming to all, unfortunately much of our hospitality activity was necessarily put on hold during the year.

Love Your Neighbour (LYN)
The Love Your Neighbour campaign was a national response to the Covid-19 pandemic and locally involved large projects such as: Love Christmas; Love Sunday; and Love Easter, where parcels were delivered to key community groups such as staff in care Homes or teachers; and working with community partners such as Food to Go! There were regular projects such as daily prescription deliveries and more general assistance provided through activities such as collecting shopping, dog walking and gardening. Volunteers were at the heart of the campaign with 60 involved in the projects since March 2020.

Communications
STN aimed to communicate with the church members and the wider community using as many different media as possible.

Our web site continued to spearhead communication to a wider audience. The weekly news video was posted to allow those not attending Church to see what is happening at STN. Audio recordings of the talks were also published as podcasts and used by around 18 listeners every month in Norfolk and beyond. Weekly YouTube videos were published and premiered at set times to promote online gatherings and weekly commitment to community. The weekly films followed a pattern of 1. A Contemplative Service for STN and the Mission Partnership Churches 2. A Contemporary 10am Service 3. A live streamed 4pm family service 4. A 9am "Kids Church". In addition to this Zoom was used for occasional prayer gatherings, community quizzes and for the numerous House Groups and Garden Groups to stay connected through lockdown. The Youth continued to meet on a Friday night on Zoom.

The Church increased its use of Facebook and Instagram as a way of promoting events and subscribers to all channels increased.

Our buildings
Quinquennial inspections (the Church of England's five-yearly property inspection) took place at all three church buildings in 2018. Due to Covid-19 no work was undertaken in 2020 towards addressing any of the issues raised in the inspection report

Local reports

St Barnabas
"In the Light of Christ, we Care and Share" was lived out through the year.

Prior to COVID-19 we continued to run many of the successful community events, including Fun Days, Noah's Boat and Bouncy Castle Events. During COVID these all had to stop, but we worked with LYN to deliver food parcels, and with the Kids team to give out activity packs. Worship services were every Sunday and Thursday when we were able to meet.

No major work was carried out on the buildings during the year and the PCC are working with the Diocesan Finance team in finding funding for much-needed roof work on both the Hall and Church buildings.

STN Grove Walk (in the St Alban building)
The Sanctuary coffee stop attracted many into the church building for their first time and between the lockdowns 1 & 2 it operated outside, providing "Alfesco" hospitality for the community. When coffee has been permitted inside, the Sanctuary coffee stop has been used for many informal church meetings. We have opened the Sanctuary for private prayer on specified days and a number of our STN Connect groups were able to meet at the Sanctuary when rules allowed.

Our online Sunday services have been experimental, initially using staged YouTube "Shows" from the vicarage, with the congregation joining in via the comments section. We then switched to Zoom meetings, with breakout rooms enabling community catch-up and prayer.

We have been a base for Friday Night Youth and St Alban's office has been temporarily turned into a basic music studio using existing equipment, becoming a base for the young people to start producing their own songs. The Sanctuary has also become a base for song writing for kid's groups.

STN Earlham Road (in the St Thomas Building)
The largest of our buildings continued to host three services on a Sunday, prior to lockdown and a limited number of services when restrictions were eased.

Work on Universal Access was substantially completed, allowing no-step access to the main entrances of both the church and the hall, and a safer fire escape through the south-east porch. The works have now been completed for disabled access and together with volunteer gardening and planting the outdoor area has been greatly improved.

Garden Church
In 2019/20 STN developed an organic network of missional communities in partnership with the Diocesan Church Planting and Revitalisation Programme in order to see renewal through a mixed ecology of mission and church expression. The Garden has planted churches in Sprowston and The Upper Nar Villages and operates in 10 other locations across The Diocese including West Earlham mission partnership. It has encouraged a renewed sense of purpose and intention in local mission and has been an expression of 'scattered' church today.

Russell Street Community Centre
This community asset was less well used during the year, with fewer commercial hirers and church-led activities. The lease was surrendered at the end of 2020 and ENYP are lined up to take on the lease and we hope to work closely with them going forwards.

The Mitre
Opened on August 14th 2017, The Mitre on Earlham Road in Norwich developed its own personality as a safe and attractive place for the community to meet, with a regular clientele and numerous occasional visitors. There were successful evening events, involving people from inside and outside the churched community. The Mitre seeks to be a public home, not a public house.

The Mitre has since grown a strong client base within the City and is a popular venue amongst all ages. As a relatively new business it has struggled to turn a profit but the Directors together with the PCC and Clergy are in the process of reviewing the missional focus and the context for its success. Covid-19 presented significant challenges and the Mitre has been shut for much of this year and staff furloughed. As we write, the Mitre is gradually reopening with a simple menu and the initial response from the community is good. We hope in 2021 to see the vision of the Mitre renewed and woven into the core vision of the STN Church. The Mitre seeks to become a simple self-sustaining and effective discipleship vehicle for the Church.

The Sanctuary
Prior to lockdown, The Sanctuary Coffee Stop operated five days a week in the St Albans building on Grove Walk, with a substantial regular client base. Responsibility for running the Sanctuary passed to St Albans from STN Trading Ltd in Q4 2020.

Volunteers were essential to our operations. Thank you to each of them.

The Halls (ER, GW and RS)
These were let to organisations including Guides, Brownies, Princes' Trust and Alcoholics Anonymous. Commercial hirers provided dance (Greek, Tango, International and more), ballet, Pilates, yoga, and parent support, although usage was restricted due to Covid-19.

Each of the Halls is used for church children's work on Sundays.

No major work was done on any of the Halls.

STN Trust
The Trust strengthened its identity and support within the Benefice and beyond. The Trust publishes its own annual report.

Partner Organizations

IJM & India
The PCC supported the International Justice Mission in its work to prevent trafficking, particularly in India.

Street Child
Street Child is a UK charity that provides educational opportunities for some of the world's most vulnerable children. Members of the church raised funds for the charity and STN has contributed funds to build at least three schools.

Partnering with Hope into Action & Community Chaplaincy Norwich

Whilst it has not been possible to go into HMP Norwich during any period since the first lockdown, with Hope into Action, we have continued to support the residents of two houses in Norwich, one for a family of those seeking asylum, and one mainly for homeless ex-offenders. We have also worked with Community Chaplaincy Norwich providing mentors for 8 ex-offenders.

Financial review

Financial position

Work on Universal Access at St Thomas Church was substantially completed during the year, funded from a restricted fund and the work has been completed in the first quarter of 2021.

Church membership, and the overall level of giving, did not change substantially during the year.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to at least two month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Organisational structure
STN is the overall St Thomas Church. This is registered charity 1161746.

Although a joint PCC began operating across the benefice in 2017, only the PCC members elected by the St Thomas Parish, the incumbents and the St Thomas wardens are the Trustees of this charity.

St Barnabas' PCC focused on the issues facing that church, whilst also being part of the STN PCC. St Barnabas's PCC publishes its own report.

There continued to be no electoral roll or PCC for St Albans, with the STN wardens, vicars and STN PCC Secretary acting as a governance body for St Albans.

Prior to the October 2020 APCM, STN was overseen on a day-to-day basis by the Executive Committee, the standing committee of the PCC, but a substantial change to the personnel of the PCC and Executive Committee occurred at that APCM and in light of that the Executive Committee was disbanded with oversight of activities being facilitated by a new Standing Committee and PCC.

At the 2020 APCM, the Church Wardens stepped down, some PCC members resigned whilst others did not seek re-election. At the same time, we welcomed newly elected wardens, and a new PCC. An interim Treasurer was appointed at the November PCC meeting. We are grateful for the commitment of these volunteers past and present in this challenging time of transition for the Church. The Church in this period also began to think of itself more as a network of churches or a 'family' of churches that is diverse and unified, gathered and scattered.

STN Church is the body that delivers all worship, evangelism and mission work.

The Sports Factory is an operation of STN with a sporting focus. It is a cost centre within STN, and it is a responsibility of the Sports Factory team to seek their funding through grant aid and by selling services to schools. The activities are led by Tim Henery.

STN Trading Ltd (STNT) is a registered company, number 09928322, with STN being the sole shareholder. STNT exits to develop Christian community through hospitality and owns and operates The Mitre and had landlord responsibilities for the Russell Street Community Centre until end Dec 2020 when the lease was relinquished and ran the Sanctuary Coffee Shop until Q4 2020 when responsibility was handed back to St Albans. A new manager of the Mitre was appointed in 2019 with a view to providing a strong and stable financial base from which the Mitre could begin to develop missional initiatives. Covid 19 obviously disrupted this development but the business is reopening and so the mission of STN through the Mitre is being refreshed and renewed for post-Covid Norwich.

STN Trust. This charity, (registered charity 1100236) is focused on community and social action. It has its own Trustees, which include Rev David Lloyd, and four other members of STN Church. I n light of a change of CEO in 2019 STN undertook a review of its mission and focus. The emerging Covid crisis in 2020 saw STN Trust focus its resources on supporting a broader range of community action by seed funding outward looking missional initiatives within STN. This includes the support of the Missional Community House in West Earlham (and associated Food Distribution and Community Care), the appointment of a Sports Factory worker and a part-time LYN Mission Co-ordinator.

PCC Membership
Members of the PCC are either ex-officio or elected at the Annual Parochial Church Meeting in accordance with the Church Representation Rules.
The PCC met in person once and via Zoom twice during the year with an average attendance of 22 persons. The Executive Committee of the outgoing PCC met bi-weekly, face to face or via Zoom until October when a new Standing Committee was elected. The Executive Committee consisted of Revs. Ian Dyble, Dave Lloyd and Andy Woodman, Tim Horspole and Nik Vitkovitch (Wardens), John Glauert (Treasurer), Terry Huggins, Terry Burkhill.

The Standing Committee (effective October 2020) is made up of Revs. Dave Lloyd and Dave Hendra, Julia Jones and David Wormald (Wardens), Tim Sweeting (Vice Chair), Caroline Johnson (Secretary), Mark Jones (Treasurer - interim)

During the year the following served as members of the PCC

Ex Officio Members
The Revd Ian Dyble, Vicar (Chairman) – resigned October 2020.
The Revd Dave Lloyd, Interim Priest in charge
The Revd Joanna Payne, Associate Priest
The Revd Andrew Woodman, Curate
The Revd Matthew Hutton, Associate Priest
The Revd Dave Hendra, Associate Priest (St Albans)
The Revd PJ Brombley, Curate
The Revd Tim Watts, Curate
The Revd Di Rowlandson, Associate Priest
The Revd Ed Land, Associate Priest
Diana Timms, Reader
Mark Jones (Treasurer - interim) – appointed November 2020

Church Wardens
Tim Horspole (Deputy Lay Chair), Nik Vitkovitch, both of whom stepped down at APCM on 25 October 2020.

Julia Jones and Carlos Reynells were appointed Church Wardens at same meeting, however Carlos stepped down before the end of 2020.

Elected Members
Elected – 2020 APCM
- Terry Huggins (re-elected)
- Caroline Johnson (re-elected)
- Selina Watts
- Kim Mills
- Phil Parker
- Hannah Kinsey
- Louise Jackson
- Duncan MacInnes
- Tim Sweeting (Vice Chair)

Tom Dannatt – did not seek re-election at 2020 APCM

Co-opted
- Louise Holliday – co-option ended 2020 APCM

Deanery Synod Representatives
John Glauert (STN Treasurer. Resigned Treasureship 2020 APCM)
Sarah Knapp – Elected 2020
Matti St John – Elected 2020
Roger Timms – Resigned 2020

Members from St Alban's
Churchwarden: David Wormald – appointed 2020
Elected members: Bonnie Wilson, Adrian Munn

Members from St Barnabas
Churchwarden: Terry Burkill
Elected members: Paul Elsey; Norma Broadest; Carol Marshall-Nichols
Becky Anderson and Alex Sellers – resigned in 2020

Clergy changes
Ian Dyble left in Q4 2020.
Dave Hendra joined Q2 2020

Electoral Roll
Only those listed on the electoral roll may vote in the elections to the PCC.

Under the Church Representation Rules, a new Electoral Roll has to be completed every 6 years and 2019 was one of these years. At St Barnabas, Russell Street, the roll comprises a total of 28 members, 12 of whom are resident in the parish. At St Thomas, Earlham Road, the roll comprises a total of 200 members. There is no electoral roll at St Alban, Grove Walk; people are part of the Earlham Road roll.

Standing Committee
Revs Lloyd, Hendra
Julia Jones, David Wormald (Church Wardens)
Tim Sweeting (Vice Chair)
Caroline Johnson (PCC Secretary) Mark
Jones (Treasurer - interim)

The trustees' report was approved by the Board of Trustees.

Revd D Z Lloyd
Trustee
Dated: 10 May 2021

ST THOMAS NORWICH

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF ST THOMAS NORWICH

I report to the trustees on my examination of the financial statements of St Thomas Norwich (the charity) for the year ended 31 December 2020.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 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 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

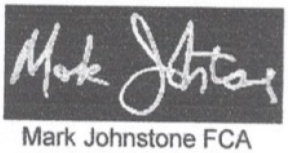
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 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 financial statements to be reached.



Mark Johnstone FCA
Argents Accountants Limited
15 Palace Street
NORWICH
Norfolk
NR3 1RT
United Kingdom

Dated: 18 May 2021

ST THOMAS NORWICH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
Income and endowments from:							
Donations and legacies	3	352,033	49,666	401,699	404,133	17,790	421,923
Charitable activities	4	3,615	-	3,615	3,827	-	3,827
Other trading activities	5	22,327	-	22,327	47,100	407	47,507
Investments	6	14	-	14	60	-	60
Other income	7	2,491	-	2,491	714	-	714
Total income		380,480	49,666	430,146	455,834	18,197	474,031
Expenditure on:							
Charitable activities	8	301,234	41,299	342,533	405,605	17,850	423,455
Net incoming resources before transfers		79,246	8,367	87,613	50,229	347	50,576
Gross transfers between funds		10,153	(10,153)	-	10,800	(10,800)	-
Net income/(expenditure) for the year/ Net movement in funds		89,399	(1,786)	87,613	61,029	(10,453)	50,576
Fund balances at 1 January 2020		635,542	15,609	651,151	574,513	26,062	600,575
Fund balances at 31 December 2020		724,941	13,823	738,764	635,542	15,609	651,151

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

ST THOMAS NORWICH

BALANCE SHEET
AS AT 31 DECEMBER 2020

	Notes	2020 £	2020 £	2019 £	2019 £
Fixed assets					
Tangible assets	14		71,378		69,260
Investments	15		1		1
			71,379		69,261
Current assets					
Debtors falling due after one year	16	611,000		598,000	
Debtors falling due within one year	16	15,038		9,576	
Cash at bank and in hand		58,873		35,136	
		684,911		642,712	
Creditors: amounts falling due within one year	18	(17,526)		(60,822)	
Net current assets			667,385		581,890
Total assets less current liabilities			738,764		651,151
Income funds					
Restricted funds	19		13,823		15,609
Unrestricted funds					
Designated funds	20	7,874		7,874	
General unrestricted funds		717,067		627,668	
			724,941		635,542
			738,764		651,151

The financial statements were approved by the Trustees on 10 May 2021

Revd D Z Lloyd
Trustee

1 Accounting policies

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Charities Act 2011 and "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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

Explanation of some of the funds are included within the trustees report, some of them do not require further explanation, the details of the others are listed below:

- Organ & classical music fund: St Thomas has a church organ which has been appreciated by many in past decades, who raised funds for its maintenance, repair and performance.
- Choral director/Music scholar fund: During early 2018 a Part Time choral & classical music person was employed. They were funded partly through specific grants which gave rise to this fund.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1 **Accounting policies** **(Continued)**

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	25% on reducing balance
Fixtures and fittings	25% on reducing balance
Computers	33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 Accounting policies (Continued)

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds general 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds general 2019 £	Restricted funds 2019 £	Total 2019 £
Donations and gifts	287,569	49,666	337,235	336,624	17,790	354,414
Grants received	5,963	-	5,963	-	-	-
Gift aid claimed	58,501	-	58,501	67,509	-	67,509
	352,033	49,666	401,699	404,133	17,790	421,923

4 Charitable activities

	Church activities 2020 £	Church activities 2019 £
Fees and similar income	3,615	3,827

5 Other trading activities

	Unrestricted funds general 2020 £	Unrestricted funds general 2019 £	Restricted funds 2019 £	Total 2019 £
Fundraising events	18,079	37,127	407	37,534
Church cafe	137	1,066	-	1,066
Hall income	4,111	8,907	-	8,907
Other trading activities	22,327	47,100	407	47,507

6 Investments

	Unrestricted funds general 2020 £	Unrestricted funds general 2019 £
Interest receivable	14	60

7 Other income

	Unrestricted funds general 2020 £	Unrestricted funds general 2019 £
Other income	2,491	714

8 Charitable activities

	Church activities 2020 £	Church activities 2019 £
Staff costs	156,708	190,739
Parish share	67,442	86,411
Service costs	785	5,658
Fees	380	4,047
Clergy expenses	3,536	4,333
Outreach and projects	34,195	47,858
Promotions	507	1,593
St Albans redevelopment costs	-	7,474
Legal and professional fees	1,255	2,383
Bank charges	514	567
	265,322	351,063
Grant funding of activities (see note 10)	10,976	9,290
Share of support costs (see note 11)	63,281	61,662
Share of governance costs (see note 11)	2,954	1,440
	342,533	423,455
Analysis by fund		
Unrestricted funds - general	301,234	405,605
Restricted funds	41,299	17,850
	342,533	423,455

9 Description of charitable activities

Church activities
Church activities

10 Grants payable

	Church activities 2020 £	Church activities 2019 £
Grants to institutions (9 grants):		
Various	10,976	9,290

11 Support costs

	Support costs £	Governance costs £	2020 £	Support costs £	Governance costs £	2019 £
Depreciation	23,843	-	23,843	25,039	-	25,039
Rent contribution	10,000	-	10,000	9,999	-	9,999
Rates and water	809	-	809	831	-	831
Insurance	3,853	-	3,853	3,861	-	3,861
Light and heat	7,066	-	7,066	9,029	-	9,029
Church and hall maintenance	7,690	-	7,690	8,222	-	8,222
Telephone	282	-	282	360	-	360
St Albans redevelopment costs	683	-	683	1,297	-	1,297
IT and software	3,132	-	3,132	2,759	-	2,759
IT and audio	5,923	-	5,923	265	-	265
Accountancy	-	2,954	2,954	-	1,440	1,440
	63,281	2,954	66,235	61,662	1,440	63,102
Analysed between Charitable activities	63,281	2,954	66,235	61,662	1,440	63,102

12 Trustees

One of the trustees (or any persons connected with them) received remuneration from the charity during the year. As an employee of the charity Revd J Payne (trustee) received remuneration for her role within the church of £12,000 with associated pension contributions of £360.

No further remuneration, other benefits or expenses were paid to trustees (or any persons connected with them) during the year.

13 Employees

The average monthly number of employees during the year was:

	2020 Number	2019 Number
Employees	23	30

Employment costs	2020 £	2019 £
Wages and salaries	156,708	190,739

There were no employees whose annual remuneration was £60,000 or more.

14 Tangible fixed assets

	Plant and equipment	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 January 2020	63,191	90,574	2,723	156,488
Additions	5,220	20,281	460	25,961
Disposals	-	-	(2,723)	(2,723)
At 31 December 2020	68,411	110,855	460	179,726
Depreciation and impairment				
At 1 January 2020	29,269	55,236	(2,723)	81,782
Depreciation charged in the year	9,785	13,905	153	23,843
Eliminated in respect of disposals	-	-	2,723	2,723
At 31 December 2020	39,054	69,141	153	108,348
Carrying amount				
At 31 December 2020	29,357	41,714	307	71,378
At 31 December 2019	33,922	35,338	-	69,260

15 Fixed asset investments

	Other investments £
Cost or valuation	
At 1 January 2020 & 31 December 2020	1
Carrying amount	
At 31 December 2020	1
At 31 December 2019	1

16 Debtors

Amounts falling due within one year:	2020 £	2019 £
Trade debtors	3,707	1,610
Other debtors	11,331	7,966
	15,038	9,576

Amounts falling due after more than one year:	2020 £	2019 £
STN Trading Ltd	611,000	598,000
Total debtors	626,038	607,576

17 Loans and overdrafts

	2020 £	2019 £
Other loans	-	18,000
Loans from STN Trust	6,807	20,621
	6,807	38,621
Payable within one year	6,807	38,621

18 Creditors: amounts falling due within one year

	2020	2019
	£	£
Borrowings	6,807	38,621
Other taxation and social security	6,258	8,341
Trade creditors	1,002	10,511
Other creditors	-	409
Accruals and deferred income	3,459	2,940
	17,526	60,822

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds			
	Balance at 1 January 2019	Incoming resources	Resources expended	Transfers	Balance at 1 January 2020	Incoming resources	Resources expended	Transfers	Balance at 31 December 2020
	£	£	£	£	£	£	£	£	£
Disabled access	17,456	3,497	-	10,800	10,153	-	-	(10,153)	-
Sports ministry	3,000	9,750	(12,750)	-	-	9,000	(9,000)	-	-
St Barnabas	506	4,950	-	-	5,456	1,350	(6,806)	-	-
House deposit	600	-	(600)	-	-	-	-	-	-
Events/worship	4,500	-	(4,500)	-	-	-	-	-	-
Missional community house	-	-	-	-	-	6,000	(3,446)	-	2,554
Children and youth	-	-	-	-	-	15,000	(8,161)	-	6,839
Lyn	-	-	-	-	-	18,316	(13,886)	-	4,430
	26,062	18,197	(17,850)	10,800	15,609	49,666	(41,299)	(10,153)	13,823

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 January 2019	Movement in funds: Incoming resources	Balance at 1 January 2020	Movement in funds: Incoming resources	Balance at 31 December 2020
	£	£	£	£	£
Organ and classical music fund	7,874	-	7,874	-	7,874
	7,874	-	7,874	-	7,874

21 Analysis of net assets between funds

	Unrestricted funds 2020	Restricted funds 2020	Total 2020	Unrestricted funds 2019	Restricted funds 2019	Total 2019
	£	£	£	£	£	£
Fund balances at 31 December 2020 are represented by:						
Tangible assets	71,378	-	71,378	69,260	-	69,260
Investments	1	-	1	1	-	1
Current assets/ (liabilities)	653,562	13,823	667,385	566,281	15,609	581,890
	724,941	13,823	738,764	635,542	15,609	651,151

22 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:
Trustees donated amounts to the charity in 2020.

St Thomas Norwich Trust Limited, charity 1100236, loaned £50,000 to St Thomas Norwich in 2017. During 2020 repayments continued to be made totalling £13,889 and £75 of interest has been charged leaving a balance of £6,807 owed at year end. The loan is repayable on demand.
In addition during the year St Thomas Norwich Trust Limited made grants of £21,000. £15,000 of this was to help fund a Children's and Youth worker and £6,000 supported the hosting of interns in Missional Community House, Earlham.

St Thomas Norwich and STN Trust Limited have the following trustees in common: Revd. Lloyd and Revd. Watts.

St Thomas is a church within the Mitre Benefice. The other churches are St Albans and St Barnabas.

The Trustees of St Thomas Norwich are responsible for St Alban, a church planted from St Thomas. Some of the charity's assets are located at St Alban. Giving to both churches comes to St Thomas. The accounts of St Thomas cover many of the costs of St Alban including the salary of a missioner and church cleaning, and the Parish Share for both churches. Separate accounts for St Alban use income from the church hall in Grove Walk to cover utility bills and some service costs.
St Barnabas had loaned St Thomas £18,000 in 2019, as at 31 December 2020 this had been repaid in full. This loan was made interest free and is repayable on demand.

St Thomas Norwich wholly owns a trading subsidiary called STN Trading Ltd company number 09928322. STN Trading Limited operated the Sanctuary café at St Alban in Grove Walk until September 202, when responsibility transferred to St Alban Church. STN Trading Ltd also owns and is responsible for the development of The Mitre. The surplus of STN Trading Ltd is covenanted to STN Trust Limited. STN Trading Ltd owed St Thomas Norwich £611,000 at the year end (2019 - £598,000), there are no repayment terms and no interest is charged, and there is no charge registered against The Mitre.