

ST THOMAS NORWICH

Charity Registration No. 1161746

**ST THOMAS NORWICH
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**



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

ST THOMAS NORWICH

Trustees' Report

For the year ended 31 December 2024

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)

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Trustees' Report

For the year ended 31 December 2024

- 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.

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For the year ended 31 December 2024

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.

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For the year ended 31 December 2024

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.

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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

ST THOMAS NORWICH

Trustees' Report

For the year ended 31 December 2024

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.

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Trustees' Report
For the year ended 31 December 2024

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)

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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

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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.

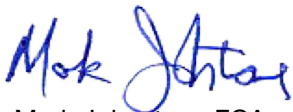
Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting 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

		Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
		2024	2024	2024	2023	2023	2023
Notes		£	£	£	£	£	£
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
		440,015	82,714	522,729	436,421	58,785	495,206
Total income							
Expenditure on:							
Charitable activities	8	388,683	81,564	470,247	398,975	23,747	422,722
		51,332	1,150	52,482	37,446	35,038	72,484
Net incoming / (outgoing) resources before transfers							
Gross transfers between funds	18	(27,918)	27,918	-	-	-	-
		23,414	29,068	52,482	37,446	35,038	72,484
Net income/ (expenditure) for the year / Net movement in funds							
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

		2024	2023
	Notes	£	£
Fixed Assets			
Tangible assets	13	22,487	29,983
Investments	14	1	1
		<u>22,488</u>	<u>29,984</u>
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
		<u>864,500</u>	<u>814,318</u>
Creditors: amounts falling due within one year	17	(14,461)	(24,257)
Net Current Assets		<u>850,039</u>	<u>790,061</u>
Total assets less current liabilities		<u>872,527</u>	<u>820,045</u>
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
		<u>803,964</u>	<u>780,550</u>
		<u>872,527</u>	<u>820,045</u>

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

Revd T Eagles

Trustee

ST THOMAS NORWICH

Notes to the Financial Statements

For the year ended 31 December 2024

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.

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

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.

1.10 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.

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

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.

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.

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

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
	<u>389,956</u>	<u>82,714</u>	<u>472,670</u>	<u>394,195</u>	<u>58,635</u>	<u>452,830</u>

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
	<u>-</u>	<u>48,989</u>	<u>48,989</u>	<u>8,850</u>	<u>53,980</u>	<u>62,830</u>

4 Charitable Activities

	Church Activities	Church Activities
	2024	2023
	£	£
Fees & similar income	<u>1,786</u>	<u>5,351</u>

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	<u>44,892</u>	<u>-</u>	<u>44,892</u>	<u>35,697</u>	<u>150</u>	<u>35,847</u>

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

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

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

	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

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

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
	<hr/>	<hr/>
	2024	2023
	£	£
Employment costs		
Wages and salaries	161,411	140,749
	<hr/>	<hr/>

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

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

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

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

15 Debtors

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

16 Loans and overdrafts

	2024	2023
	£	£
Loans from STN Trust	<u>-</u>	<u>7,203</u>
Payable within one year	<u>-</u>	<u>7,203</u>

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
	<u>14,461</u>	<u>24,257</u>

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

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
	<u>39,495</u>	<u>82,714</u>	<u>(81,564)</u>	<u>27,918</u>	<u>68,563</u>

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
	<u>4,457</u>	<u>58,785</u>	<u>(23,747)</u>	<u>-</u>	<u>39,495</u>

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

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

ST THOMAS NORWICH
Notes to the Financial Statements
For the year ended 31 December 2024

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