

The Hub Trust

Report and Accounts

Year ended 31 December 2023

Stewardship 
Active generosity

1 Lamb's Passage, London EC1Y 8AB
www.stewardship.org.uk

THE HUB TRUST
LEGAL AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2023

ADDRESS FOR CORRESPONDENCE	11 Trevor Road Hitchin Hertfordshire SG4 9TA
GOVERNING DOCUMENT	CIO Constitution incorporated 21 July 2016
CHARITY REGISTRATION NUMBER	1168348
TRUSTEES RESPONSIBLE FOR MANAGING THE CHARITY	Jeremy Burrowes Robert Bryan (resigned March 2023) Nicholas Carver (appointed June 2023) David Holmes Daniel Oakes Nicholas Smith Lindsey Wheeler (appointed September 2023)
BANKERS	The Co-operative Bank plc.
INDEPENDENT EXAMINER	Jaimée Young Stewardship 1 Lamb's Passage LONDON EC1Y 8AB

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The Hub Trust

Trustees' Report

For the Year ended 31st December 2023

Charity Purposes

The purposes of The Hub Trust are for the advancement of the Christian faith in Hitchin, Hertfordshire and such other parts of the United Kingdom and the world as the charity trustees may from time to time decide.

In planning the activities, the Trustees have applied the guidance on public benefit issued by the Charity Commission.

Governance

The Hub Trust is governed by trustees who meet regularly to review activities and the terms that the Trustees commit to. Many of the day-to-day decisions about operations are delegated to the church leader where suitable.

New trustees are appointed by the existing trustees and the church leader. During 2023, the chairman resigned, and we took steps to install his replacement. We also appointed one new trustee.

Main Activities

Advancement of the Christian faith in Hitchin, Hertfordshire.

The Hub Trust has continued to provide a number of services in Hitchin throughout the past year. We have continued providing a safe place where people can come to explore the Christian faith, while belonging to a community of people.

Morning Community

The purpose of the Morning Community is for people of all ages to attend church together. We want to make sure it is fun and engaging for those you might otherwise find church boring or irrelevant to their lives. We believe that everyone has something to contribute so want to give opportunities for everyone whether they are young or old.

Over the past year, we have seen our youth age group grow through our children growing and maturing. We have also seen our two children's groups increase in

size. This has been due to a few new families joining the congregation. We have also seen people with no children (or grown-up children) join the church.

We have continued to use St Johns Community Centre as our venue for this community. We're grateful for this space which enables us to both meet altogether and then to split up into the necessary groups. Whilst the limited capacity of the building is sometimes a challenge, we are making the most of the space we have.

The morning gathering is run mostly by volunteers, from the brunch available each week, to the children's groups. This helps to give the sense ownership to a wider group of people as they contribute to the activity of the community.

Evening Community

The work of the evening community is orientated around attempting to engage with 20s and 30s, many of whom have left church in the past or have never been connected with one.

The majority of people who attend are aged in their 20s and 30s, however we do have a small group who are slightly older but find they like the style of the service. This service is funded predominately by people giving to the church and outside funders, the money is used to pay towards staff costs and venue hire.

Over this year, as per last year, there has been a fluctuation in people attending but this seems to have settled after September to a critical mass of around 20 people each week. This is in the context of a changing demographic across Hitchin with an increase in younger families and professionals.

A big part of this community is the social side of it as many people attending do not have family close by or may have moved to the area for work. For example, each week after the service has finished, a group will head to the pub next door for a drink and some food. We have also been able to do much larger social gatherings and throughout the summer we were able to do a different social each Sunday evening where historically we had only offered one service.

As was the case last year we have also had a number of new people join this community from a variety of places, some of whom have joined through other initiatives we run such as Bridge the Gap (see below).

Midweek Gatherings

Ensuring that what we do goes beyond our Sunday gatherings, we run a number of midweek activities. These are hugely important as we realise the need to socialise together, help one another in times of need and create a safe space for new people to come in to.

Mini Hubs

Mini-Hubs are the main opportunity for meeting during the week and link specifically with one of our values to 'be social'. These are smaller groups that meet for a specific purpose, usually around a particular topic, course, or activity. These ideas are suggested by people within the Hub and are also led or hosted by these people. We find that this helps make sure they are relevant and enjoyable for those involved. They are time limited, usually running for a term which helps keep them fresh and open to all.

Journey Groups

Our Journey Groups are another opportunity to meet together during the week. These are aimed at a more intentional discipleship process, for those who are wanting to take their faith deeper and journey with others in the church. Through the Journey groups, members of the Hub meet to pray, read the Bible, and explore how to grow in their relationship with God and each other. They run for 6 months at a time and then each group has a chance to continue their journey or finish it at this point. Over the last year we have seen lots of groups form, some which have decided to continue and others that haven't. We hope to continue these groups and see how much people grow through them.

Alpha

Alpha continued to run at the Hub Church in 2023. We went back to the old format of meeting in the Radcliffe Arms throughout the year. There has been a mixed reception to this, and a number of key team members have either focused on other opportunities to serve in the Hub or no longer have capacity. However, over 2023 we managed to run Alpha each term with a number of individuals coming along, particularly those who are new to the community. Alpha again in 2023 has proven itself a useful model and tool for increased engagement with faith activities and the hope is to trial a number of new formats in 2024 in response to the changing demographic of the Hub community.

Bridge The Gap

We launched Bridge the Gap with the aim of establishing a footballing community that would be a bridge between unchurched young men and The Hub in 2022.

We began meeting for weekly football sessions in September 2022 with 12 young men and since then we have grown in 2023 to a community of over 90 on the books with a weekly attendance of 30 and on average each person attends roughly half of all sessions on a monthly basis with approximately 90% of those attending not having any current church affiliation.

We grew in 2023 following the rollout of our second full mini pitch (another third) in the same slot which gives us capacity to grow to upwards of 32 individuals per session. This capacity has been useful in allowing individuals to invite friends and growth across 2023 has been sustainable with growth in both leaders and attendees. Our plans for 2024 include running monthly friendlies and finding new groups to invite along.

We have already seen upwards of 15 individuals engage in Church as a direct result of Bridge the Gap and conversations around faith have increased across 2023.

Socials

Our ad-hoc socials have continued to be a huge part of what we do, and we enjoy spending time together, often with our two communities mixing. These give opportunities for friendships to be built and sustained, for people on the fringe to feel more integrated and for the church to feel more united.

Hubfest is our annual church weekend away camping. This ran for the second time, and we were really pleased with how it went. We spent the weekend socialising, eating, and learning together. It was a weekend of fun activities and also church-related activities. Since the first time that we ran this, we saw new people come along and others join just for the day.

Another key moment for us is around the time of Christmas. This provides us with lots of time to spend together whether that is during our Christmas Dinner, our Nativity service or Carols at the Pub which was a huge highlight for us.

Wider Church Engagement

As part of our wider church engagement, we have continued to play a part in the 'Churches Together in Hitchin' initiative. We take part in the 'Preacher Exchange' year where a member of the team is sent to another church, and we are given someone else in return. We are also involved in supporting a local school's work charity, called Phase which was initially started by CTiH over 20 years ago.

Advancement of the Christian faith in other parts of the world.

The Hub Trust aids in the advancement of the Christian faith abroad both directly through trips and time spent with other charities abroad, and also indirectly through financial support and donations to charities working throughout the world.

Soul Action – South Africa

We have for some time now supported Soul Action – South Africa, a charity that works with leaders of business, charity, the Church, and education – to establish a more equitable, equal, and integrated South Africa; a society where everyone has the opportunity to fulfil their God-given potential. Throughout the year we have continued to support their work financially and prayerfully.

Lebanon Refugee Support

We continued to financially support the great work carried out by the team at YFC in Lebanon after the year end. We also keep in relation with them and hope to re-visit them at some point in the future.

Financial Review

The church renewed its Bishop's Mission Order (BMO) on 1st October 2023 whereby The Hub Church will operate more along the lines of a conventional CofE church. The financial implications are that the church is now expected to pay an annual Parish Share to the diocese. In order to support the church to meet its higher financial responsibilities, the diocese agreed to make annual grants to the church which are scheduled to reduce to zero by Year 2027. One benefit is that the church is no longer responsible to financially contribute towards the Church Leader's housing.

Bearing in mind our increased financial liabilities, we took the decision to reduce our annual giving to other charities and worthy causes from 15% to 10%. Our donations during 2024 will be based on the latter percentage.

The trustees are aware that in future years, the expectation that the Hub Church will pay the full Parish Share presents a financial challenge. Steps will be taken to engage the church members and attendees to consider gift aiding and also to review their donations.

We also intend to promote increased attendance which should lead to additional income. These actions should help us to meet our financial commitments and the trustees will regularly review progress at their meetings.

Income for 2023 was slightly below our projections but this was offset by our expenditures also being slightly below budgeted figures.

We continue to be committed to paying our salaried staff the Real Living wage which increased by 10% during 2023. To assist our staff during challenging economic times, we introduced this increase earlier than required in 2022.

As we do not own our premises, our venues incur monthly rental fees. We are grateful that all three venues did not increase their fees during 2023.

Our outreach programme Bridge the Gap (described above) continued to grow during 2023. The main expense is weekly pitch hire however players pay a fee to participate on the day. After all expenses are accounted for, match fee income and expenditure generally balance. As this is an outreach programme, we received a grant from the diocese to help support the programme which keeps this activity in surplus.

While we budget small amounts to cover church social events throughout the year our larger organised gatherings are generally covered by subscriptions from participants.

The overwhelming majority of monthly donations from worshipers are received by bank Standing Order and alongside the PayPal, Zettle and SumUp facilities, negates the need for us to take cash. However, we still retain the capabilities and financial checks to receive cash if required.

Approximately 75% of donors have completed a Gift Aid Declaration whereupon we continue to claim Gift Aid on their donations. This is an important revenue stream, and we actively encourage donors to consider using the scheme.

The trustees have determined that the charity should aim to hold unrestricted cash of no less than £16,000 (which equates to about 6 months of staff cost, rent and essential subscriptions expenditure) so that the charity could continue to operate should income and/or expenditure vary adversely. At the year end, the charity held unrestricted cash of £33,391 thereby complying with its reserves policy.

Trustee Responsibility

Charity law requires us as Trustees to prepare financial statements for each accounting year which record the receipts and payments of the charity for the year.

We are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable us to ensure that the financial statements comply with the Charities Act 2011.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

This report was approved by trustees on Jul 2, 2024 and signed on their

behalf by: J.S. Burrowes
J.S. Burrowes (Jul 2, 2024 14:13 GMT+1)

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF
THE HUB TRUST

I report to the trustees on my examination of the accounts of The Hub Trust ('the charity') for the year ended 31 December 2023 on pages 10 to 13 following.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 130 of the 2011 Act; or
2. the accounts do not accord with the accounting records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Jaimée Young
Jaimée Young (Jul 3, 2024 13:27 GMT+1)

Jaimée Young

Stewardship
1 Lamb's Passage
LONDON
EC1Y 8AB

Date: Jul 3, 2024

THE HUB TRUST
RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	<u>Unrestricted Funds</u>		Restricted Funds	Total 2023	9 months to Dec 2022
		General Funds	Designated Funds			
		£	£	£	£	£
<i>Income receipts</i>						
Donations		46,808	-	-	46,808	34,874
Gift aid receipts		8,602	-	-	8,602	9,048
Grants		-	-	4,950	4,950	2,400
Church events		3,543	-	-	3,543	3,341
Other charitable activities		6,505	-	-	6,505	1,079
Interest		334	-	-	334	-
Other		-	-	-	-	310
		<u>65,792</u>	<u>-</u>	<u>4,950</u>	<u>70,742</u>	<u>51,052</u>
<i>Capital and similar receipts</i>						
Sale of fixed assets		350	-	-	350	-
		<u>350</u>	<u>-</u>	<u>-</u>	<u>350</u>	<u>-</u>
<i>Total receipts</i>		<u>66,142</u>	<u>-</u>	<u>4,950</u>	<u>71,092</u>	<u>51,052</u>
<i>Payments</i>						
Payments in relation to charitable activities undertaken directly	2	55,985	-	7,387	63,371	45,699
Grants paid in relation to charitable activities undertaken by others	3	4,636	-	281	4,917	224
<i>Total payments</i>		<u>60,621</u>	<u>-</u>	<u>7,667</u>	<u>68,288</u>	<u>45,923</u>
Net of receipts / (payments) before transfers		5,521	-	(2,717)	2,803	5,129
Transfers between funds	5	(1,237)	-	1,237	-	-
Net movement in funds		<u>4,284</u>	<u>-</u>	<u>(1,481)</u>	<u>2,803</u>	<u>5,129</u>
Cash funds as at last year end		29,107	-	1,481	30,587	25,459
Cash funds at this year end	A	<u>33,391</u>	<u>-</u>	<u>-</u>	<u>33,391</u>	<u>30,587</u>

The notes on pages 12-13 form part of these accounts.

THE HUB TRUST
STATEMENT OF ASSETS AND LIABILITIES
AS AT THE YEAR ENDED 31 DECEMBER 2023

	<u>Unrestricted Funds</u>		Restricted funds	Total	9 months to
	General funds	Designated funds	funds	2023	Dec 2022
	£	£	£	£	£
A Cash funds					
Held at bank	2,557	-	-	2,557	30,587
Notice deposits	30,834	-	-	30,834	-
	<u>33,391</u>	<u>-</u>	<u>-</u>	<u>33,391</u>	<u>30,587</u>
B Other monetary assets					
Gift aid due to charity	9,885	-	-	9,885	8,602
	<u>9,885</u>	<u>-</u>	<u>-</u>	<u>9,885</u>	<u>8,602</u>
C Liabilities					
Falling due within one year:					
Fee for Independent Examination	960	-	-	960	660
Accrued expenses	1,357	-	-	1,357	2,087
	<u>2,317</u>	<u>-</u>	<u>-</u>	<u>2,317</u>	<u>2,747</u>
D Assets retained for charity's own use					
			Fund to which asset belongs	Value 2023	Value 2022
				£	£
Equipment			General	11,214	9,326
				<u>11,214</u>	<u>9,326</u>

The trustees have used insurance values for contents and equipment as the trustees are unable to reliably estimate current values; insurance values may differ materially from current values.

E Guarantees and secured debts

The charity has not given any guarantees and has not provided its assets as security for any liabilities.

The accounts were approved by the trustees and signed on their behalf

by JS Burrowes date Jul 2, 2024
JS Burrowes (Jul 2, 2024 14:13 GMT+1)

Jeremy Burrowes

The notes on pages 12-13 form part of these accounts.

THE HUB TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

The accounts have been prepared on a receipts and payments basis and comprise a statement that shows the charity's receipts and payments, a statement that summarises the charity's assets and liabilities and related notes. The accountancy profession have determined that only accounts prepared in accordance with applicable accounting standards present a 'true and fair' view and, as these receipts and payments accounts have not (and cannot) be prepared in accordance with accounting standards, these accounts do not present (and are not intended to present) a 'true and fair' view of the charity's financial activities and state of affairs.

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

	<u>Unrestricted Funds</u>		Restricted Funds	Total 2023	9 months to Dec 2022
	General funds £	Designated funds £	£	£	£
2 Payments in relation to charitable activities undertaken directly					
Employment costs	29,482	-	-	29,482	23,747
Rent	10,747	-	-	10,747	7,847
Church ministry activities	3,844	-	6,187	10,030	5,577
Church Away events	5,022	-	-	5,022	3,701
Parish share	1,097	-	-	1,097	-
Insurance	506	-	-	506	-
Support and administration	3,008	-	-	3,008	1,971
Equipment	580	-	1,200	1,780	1,657
Independent examination	768	-	-	768	780
Other costs	932	-	-	932	417
	<u>55,985</u>	<u>-</u>	<u>7,387</u>	<u>63,371</u>	<u>45,699</u>

Employment costs include payments to the Diocese relating to accommodation (customary for ministers so that they could better perform their duties).

3 Grants and gifts paid to others

Organisations:					
Soul Action	3,292	-	-	3,292	-
Organisations < £1,000	1,344	-	281	1,625	224
	<u>4,636</u>	<u>-</u>	<u>281</u>	<u>4,917</u>	<u>224</u>

THE HUB TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

4 Transactions with related parties

Jeremy Burrowes, a trustee, received £961 [9 months to 31Dec2022 £444] for his role as finance manager, not in his role as trustee, as permitted by the governing document.

5 Movement of funds

	Opening balance £	Receipts £	Payments £	Transfers £	Closing balance £
General funds	29,107	66,142	(60,621)	(1,237)	33,391
	<u>29,107</u>	<u>66,142</u>	<u>(60,621)</u>	<u>(1,237)</u>	<u>33,391</u>
Restricted funds					
Refugee Fund	281	-	(281)	-	-
Diocesan grant	1,200	-	(1,200)	-	-
Bridge the Gap	-	4,950	(6,187)	1,237	-
	<u>1,481</u>	<u>4,950</u>	<u>(7,667)</u>	<u>1,237</u>	<u>-</u>
Total funds	<u>30,587</u>	<u>71,092</u>	<u>(68,288)</u>	<u>-</u>	<u>33,391</u>

The Refugee Fund is set up to provide support for refugees and victims of human trafficking.

The Diocesan grant was given to support the work at St John's Community Centre.

The Mission grant was given by the St Albans Diocese to support the Bridge the Gap football project to support pitch bookings and other costs.