



THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL
PARISH OF HOLY TRINITY, RIPON
DIOCESE OF LEEDS

(Working name – HOLY TRINITY, RIPON)

**Trustees' Annual Report
for the year ending 31st December 2020**

**Charity no. 1135108
Revenue no. X31895**

**Holy Trinity, Ripon
Kirkby Road
Ripon
HG4 2EY**



HOLY TRINITY, RIPON

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HOLY TRINITY, RIPON TRUSTEES' ANNUAL REPORT

Charity name

The Parochial Church Council of the Ecclesiastical Parish of Holy Trinity, Ripon, Diocese of Leeds
(working name – HOLY TRINITY, RIPON)

Reference and administrative details

Principal address

Holy Trinity Church
Kirkby Road
Ripon
HG4 2EY

Trustees (afterwards referred to as PCC members)

Vicar (Chair) Revd. Christopher Butler

Youth and Children's Co-ordinator Matt Davies

Deanery Synod Representatives

Richard Neale (to Oct 20)
Rodney Towers
Judith Jennings (from Oct 20)

Churchwardens

Nicholas Pearce (from Apr 2017)
Gill Crow (from Apr 2019)

Elected PCC Members

Philip Thomas (from Apr 2017)
Nicola Holdsworth (from Apr 2014/2017- Oct 20)
Helen Ratcliff (from Apr 2014/2017- Oct 20)
Michael Montgomery (from Apr 2015/2018)
Richard Langley (from Apr 2015/2018)
Chris Crow (from Apr 2015/2018)
Jeanne Mundy (from Apr 2018 - Sep 20: Resigned)
Judith Jennings (from Apr 2018 - Oct 20)
Ruth Abel (from 2019)
Barry Crompton (from 2019)
Richard Graham (from 2019)
Dan Metcalfe (from 2019)
Don Hanson (from Oct 2020)
Ann Sture (from Oct 20)
Jacqui Fisher (from Oct 20)
Graham Colson (from Oct 20)

HOLY TRINITY, RIPON

Other statutory data:

Bankers	HSBC plc 34 Westgate Ripon HG4 2BL
Independent examiners	Mr. S Kay FCCA The Barker Partnership 44 Kirkgate Ripon HG4 1PB
Registered Charity no.	1135108
HMRC No.	X31895
PCC Secretary	Judith Jennings
Treasurer	Barry Crompton (from May 19)
Architect	Richard Crooks. BA (Arch.) Dip Arch. RIBA AABC 14 Calverley Lane Horsforth Leeds LS18 4DZ

HOLY TRINITY, RIPON

Structure, governance and management

The PCC operates through various subgroups who report to the PCC on a regular basis. The vicar is *ex officio* a member of all groups and committees.

Standing Committee

Christopher Butler (appointed May 2012)	Nick Pearce (from Apr 2017)
Judith Jennings (secretary from Apr 2018)	Gill Crow (from Apr 2019)
Barry Crompton (treasurer elected from May 2019)	

Finance Team

Barry Crompton	Chris Butler (ex officio)
Sue l'Anson	Philip Lockwood (to Sep 20) Sue Grime
Catherine Pearce	John Housley

Fabric Team

Michael Montgomery	Nick Pearce	Tim Scholes
Rob Thew	Tom Cavell-Taylor	Sarah Gouge
Phil Thomas	Sue Crompton	Elliott Bennington
Chris Butler (ex officio)		

Mission Partnership Group

Robert Ankcorn	Sue Ankcorn	Helen Ratcliff
Dan Metcalfe	Richard Neale	Nicola Holdsworth
Sue l'Anson	Wilf Gowing	Chris Butler (ex officio)

Mission Action Planning Group

David Bailey	Barry Crompton	Nick Pearce
Richard Graham	Dan Metcalfe	Helen Ratcliff
Judith Jennings	Ann Sture	Chris Butler (ex officio)

Administrator

John Housley (from July 2018)

Administrator and Electoral Officer Alison Bradley (Electoral Roll Officer from Oct 20)

Arches Manager and Cleaner Sarah Gouge

Health and Safety

Don Hanson	Michael Montgomery	Sarah Gouge
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Safeguarding Representative

Nicola Holdsworth (to Oct 20)
Richard Langley

Disability Representative

Richard Neale (to Oct 20)
Graham Colson (from Oct 20)

PCC SECRETARY'S REPORT 2020

The first three meetings of the year met normally, although developing concern about the Corona Virus Pandemic took its toll by the March meeting, at which point some members felt it was unsafe to meet in person. Thereafter the PCC met online. This necessary step represented a challenge and made us realise that being present in a room is not only more convivial but enables body language, gesture and eye contact to facilitate discussion. Nevertheless, all members rose to the challenge - it was interesting to see everyone's background on their screens; Barry impressed us all with his virtual evenings in the countryside or on the coast.

After a Standing Committee meeting in May 2020, there was a full meeting of the PCC in June 2020. In September a further Standing Committee meeting was followed by a full meeting in October at which preparation was made for the delayed APCM held on 19th October. New legislation was introduced to allow the annual meetings to take place unusually late in the year. The APCM/ACM took place in church, with a few people present, but the majority watching online. Holy Trinity livestreaming was relatively new, so the evening was not without its technical difficulties; it's wonderful to see the later quality produced by Tim Scholes and his excellent Tech Team.

In November and December full meetings were held. At the November meeting new members were welcomed, officers were appointed and sub committees confirmed.

Membership:

- Churchwarden: Nick Pearce was elected as for a 4th year; Gill Crow for a 2nd year.
- At the APCM Don Hanson, Ann Sture, Jacquie Fisher and Graham Colson were elected as new members. Nicola Holdsworth and Helen Ratcliff stepped down from the PCC having completed two terms of office. Jeanne Mundy resigned from the PCC. Judith Jennings was appointed as a Deanery Synod representative, replacing Richard Neale who stepped down from his Deanery Synod representative role after many years of service.
- Richard Langley was appointed as Safeguarding Officer; Cathie Rutter was appointed as DPO and Graham Colson was appointed as Disability representative.

Major Items of Business in 2020:

- Service provision was constantly reviewed and the evolving legislation and application advice from the diocese regularly explored at meetings. Approval was given to purchase equipment to enhance livestreaming both for present requirements and future contingencies. Appreciation for the work of the technical team was regularly minuted.
- Mission Action Planning continued to be an important aspect of 2020 meetings. Bishop Nick's "Quadrant" questions gave fresh impetus for the May 2020 meeting, after which the MAP group met on line. David Bailey has written a separate report on progress.
- Financial considerations were on every agenda, with the need to balance continued costs against the drop in income due largely to the pandemic. Barry continued to keep members informed and sought their guidance on priorities and budget aspects.
- Extensive work was undertaken in the area of Safeguarding, initially by Nicola Holdsworth and subsequently by Richard Langley, when he assumed the role. Helpful information was received from the C of E National Safeguarding Team.

Training and Conferences:

- All new members completed the C1 Safeguarding Training provided by the diocese.
- All members were given information recommended by the DPO to refresh their understanding of Data Protection requirements relevant to their role.

MISSION ACTION PLANNING REPORT 2020



Parishes in the Diocese of Leeds were invited in 2019 to undertake strategic planning, or 'Mission Action Planning' (MAP), in response to the Diocesan Strategy for 2019-2024. Our PCC appointed a Steering Group to take the lead on this, originally comprising: Chris Butler, Barry Crompton, Gill Crow, Richard Graham, Judith Jennings, Dan Metcalfe, Jeanne Mundy, Nick Pearce and Helen Ratcliff. Gill Crow and Jeanne Mundy left the group and Ann Sture joined it during 2020-21. I (David Bailey) was invited to act as a consultant to the group from late 2019.

One popular model for the MAP process has 4 stages: REVIEW - PRIORITISE - PLAN - DO. Setting out on the REVIEW stage, the group commissioned in late 2019 a survey of the congregation, both individuals and groups, largely based on a Diocesan template. Results were analysed and reported on to the PCC in January 2020.

The survey yielded important information. This included a widespread view that Holy Trinity lacked a clear vision that could be expressed in a simple and memorable statement, so the group decided to address that before proceeding further. A VISION STATEMENT was developed together with a statement of values, which were agreed by the PCC. The Vision Statement is:

WORSHIPPING, NURTURING AND ADVENTURING IN THE WAY OF CHRIST

At this point the pandemic began and the MAP process was paused as the Vicar and other church leaders turned their attention to the immediate challenges of worship and pastoral care. In Autumn 2020 the PCC decided that the process should be restarted and the group was reconvened. It was agreed that I would take the lead at this stage in order to lessen the demands on Chris. We began by reviewing what might have changed through 2020, using a Diocesan tool for 'Covid emergence' and then picked up the MAP cycle at the PRIORITISE stage, aiming to identify:

- Areas for attention that will be key to achieving our vision
- Headings under which we will focus our activity in pursuit of our vision
- Types of activity or behaviour that we would like to stop, start, or continue

The group has worked on these during the early part of 2021. It has taken some time largely because it has been hard to look beyond the immediate circumstances during lockdown to what God's purpose might be beyond the Covid restrictions. The group has also missed being able to meet face to face to help us grow together through prayer and waiting on the Lord. Nevertheless, a list of priorities has been drawn up, which were due to be reviewed and then presented to the PCC for its consideration and possible approval in April 2021.

A decision was made in March, however, to pause the process once again. Attention and energy needed to be redirected towards short term planning as Covid restrictions began to be lifted. There will be a particular focus on reconnecting the church family and reviewing management and leadership structures to facilitate this. The MAP process will resume in due course.

CHURCH BUILDING MAINTENANCE AND REPAIR REPORT 2020

Fabric Team: Due to the pandemic the Fabric Team only met twice (January and February) during 2020. The Arches Refurbishment Project (ARP) team met 6 times and the main topic of discussion was the refurbishment of the corridor toilets.

Corridor Toilets: The Contractor Dalebuild completely stripped and refurbished the corridor toilets. There is now a fully accessible toilet, a parent toddler toilet and a unisex toilet, with new floors, walls, ceilings and fittings.

LED Lights: The ceiling lights in room 3 were replaced with energy efficient LED fittings.

Arches Window Reveals: As a trial one window in room 5 was treated with a waterproof plaster and the air from the AHU was ducted into the top of the window to try to reduce the condensation forming on the glass.

Maintenance: The fire alarms and fire extinguishers were serviced. The boilers were serviced and a failed PCB controller replaced on boiler number 2. The pressure vessel was tested and certified.

Quinquennial Inspection: The quinquennial inspection was carried out by Richard Crooks in October the report is awaited but there were no serious defects.

Periodic Inspection (Electrical): The periodic inspection was carried out by Brooks Electrical Contractors and there were no serious defects.

Gate Post Repaired: The corner gate post was hit by the Harrogate BC road sweeper and has been repaired by C& E Masonry; the costs were covered by the HBC's insurance.

Church Roof: In October a work party cleared the gutters at roof level, this identified a number of loose slates and so Andy Young came and re-fixed the loose slates and cleared the hoppers on top of the down pipes.

Renewable Energy: There were ongoing discussions about the installation of PV panels on the church roof and the installation of ground source heat pumps. This eventually led to the application for a Rural Community Energy Fund grant for a feasibility study which has now been submitted.

Streaming Church Services: During the pandemic and lock-down the services have been streamed from church on Facebook and YouTube this has involved the purchase of equipment and a dedicated Technical Team to make it happen. This has led to the specification and ordering of equipment to enable us to carry on doing this long into the future. This is because the streaming has been so successful and has met a need of the elderly and housebound.

Tree Pruning: Concern was raised about children climbing the tree at the top of the Arches steps which overhangs the churchyard railings. The tree has a TPO so permission was sort and granted from the Diocese and HBC to prune the lower branches so as to make this not possible for a child. The pruning was carried out.

RIPON DEANERY SYNOD REPORT FOR 2020

Holy Trinity Representatives:

Clergy:

Revd. Chris Butler

Lay:

Richard Neale (to Oct 20)

Rodney Towers

Judith Jennings (from Oct 20)

Officers:

Area Dean: Revd. Tony Collins

Assistant: Vacant

Lay Chair: Loretta Williams

Treasurer: Vacant

TREASURER'S REPORT 2020

Although it feels like I have been treasurer for a much longer time than reality confirms, this is only my second annual report as treasurer. But what a year it has been.

The role of treasurer is only the front face of the finance team and I continue to be immensely grateful for the wonderful group of people that work behind the scenes to look after the finances on behalf of Holy Trinity.

Sue l'Anson diligently looks after the main accounting administration and manages Quick Books. Catherine Pearce has now taken over full control of managing the monthly payroll from the diocese and has made that whole process so much easier whilst Philip Jennings has continued to look after the Arches Project expenditure in his usual professional manner. John Housley continues to bring together the cash, cheques and so much more for the team and until the late summer Phil Lockwood was thoughtfully managing the Gift Aid payments with HMRC on our behalf. And Sue Grime ensures funeral collection monies are paid to the appropriate place. Without this wonderful team the role of treasurer would be an impossible task, so thank you all and a particular thank you to Phil who, reluctantly, had to stand down in the late summer.

Holy Trinity has like so many other organisations been significantly affected by the Covid 19 pandemic. Our overall income was reduced by £92,805 and, although this is a little skewed by the income tailing off for the Arches Project, it is still a significant drop of almost 30%. The largest drop in our income has been as a result of the building being closed, this has meant that income from church lettings (-£6788) and Sunday morning collections (-£14,114) have reduced significantly. Gift aid also saw a temporary drop due to the HMRC failing to validate the new Gift Aid officer. This will be recovered in 2021.

Sadly, the reduction in income has meant a commensurate drop in the money we were able to pay to support the work of the wider church and diocese through the parish share scheme. We have therefore been able to pay only £76,200 to the diocese in 2020. The PCC took the decision that we would do all we could to meet our commitments to our external mission partners both locally and abroad and I am pleased to be able to report that all our commitments to our mission partners were paid in full.

Even with all the difficulties that a pandemic brings I am delighted to be able to end my report on a very positive note. Despite all the individual pressures faced by so many during the Covid-19 pandemic planned giving by our regular worshippers at Holy Trinity has reduced by only 3% which is an amazing result.

So, thank you and a request.

Thank you to everybody who continues to give in such a sacrificial way for God's work here in Ripon, thank you once again to all the team that make the financial processes work, and as we look to open up the church building in the coming weeks and months: please continue to pray that God would continue to build His kingdom in this place. In Jesus' name.

MISSION PARTNERSHIP REPORT 2020

The Mission Partnership group is a subgroup of PCC and comprises both PCC members and non-members. Under guidelines from PCC it oversees the bid process for our Mission giving every 3 years, makes recommendations to PCC, updates the congregation with news of our partners through the Mission notice board, the News sheet, the prayer box and by inviting the various representatives of the missions to speak either at a service or at a prayer meeting. It also has the task of organising a Mission Sunday at least once a year.

Each of the 9 people in the group has responsibility to link with one of the charities so that we have a channel of communication, and as there are more charities than people in the group, other members of the congregation have been recruited to fulfil this very necessary role.

Currently our Missions for this year and our contacts for them in the congregation are:

Ram Prasad in Nepal	Sue l'Anson
Operation Mobilisation (The Knoops)	Dan Metcalfe
Artizan	Robert & Sue Ankcorn
Bishop Mathayo, Tanzania	Richard Neale
YMCA, Ripon	Chris Butler & Helen Ratcliff
Ripon and Rural Driving Service	Julie Proudler
Jennyruth Workshops	The Evason Family
Living Hope, Cape Town	Andrew & Mandy Wood
Retreats Ministry Cyprus	Wilf Gowing
Christians against Poverty	Richard Kirby
Ripon community Link/Walled Garden	Robert Ankcorn
Kajo Keji College South Sudan	John & Cathie Rutter
In2Out	Adele Martin
Wellspring Therapy and Training	Nicola Holdsworth
Scripture Union	Rosemary Harrison

There are 5 major charities and 10 minor charities with the major ones receiving £2.500 per year for 3 years and each minor one receiving £500. Payments are staged throughout the year to aid cash flow. This Church year has been the second full year since bids from the congregation were received in Oct 2018 so we are entering our last year before this is reviewed. In October 2021 we will be asking our congregation whether we should continue with these or if there are other charities we should consider.

Covid 19 has impacted on all our lives and the effect has been greatly felt in the charity sector. However, MPG are very grateful to both PCC and the wider congregation for their support since. Despite our church being under some financial pressure, each of our monetary commitments to our mission partners has been paid on time and in full. Thank you too for your prayer support.

We have not been able to have our Mission Sunday this year and likewise we have been unable to have representatives from the various charities to speak in our services as we normally would, however, we did have a video message from Susie Hart of Artizan with news of how we can still support them through their online shop.

Ram Prasad Shrestha and his wife Keshari have recently moved to the UK to work with the ethnic minority community in Rochdale. Meanwhile the work of the National Mission Nepal continues overseen by Mrs Indira Ramtel Thapa, giving food and clothing to slum dwellers as well as the provision of education and training.

The Walled Garden has been able, in part, to reopen with some clients attending in various bubbles and the Garden centre is open, although the café remains closed. Clients who cannot attend have been supported online as far as possible. Christmas tree sales have helped enormously to support this charity financially.

The Friends of Kajo Kejii has merged with Projects Delivering Hope, a charity focused on South Sudan enabling FOKK to thus have charity status and the benefits that brings. Cathie Rutter is a Trustee and John an advisor. The news from Kajo Kejii was unsurprisingly dominated by Covid 19, the need for hand washing, face masks and how desperately lives are affected by this pandemic.

Bishop Mathayo in Lake Rukwa is in need of prayer both for his own health and for financial difficulties in the diocese. Tanzania's President has just died and although strongly denying the existence of Covid he is rumored to have died from it. It would appear that this country too is badly affected by the pandemic and no prospect of vaccination at present.

Jennyruth workshops managed to devise new ways of working and supporting their workers. Online sales with delivery and click and collect have helped financially.

When we are able to our group will meet and update the display in the Arches for news of all our Mission partners.

YOUTH AND CHILDREN'S REPORT 2020

One of the best quotes that I have heard over the past year is this:

'What we are going through and doing now will be in our children's history books in years to come. They will be writing about what we did and how we handled Covid'

For me what this speaks of is 'legacy'. What legacy are we leaving for our children and young people? What platform are we giving them to stand on? How are we giving them foundations to walk their lives following Jesus and facing every trial with him?

I am really keen not to wipe this year off and pretend that it never happened. God shapes and forms us through the challenges that we go through, and to not accept this would be to not accept God's direction, his plans and purpose for us as a church.

Our young people are resilient, gifted and have so much potential. We need to continue investing in them. We must listen to them and try to walk in their shoes, not just telling them what we think they need to hear, but understanding the world from their perspective and then speaking Christ into their lives and encouraging them. Our purpose must be to help them fix their eyes on Jesus in all situations. Helping them see God in the suffering and the challenge as well as times of joy and celebration. Please continue to prioritise our young people's and children's work. To focus on how we invest in them, grow them and disciple them.

For this year's report I think it is really important to give our key volunteers a voice, so I have asked some of our Ministry Leads to answer some questions. Our volunteers are so important in our youth and children's work program, it could not happen without them and I'm so thankful for them.

Thank you for your continued prayers and support.

Irene Butterfield: Open the Book.

How did your ministry look pre COVID and how does it look now? The team was going into 4 schools in Ripon on a fortnightly basis to act out Bible stories.

What are some of the challenges that you have faced during the last year as you have run this ministry? Presenting stories on video rather than being able to go into schools.

How have you seen God at work through what you have been doing? The schools have been very grateful for our regular contribution to their All-Age Worship

What has been one moment from your ministry over the last year that has encouraged you? Requests from other schools in the area to receive our videos. We have been sending our videos to 9 schools so far. I am approaching some more rural schools to ask if they would like to be included.

What do you think your ministry will look in 6 months' time? We are not realistically expecting to go back into schools till September so we will continue online.

How would you say to someone who wants to get involved in your ministry but has some reservations? Talk to me about it!!

What are some of your hopes for your ministry for the future? To have more team members so we can go into more schools. Also, to offer training to other teams wishing to start up in the more rural schools.

David Butterfield: Collective Worship in schools

How did your ministry look pre COVID and how does it look now? My pre-Covid ministry was to do a series of three Collective Worships (we could do with a shorter term to replace "Collective Worships" – suggestions on a postcard please). For each CW, I would tell a story, sing a song and say a prayer, the second and third in each series building on the preceding ones.

What are some of the challenges that you have faced during the last year as you have run this ministry? Not being able to go into the schools!

How have you seen God at work through what you have been doing? Hard to answer as I have had little feedback and none (for obvious reasons) from the children.

What has been one moment from your ministry over the last year that has encouraged you?

Learning how to turn my bank of assemblies into videos. It's been a steep learning curve but has been very enjoyable. It's also very time-consuming and I'm not sure how I could find the time if I were not retired.

How do you think your ministry will look in 6 months' time? (There is no right answer here!) I am wondering if delivering Collective Worship "in the flesh" will be less interesting to the children compared with my on-line videos.

What would you say to someone who wants to get involved in your ministry but has some reservations? Try it. However, you will need the time and also need to be able to pick up the necessary computer skills. I have discovered "Flashback" for turning PowerPoint presentations into MP4 files. Also "Movavi" which is a MP4 video editing programme. (Neither are free.) One of my videos typically consists of.....

INTRO: A very short intro from me (Filmed on a mobile phone – each time in a different location).

TALK: A talk with visuals which is a Powerpoint with my voice over. As I said above, I needed to buy two computer editing programmes to do this and learn how to use them.

SONG: I use my own songs and have to record them. I have tried to get a better (more pleasant to listen to) voice but can't find where to buy one.

PRAYER: Jo Dobbs suggested that I include a few seconds of silence with an image of a candle before the closing prayer in which the children are invited to think about what I have been talking about before praying the actual prayer.) I've used a candle a few times so far but will vary it so that it doesn't become a rut.

What are some of your hopes for your ministry for the future? I'd like to continue doing this for the foreseeable future.

AOB – Any other business I am now sending my videos to five schools: Holy Trinity, Cathedral, Moorside, Kirkby Malzeard, Dacre Braithwaite, All Saints, Coalville. I'd be happy to send them to more schools.

Joy Murray and Angela Bodey: Youth Church - A face-to-face or zoom meeting on Sunday evenings for teenagers in school Year 10 and above.

How did your ministry look pre COVID and how does it look now? This ministry did not exist pre-COVID! Face-to-face meetings take place in the Arches and have included refreshments, games and quizzes, testimony and Bible teaching. We held four face-to-face meetings prior to the current lockdown leading to these having to become online meetings. Online meetings have been held on Zoom and have included games, Bible study, discussion and prayer, in groups, and well as a Valentine's Day party which featured wedding photos of several notable couples from the church!

What are some of the challenges that you have faced during the last year as you have run this ministry? We asked whether we could begin this ministry because there was no provision for this age group, and we were concerned that they were becoming disengaged from church. We then had to consider how best to make it happen in the context of the church's COVID risk assessments. One of those challenges was thinking how we could build relationships with the young people when social distancing had to be maintained and face coverings worn. This was further complicated when face-to-face meetings had to stop, and an online platform be used. Zoom presents challenges in terms of how to best provide opportunities for all to participate; it can be an uncomfortable platform for some young people to engage with, with or without technical hitches.

How have you seen God at work through what you have been doing? From the face-to-face meetings, testimonies from various Church members were tangibly impactful for everyone listening, raising lots of important questions from the young people.

What has been one moment from your ministry over the last year that has encouraged you? During group discussion times on Zoom, there have been some precious comments from the young people where they have (unexpectedly, by us) articulated something profound! God had strengthened us as a team, showing us how important it is to encourage, pray for and support each other. We have a good core of young people attending each week, and it is wonderful to observe how they are interacting and growing in their faith.

What would you say to someone who wants to get involved in your ministry but has some reservations? To the person with reservations-if you are thinking about it, give it a go-it's tricky but it's worth it!!

Sandra Langley: Little Fishes

How did your ministry look pre COVID and how does it look now? Pre COVID – between 40 and 60 carers (mums, dads, grandparents and childminders) and pre-school children met on a Monday morning 9.10 – 11am. This included free play, tabletop activities, craft activities, snack time and ended with singing with Matt. Now – pre-recorded Little Fishes sessions (about 20 of them) including an introduction, craft activity, story and songs with Matt are available on the Church website.

What are some of the challenges that you have faced during the last year as you have run this ministry? Not being able to meet up with the carers and children. No access to the adults – we do not have contact details for them. We have produced about 20 videos to provide something for the carers and children although they have not been accessed very often.

How have you seen God at work through what you have been doing?

The continued support of the group and Clive for providing technical support to get the videos uploaded.

What has been one moment from your ministry over the last year that has encouraged you?

As a group of leaders, we have kept in contact with each other and met regularly over zoom. The whole group are very eager to get things going as soon as possible. We have thought of lots of ideas but not been able to action them yet.

How do you think your ministry will look in 6 months' time? We very much hope that we can get Little Fishes up and running again. We might need to put some more work into advertising Little Fishes as we will have lost most of the previous carers and children as some of the children will now be at nursery or school.

What would you say to someone who wants to get involved in your ministry but has some reservations? We are lucky that we have a core of 5 leaders but would welcome more helpers. Little Fishes has been a long-standing institution at Holy Trinity over the last 30 years and is a great opportunity to provide support for carers and their children. It is an informal situation where the leaders can provide support to young families and they can support each other. We also provide snacks for the children and coffee for the adults – this also provides an opportunity to become involved with Little Fishes.

What are some of your hopes for your ministry for the future? We hope that Little Fishes will continue to thrive and provide support for local young families.

Dan Metcalfe: 11 to 14's

How did your ministry look pre COVID and how does it look now? We used to have about 5 regulars for around 1hr on a Sunday morning. All were from families that have been at Trinity for a number of years with biblical literacy ranging from low to high. Enthusiasm and engagement within the group and including the leaders would be mid-range. Since Covid we have been quite dispersed as a group with some of the youth being contacted very little or possibly not at all. Some others of the youth have had semi regular phone calls, and some have been on walks with various leaders of the group.

What are some of the challenges that you have faced during the last year as you have run this ministry?

Time. Lack of time to be able to regularly call or walk with each of the group and maintain relationships.

Connection. It is very hard to connect properly with this age group digitally as they often need coaxing out of themselves. They have a lot going on deep down and are searching for answers and need to feel comfortable before they express themselves properly. Neither Sunday mornings nor digital sessions are very good for this. Walks have been taken sporadically and when safe to do so and phone calls have been made but not nearly enough to be fully sure our youth feel valued and part of the wider church family.

Energy. The leaders in the group have had a lot on during the lockdowns which has taken a high level of energy to just keep their own stuff afloat which can leave little left for dealing with youth work. Enthusiasm. It can be hard to maintain the level of enthusiasm needed for connecting with the youth with Zoom fatigue playing a major role.

How have you seen God at work through what you have been doing? God has worked in this group but not hugely obviously. When in conversation one on one or in small groups it is often easier to see what God is doing. God has still been quietly working though with quiet being the key word here. It is so hard to see, we just don't have the contact. The kids are from Christian homes so hopefully will be still getting Christian influence. I think we just have to trust God will nurture the seeds planted before lockdown and the seeds that the families will be planting now but we won't have a better picture until we can once again have some regular contact.

What has been one moment from your ministry over the last year that has encouraged you?

One of the young people purposefully seeking me out, out of the blue for a conversation. This was as a direct result of spending time at Marrick Priory with the youth just before the first lockdown. Also (if I'm allowed 2) having good one on one phone calls with two others from the group.

How do you think your ministry will look in 6 months' time? I think the leaders are tired. They were tired before Covid and I don't see much evidence of it having changed. Time will tell as to how this period will have affected us all but especially the youth. After having spent so much time in the digital world it will be interesting to see how reintegration goes. I think we are going to have to be quick on our feet which I feel will require a "new wineskin" approach and a whole lot of love, patience and empathy. I think the traditional way we have done youth work will have to change with more emphasis put on equipping and enabling families to school their kids in The Way of Christ. The danger is that we continue in the traditional way of outsourcing this onto the paid and unpaid youth workers and burn them out. The job of bringing up Godly children isn't solely on the youth worker, but it is also the responsibility of the family AND the wider community of the church.

What would you say to someone who wants to get involved in your ministry but has some reservations? Pray about it. You may still have some reservations, but you will know if God is calling you to this or not. If he is, then jump in with both feet and don't look back. It is hard, you don't always know what to say and if you're anything like me you don't always say the right thing, but you will be helping to plant and nurture seeds for a future harvest and that is both presently and prophetically rewarding.

What are some of your hopes for your ministry for the future? I hope and pray that we can find a way to better integrate our youth into their rightful place within the church family and not off to one side. I tire of hearing that "the youth are the future of the church". They are not. My hope is that by bringing the youth in from the edges we can not only benefit them, but they can benefit the rest of the church body. We are blessed with many strong, solid and loving older Christians in our church, and they need connecting wherever and whenever possible to our youth as without this connection they can tend toward dryness. Without this sort of connection the youth can and are tending toward waywardness. Let's look at ways to reconnect first to God but then to one another.

AOB – Any other business We are going to have to tackle some sticky subjects better, topics like pornography, sex and sexuality, substance use, self-harm, suicide, addiction of any kind, anxiety and identity are things that we avoid talking about because they are uncomfortable. By avoiding this stuff and not being part of the conversation, we are leaving it to the secular world to have the greatest input. We as youth workers need equipping, permission and to be released to have these sorts of conversations. Opinions vary between leaders on this stuff so there needs to be some sort of central conversation happening which is sanctioned by the top that enables these conversations to happen in a loving and informed way. Simply avoiding them is doing our youth, church body and community a disservice. I also think we need to find ways of encouraging and empowering families to take more ownership and responsibility for the spiritual health of their children rather than outsourcing this. Spiritual need is often seen as of little importance and therefore other needs tend to take priority. This has resulted in a relationship with God being viewed as a nice little added extra when all other things are catered for rather than the lasting foundation on which to build a young life upon. This needs addressing.

Jane Graham Messy Church

How did your ministry look pre COVID and how does it look now? We met once a month in the Arches. Families with young children would join us from 4 - 5.30 p.m. for craft activities, bible stories and talks followed by a meal. It was fast flowing and sociable on many different levels. About 20 volunteers are involved with different aspects of the event.

What are some of the challenges that you have faced during the last year as you have run this ministry? Not being able to meet in person seemed impossible to get over in the first place as the beauty of the event is the sociability and meeting up. As time progressed it was decided to 'go online' and we produced several programmes. It was decided that more often and shorter would be easier for children to access especially the younger ones and those already dealing with a lot of online activity. We started with the bible story, recorded a simple craft, a simple food activity and then a talk. The problem was the time needed for this and ability to put the programmes together. Most of this came to Matt which added to his already busy schedule.

How have you seen God at work through what you have been doing? I think it has focussed our minds on the simplicity of what we are trying to do and the importance of the bible story and relating that to our activities.

What has been one moment from your ministry over the last year that has encouraged you?

It was good to get together in between lockdowns and put some things together realising that all things are possible.

How do you think your ministry will look in 6 months' time? (There is no right answer here!)

Hopefully we will be meeting in person again. I'm thinking we will make some changes to the format basing it more on the bible story from the beginning and maybe using online delivery within the meetings and also to post out.

What would you say to someone who wants to get involved in your ministry but has some reservations? Join us for an afternoon or part of it any time. No strings attached. Everyone welcome, anytime.

What are some of your hopes for your ministry for the future? This is an outgoing ministry that caters for a large number of 'non church' (in the traditional sense) people. There is room for growth and development. We have to find the time and energy to go ahead with this.

Ruth Bakes. See and Know. The ministry is teaching Bible stories, praying and singing songs with children under 3 years and their parents/carers.

How did your ministry look pre COVID and how does it look now? The ministry was in the church building pre covid and is now on Zoom. The content is much the same but a much shorter time.

What are some of the challenges that you have faced during the last year as you have run this ministry? The obvious challenge is that we can't be with the children in person. We also have far fewer children and parents attending the zoom.

How have you seen God at work through what you have been doing? The children seem to enjoy our time together.

What has been one moment from your ministry over the last year that has encouraged you?

The children have asked that we pray for specific people and situations.

What do you think your ministry will look in 6 months' time? (There is no right answer here!)

I really hope that we will be able to meet again in the church building again in 6 months' time and that this will encourage more people to attend.

How would you say to someone who wants to get involved in your ministry but has some reservations? I would tell them how lovely it is to see young children enjoying Bible stories and also being very happy to pray.

What are some of your hopes for your ministry for the future? That we will be able to see the children grow in their trust and faith in Jesus. Also, that their parents would benefit from being in this atmosphere as well.

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Independent Examiner's Report to the PCC of Holy Trinity, Ripon

I report on the financial statements of the PCC for the year ended 31 December 2020, which are set out on pages 3 to 11.

Respective responsibilities of PCC members and examiner

As members of the PCC you are responsible for the preparation of the financial statements. You consider that an audit is not required for this year under section 144 of the Charities Act 2011 ('the Charities Act') and that an independent examination is needed.

It is my responsibility to:

- (1) examine the accounts under section 145 of the Charities Act;
- (2) to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- (3) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by The Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as members concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Charities Act have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

S. Kay

Mr S Kay FCCA
The Barker Partnership
Chartered Accountants
44 Kirkgate
Ripon
HG4 1PB

Date: 15 April 2021

THE PARISH CHURCH OF HOLY TRINITY, RIPON

**Statement of Financial Activities
For the year ending 31 December 2020**

	Unrestricted Funds	Restricted Funds	Total Funds	
Note	£	£	2020 £	2019 £
Income and endowments from:				
Voluntary income	2(a) 184,965	18,346	203,311	278,559
Activities for generating funds	2(b) 6,049	-	6,049	16,075
Investment income	2(c) 359	-	359	382
Church activities	2(d) 4,933	-	4,933	15,545
Other incoming resources	2(e) 3,093	6,958	10,051	6,947
Total incoming resources	<u>199,399</u>	<u>25,304</u>	<u>224,703</u>	<u>317,508</u>
Resources expended				
Church activities	3(a) 203,596	43,733	247,329	282,998
Cost of generating funds	3(b) 180	-	180	1,278
Total resources expended	<u>203,776</u>	<u>43,733</u>	<u>247,509</u>	<u>284,276</u>
Net incoming/ (outgoing) resources	(4,377)	(18,429)	(22,806)	33,232
Net movements in funds	(4,377)	(18,429)	(22,806)	33,232
Balances brought forward at 1 January 2020	86,973	21,423	108,396	75,164
Transfer of funds	0	-	-	-
Balances carried forward at 31 December 2020	<u>82,596</u>	<u>2,994</u>	<u>85,590</u>	<u>108,396</u>

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Balance Sheet at 31 December 2020

	Notes	2020 £	2019 £
Fixed assets			
Tangible fixed assets	5a	4,921	7,430
Current assets			
Stock		625	625
Debtors	6	10,897	5,396
Short term deposits		63,878	60,083
Cash at bank and in hand		8,329	43,954
		<u>83,729</u>	<u>110,058</u>
Liabilities: amounts falling due within one year	7	(3,060)	(9,092)
Net current assets		80,669	100,966
Liabilities: amounts falling due after one year		-	-
Net assets	11	<u>85,590</u>	<u>108,396</u>
Funds			
Unrestricted	9	82,596	86,973
Restricted	10	2,994	21,423
		<u>85,590</u>	<u>108,396</u>

Approved by the Parochial Church Council on 15th April 2021 and signed on its behalf by:

Christopher Butler
Vicar of Holy Trinity, Ripon.

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Notes to the Financial Statements For the year ended 31 December 2020

1 Accounting Policies

1.1 Accounting convention

The financial statements have been prepared under the historical costs convention, in accordance with Church Accounting Regulations 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with FRS102 (effective 1 January 2019) - (Charities SORP (FRS102) and the Charities Act 2011).

1.2 Funds

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for application on the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body or those that are informal gatherings of church members.

1.3 Income

Voluntary income and capital sources

Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised only when received. Income tax recoverable on gift aid donations is recognised when the income is recognised.

Grants and legacies to the PCC are accounted for as soon as the PCC is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the PCC is reasonably certain. Funds raised from events are accounted for gross.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue. Tax recoverable on such income is recognised in the same accounting year.

1.4 Expenditure

Grants

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

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Notes to the Financial Statements (Continued) For the year ended 31 December 2020

1.5 Balance sheet - Fixed assets

Consecrated property

Consecrated and beneficed property of any kind is excluded from the accounts by s.10(2)(a) of the Charities Act 2011.

Other fixtures, fittings and office equipment

Equipment used within the church premises is depreciated on a straight line basis over 5 years. Fixtures and fittings are depreciated over a maximum of 10 years.

Individual items of equipment with a purchase price of £500 or less are written off when the asset is acquired.

1.6 Current assets

Amounts owing to the PCC at 31 December 2020 in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove uncollectible.

Short-term deposits include cash held on deposit with the CBF Church of England Funds.

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Notes to the Financial Statements (Continued)
For the year ended 31 December 2020

2 Incoming resources	Unrestricted	Restricted	Total funds	
	Funds	Funds	2020	2019
	£	£	£	£
2a Voluntary income				
Planned giving:				
Gift Aid donations	117,870	-	117,870	119,286
Income tax recoverable	25,198	2,886	28,084	50,133
Non Gift Aid donations	19,344	-	19,344	22,452
Donations and collections at services	16,926	-	16,926	31,040
Legacies	2,000	-	2,000	24,061
Property Trustees	825	-	825	900
HMRC JRS Grants	2,651	-	2,651	-
Sundry Income	151	-	151	-
Arches Project	-	15,460	15,460	30,687
	<u>184,965</u>	<u>18,346</u>	<u>203,311</u>	<u>278,559</u>
2b Activities for generating funds				
Traidcraft sales	573	-	573	340
Church lettings	3,271	-	3,271	10,059
Fees	2,205	-	2,205	5,359
Sales of product income	-	-	-	317
	<u>6,049</u>	<u>-</u>	<u>6,049</u>	<u>16,075</u>
2c Investment income				
Dividends and interest including any reclaimable tax	359	-	359	382
	<u>359</u>	<u>-</u>	<u>359</u>	<u>382</u>
2d Church activities				
Special collections and events	4,622	-	4,622	14,983
Catering income	111	-	111	562
Youth work income	200	-	200	-
	<u>4,933</u>	<u>-</u>	<u>4,933</u>	<u>15,545</u>
2e Other incoming resources				
VAT refunds	-	6,958	6,958	6,947
NI government allowance	3,093	-	3,093	-
	<u>3,093</u>	<u>6,958</u>	<u>10,051</u>	<u>6,947</u>
Total income	<u>199,399</u>	<u>25,304</u>	<u>224,703</u>	<u>317,508</u>

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Notes to the Financial Statements (Continued)
For the year ended 31 December 2020

3 Resources expended

	Unrestricted Funds £	Restricted Funds £	Total funds	
			2020 £	2019 £
3a Church activities				
Ministry: diocesan parish share	76,200	-	76,200	110,000
staff expenses	4,217	-	4,217	1,557
Church running expenses	12,447	-	12,447	19,111
Church maintenance/cleaning	3,395	-	3,395	5,859
Facilities manager salary	19,022	-	19,022	13,054
Cost of services	3,646	-	3,646	3,360
Missionary and charitable giving	29,054	-	29,054	19,541
Funeral offerings	1,462	-	1,462	3,767
Depreciation	2,476	33	2,509	2,509
Outreach and group work	824	-	824	5,814
Young peoples work	3,590	-	3,590	3,262
Youth Worker salaries	29,539	-	29,539	25,281
Training courses	821	-	821	930
Administration:				
Independent examiners fee	1,200	-	1,200	1,920
Printing, stationery and computer costs	7,268	-	7,268	10,196
Administrator salaries	5,844	-	5,844	8,256
Advertising and publicity	62	-	62	53
Sundry expenses	1,943	-	1,943	6,890
Cost of hospitality	586	-	586	1,075
Arches project	-	43,700	43,700	40,563
	<u>203,596</u>	<u>43,733</u>	<u>247,329</u>	<u>282,998</u>
3b Cost of generating funds				
Traidcraft purchases	46	-	46	680
Letting expenses	134	-	134	598
	<u>180</u>	<u>-</u>	<u>180</u>	<u>1,278</u>
Total resources expended	<u>203,776</u>	<u>43,733</u>	<u>247,509</u>	<u>284,276</u>

THE PARISH CHURCH OF HOLY TRINITY, RIPON

Notes to the Financial Statements (Continued)
For the year ended 31 December 2020

4 Staff costs

	Unrestricted Funds £	Restricted Funds £	Total funds	
			2020 £	2019 £
Wages and Salaries	51,311	-	51,311	42,360
Social security costs	3,094	-	3,094	2,974
Pensions costs	5,911	-	5,911	1,257
	<u>60,316</u>	<u>-</u>	<u>60,316</u>	<u>46,591</u>

5 Fixed assets for use by the PCC

5a Tangible fixed assets

	Church equipment, fixtures & fittings
Actual/ deemed cost	
At 1 January 2020	151,964
Additions	-
At 31 December 2020	<u>151,964</u>
Depreciation	
At 1 January 2020	144,534
Charge for the year	2,509
At 31 December 2020	<u>147,043</u>
Net book values	
At 31 December 2020	<u>4,921</u>
At 31 December 2019	<u>7,430</u>

The net book value is an accounting figure. It does not include the current market value of either the property itself or the larger assets owned by the church.

6 Debtors

	2020 £	2019 £
Accrued income	10,718	2,603
Other debtors	179	2,793
	<u>10,897</u>	<u>5,396</u>

THE PARISH CHURCH OF HOLY TRINITY, RIPON

**Notes to the Financial Statements (Continued)
For the year ended 31 December 2020**

7 Liabilities: amounts falling due within one year

	2020 £	2019 £
Other creditors	3,060	9,092
	3,060	9,092

8 Unrestricted funds

	General Fund	Fabric Fund	Total
Balance as at 1 January 2020	86,968	5	86,973
Incoming resources	199,399	-	199,399
Resources expended	(203,776)	-	(203,776)
Transfer from unrestricted funds	-	-	-
Transfer	-	-	-
Balance as at 31 December 2020	82,591	5	82,596

The fabric fund is designated funds for the general maintenance of the Church. It represents monies held in a CBF Church Fund account.

9 Restricted fund details

	At 1 Jan 2020	Incoming resources	Outgoing resources	Transfer	At 31 Dec 2020
Youth Work	240	-	(33)	-	207
Arches project	21,183	25,304	(43,700)	-	2,787
	21,423	25,304	(43,733)	-	2,994

The Youth Work fund represents the surplus of income over expenditure for Little Fishes, Boost, Messy Church and Youth Theatre.

The Arches project is for renovation work for the building.

THE PARISH CHURCH OF HOLY TRINITY, RIPON

**Notes to the Financial Statements (Continued)
For the year ended 31 December 2020**

10 Analysis of net assets by fund

	Unrestricted Funds	Restricted Funds	Total
	£	£	£
Fixed Assets	4,714	207	4,921
Current Assets	80,942	2,787	83,729
Current Liabilities	(3,060)	-	(3,060)
Long Term Liabilities	-	-	-
Fund balance	82,596	2,994	85,590

11 Church Workers Pension Fund (CWPF)

Holy Trinity (Ripon) (PB 2014) participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2020: £5,911, 2019: £1,257).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2019. For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

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

The legal structure of the scheme is such that if another employer fails, Holy Trinity (Ripon) could become responsible for paying a share of that employer's pension liabilities.