

# Finance and Trustee Report for St Nicholas' Church, Nottingham 2021



# Annual Report 2021

This report sets out matters on which we are required to report in order to comply with Charity Commission and Church of England requirements. We encourage you to read it and to bring any questions or comments you may have to the Annual Parochial Church Meeting on Tuesday 10<sup>th</sup> May 2022.

We will also produce a report that gives an account of the life of the church which will be available in due course.

St Nicholas' Church is an Anglican Church in the Diocese of Southwell and Nottingham and a charity registered in England and Wales number 1134708

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## 1. Reference and administrative details of the charity, its trustees, and advisors

### Charity Name and Address

St Nicholas' Parochial Church Council, 79 Maid Marian Way, Nottingham, NG1 6AE. The PCC is registered with the Charity Commission under Charity number 1134708.

### Charity Trustees

The members of the PCC are classed as the trustees of the charity and their names are listed below.

#### Bankers

Our current accounts are held by

Santander UK plc, Bootle, Merseyside L30 4GB

Charities Aid Foundation, West Malling, Kent ME19 4TA

Our deposit account is held by

The Church of England Deposit Fund

St Alphage House, 2 Fore Street, London EC2Y 5AQ

#### Auditors

As the income for the year ended 31<sup>st</sup> December 2021 was below £1m, the accounts are not required to be audited. An independent examination of the records was carried out by Chris Nurden.

#### Clergy Licensed to the Parish

Rev'd Canon Steve Silvester	<i>Rector</i>
Rev'd Dr Ian Paul	<i>Associate Minister</i>
Rev'd Francis Finn	<i>Curate</i>

#### Day-to-day Management

Day-to-day management of the charity is delegated to the Rector in conjunction with the Staff Team. At 31<sup>st</sup> December 2021, the staff team consisted of the above plus:

Dave Hepworth	<i>Operations Manager</i>
Mike Kirk	<i>Administrator</i>
Rich Wood	<i>Children and Families' Minister</i>
Ben Lees	<i>Worship and Creative Media Lead</i>
Kez Nightingale	<i>Student Worker</i>
Daniel Bocchetti	<i>Ordinand</i>
Angelika Bocchetti	<i>Ordinand</i>

Ellie Winfield	<i>Refugee Worker</i>
Sarah Tuffnell	<i>Social Media and Communications</i>
Andrew Lowe	<i>Cleaner</i>
Esther Townsend	<i>Students and Youth</i>

PCC members 2021/2022 (ex-officio members plus 10 elected lay-representatives and 4 Deanery Synod representatives):

<i>Ex-officio Clergy</i>	Rev'd Canon Steve Silvester (Incumbent); Rev'd Dr Ian Paul (Associate Minister)
<i>Ex-officio Wardens</i>	Juliet Wright and Alison Fletcher
<i>Deanery Synod Reps</i>	Cat Cooper, Peter Bates, Marsha Farmer, Trevor Peel
<i>Members until 2022 APCM</i>	Adam Thomas, Karen Pheasant, Cat Cooper
<i>Members until 2023 APCM</i>	Juliet Wright, Sarah McCracken, Fatimah Mansouri, Peter Bates, Marsha Farmer
<i>Members until 2024 APCM</i>	Alison Fletcher, Trevor Peel, Dave Wakefield, Martyn Paradise
<i>Co-Opted</i>	None

## 2. Structure, Governance and Management

### Governing Constitution

Parochial Church Council (Powers) Measure 1956.

### Risk Management Assessment

In common with all other organisations the PCC is potentially at risk from a number of sources. The church operations manager, together with the Treasurer are responsible, on behalf of the PCC, for ensuring that these risks are managed so as not to expose the PCC to undue risk and that the PCC is in a position to correctly deal with any situation that may arise. Risks have been assessed and mitigated. Examples of areas that are kept under review include:

- Financial Strategy. Ensuring that we have sufficient reserves to meet expenditure and that income levels are maintained. Regular management

accounts are supplied to budget holders and PCC.

- Data and Copyright Protection. Ensuring that we comply with all current regulations
- Employment Regulations. Ensuring that current regulations are complied with, and contracts are honoured.
- Insurance. Insurance levels are reviewed annually.
- Property. Buildings are professionally surveyed every 6 years and a rolling maintenance plan developed.
- Safeguarding. A policy is in force for the protection of children and vulnerable adults in the care of the PCC and its volunteers. Safeguarding Officers are appointed by the PCC and

are responsible for ensuring the policy is enforced.

- **Internal Financial Control.**  
Expenditure is reported against budget and monies received. Bank statements are reconciled monthly, and two signatures are required on all cheques and the approval of two individuals is required for all electronic payments. Cash is banked promptly. Deposits may only be held with the Central Board of Finance or a UK Clearing Bank.

### **Organisational Structure**

The PCC operates through the staff team along with individual church members responsible for particular areas of the church's ministry. The standing committee, consisting of the Rector, the church wardens, the PCC secretary, and the Treasurer is a committee required by law. It has the power to transact the business of the PCC between its meetings, subject to any directions given by the council. The standing committee meets between meetings of the PCC.

### **Budget Authority**

The PCC sets agreed budgets for each financial year and staff members have authority, with relevant consultation with the Treasurer, to work within these budgets. Any expenditure outside the budget must be brought before PCC for agreement.

### **Membership of External Bodies**

## **3. PCC Report**

There were 5 PCC meetings during 2021 and a PCC Away Day. Major decisions made, issues discussed, and reports received during the year in chronological order were as follows:

- Financial updates and viewing/monitoring of accounts at every meeting; budget planning; approval of income to be allocated to reserve funds; end of year accounts.
- A series of decisions was made throughout the year regarding the use of the church building, the wearing of masks and encouraging social distancing in respect to changing COVID-19 legislation.

The PCC subscribes to the Evangelical Alliance and to the EA Basis of Faith Statement.

### **Trustee Appointment**

Any person of the Electoral Roll of the parish may stand for election to the PCC. There are 10 'ordinary' elected members of the PCC, members who serve for a period of three years. Also, ex-officio members of the PCC are: clergy licensed to the Parish, church wardens and members of deanery or diocesan synod. Elections take place at the Annual General Meeting. All candidates must be proposed and seconded by a member of the Electoral Roll and only members of the Roll may vote at the meeting. There is no recruitment method for trustees, as all Roll members are eligible. Upon appointment, new trustees are provided with previous minutes and notes related to the legal duties and smooth running of the PCC.

### **Accounting Period**

The accounting period is 12 months, January-December. The previous accounting period was the 12 months ended 31<sup>st</sup> December 2020.

- Support continued for asylum seekers and refugees through the two lockdowns in 2021 including 1 to 1 walks and virtual night prayer.
- Rev'd Garreth Frank was seconded for 50% of his time to St Mary's and St Leonards in Newark for 6 months at the beginning of 2021 and then was appointed as the part time Interim Anglican Chaplain at the University of Nottingham from September to December. It was announced that Garreth would take a graft to another church in the Deanery at Easter.
- Rev'd John and Lynda Blakeley were approved by St Stephen's PCC to become Priest in Charge and Curate in January 2021 and John was licenced on the 15<sup>th</sup> June. The soft launch of the graft was in September 2021 with the full launch of the graft to happen at 4pm on Palm Sunday 2022. It was decided to give St Stephen's a substantial gift at Easter 2022 and that St Nic's would cover Lynda's expenses of office for the duration of her curacy.
- Jonathan Ethridge contributed to 'The Big Conversation' around the Broadmarsh Redevelopment on behalf of St Nic's after 26 members of the congregation provided feedback.
- New screens were purchased to replace the projectors at the front of church.
- Rev'd Jeremy Putnam from All Saints Church in Highertown, Truro and Marsha Farmer led a discussion with the PCC around the need to establish a racial justice policy and to broaden the conversation around race with the wider congregation. The PCC pledged to commit to adopting a racial justice policy and to promoting a discourse around issues of race, inclusion and equality within the life of St Nics in 2021.
- Ellie Winfield reported on the progress with the refugee work which included improving coordination with Hope into Action, Welcome Boxes and the Language School and creating relationships with refugees and asylum seekers in local hotels.
- A report was made to the PCC every month from the 79MMW building project team. These reports included updates on fundraising and planning for regular prayer meetings to support the project. Planning permission had been granted in March and two gift days took place in 2021.
- The PCC agreed to fund 3 Young Leadership College Apprentice Track Interns for the academic year 2021/22 in student, families and digital ministries.
- Additional equipment was purchased to support the streaming of live services and internet connectivity issues were addressed. We utilised a grant of £6000 from the Old Church Trust that recognised that our online services were providing a service to the City of Nottingham.
- The PCC was asked to assign responsibility for reporting of serious incidents to the Charity Commission to the Diocese of Southwell and Nottingham Board of Finance. This was part of the roll out of the C of E historical review into safeguarding failures.
- Many policies had been reviewed and updated over the course of the year such as the sickness policy and emergency action plans. The Getting to Church Policy and Action plan was completed.

- The 9.15 service was moved to 9am from 11<sup>th</sup> April and the 10:30 service was moved to 10:45 after Pentecost 2021. It was decided that the 10:45 service should be the only service that should continue to have a stream.
- The safeguarding team was refreshed to include Adam Thomas as a youth leader. Further work had been done to implement the safeguarding policies such as writing a description of acceptable behaviour and an emergency plan.
- Group work at the PCC away day examined where we were as a church and our values to love God, make disciples, seek the kingdom and heal the city. It also included the adoption of the anti-racism policy that had been developed by WeR1.
- Funding had been provided from the Strategic Development fund for St Nic's to host one of 5 full-time youth hub leader posts and recruitment and prayer began for that post to be filled.
- Tilly Palmer was commissioned to form an Environmental Team to assess St Nic's environmental impact and to address practical and cultural steps St Nic's could take as a church and community to reduce our environmental impact using the Faith Plans Programme.
- The PCC discussed how to support community groups to go through the Living in Love and Faith Course. It was decided that all groups could be hosted in the church building every other week, and that some community groups could use the church on the other weeks so they could be further supported to cover the content.

#### 4. Statement of responsibilities of the PCC

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011. The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant information of which the charity's independent examiner is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's websites. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## 5. Objectives and activities

Summary of the main activities undertaken for the public benefit.

The PCC has the responsibility of cooperating with the Rector, Steve Silvester, in promoting the parish of St Nicholas, Nottingham the whole mission of the Church, pastoral, evangelistic, social and ecumenical. We seek to do this through making disciples who can live effectively for Jesus in contemporary society. We do this by;

- Loving God
- Making Disciples
- Seeking the Kingdom
- Healing the City

The Church provides three worship and teaching services each Sunday at 9:00am, 10:45am and 6:30pm in its building on Maid Marian Way. Everyone is welcome to any of these services. Worship and teaching for children is specifically available at the 10:45am service. The services are open to everyone regardless of personal background, gender or personal circumstances. We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. Other activities include the weekly prayer breakfast which is open to everyone, Light Night and Central Prayer.

## 6. Achievements and Performance

### ANNUAL REPORT 2022

Our experience of the past year has been similar to that of being a passenger on the Channel Tunnel for the first time. You enter the tunnel from the familiar, quintessentially English, Kent countryside. Emerging, you are again in countryside, but everything is different – traffic is driving on the right; architecture and agriculture have a different style; everything is both familiar and unfamiliar.

When we entered the Covid tunnel, we knew that we would emerge into a different landscape, but none of us could be entirely sure what it would be like. Now we know. Some of us were moved to tears on Easter Day 2021 when we came out of church and sang 'Thine Be The Glory' acapella in the churchyard. It was the first time we had been able to sing together for so long, but we were now in a new country.



So, what has changed? Firstly, we have been rooted more locally during the pandemic, some of us now working from home permanently. Our sense of place has shifted a little. In the past year we said goodbye to some who have felt called to worship more locally and welcomed others. As a church with a distinct calling to minister to the city centre, and also minister across the city, we define ourselves as 'city-centre focused, and locally expressed'.

Secondly, we have witnessed an acceleration in the movement towards being more multi-cultural, socially diverse, and representative of the city. We are learning to let this change influence our church culture, and to let the diverse gifts God is bringing to become visible and used.

Thirdly, as we return to worship in church, rotas are sparsely populated, and new services are required such as staffing the Bluecoat car park. Here the challenge has been to look for ways in which the Holy Spirit may be encouraging us to do things differently.

Some of our Missional Communities, which sustained us so well during the pandemic, have come to a natural end (often through young adults starting families and moving house). Now we are intentionally planting some new ones that are more geographically based, with a diversity of ages or cultures and with a range of gifts that will enable them to naturally be balanced in terms of 'Up-In-Out' (prayer & worship, Bible & fellowship, and mission).

Finally, there have been some delightful surprises. We have been able to start a new Hispanic worshipping community, Amor Y Esperanza, under the leadership of Yancy Holden. The movement of the Bluecoat Sixth Form to the old Nottingham College campus on Maid Marian Way has opened up a new ministry to young people, ably developed by Esther Townsend who now moves from being Youth and Student Intern to Youth Team Leader. So, two very exciting new ministries have sprung up, and in addition we have managed to raise over £1m towards our building project. Now we can look forward to God surprising us with the rest!

These initiatives are illustrative of what it means to live well in this 'new country'. We need to be responsive to what the God is doing, less 'programme-driven' and more Spirit-directed; we need to be less attractational and more missional; still the resourcing, sending church we have always been, prophetic and servant-hearted in the city centre, but always learning new steps with the Holy Spirit.

Palm Sunday was a paradoxical day of great joy and sadness. We were able to fulfil our commitment to send two teams to graft into St. Stephen's Sneinton with John and Lynda Blakeley and into Holy Trinity Lenton with Garreth Frank. We need to continue to see these teams as an investment in which we have an interest, and to continue to pray for them to produce "a hundred, sixty or thirty times what was sown."

It has, of course, been hard to let go of such able and well-loved ordained leaders. We have been exceptionally blessed by Garreth, John and Lynda. Soon we will also say goodbye to Daniele and Angelika Boccetti as they are ordained and move to curacies with Garreth. Thankfully, Fran continues with us. However, we have gone from 'feast to famine,' and this presents us with a both challenge and opportunity. I firmly believe that God gives to the church the gifts that are required for it to accomplish what he wants it to do in any given season. So, rather than asking how we can replace like with like so that we can do what we did before, we are asking how the ministry of the church can be shaped by the gifts God has given us.

Another change was Ben Lees moving on to a job at Nottingham University. We are very grateful for all that Ben has brought to our musical worship and the tremendous work he did in sustaining online worship during the pandemic. We have been blessed by Rachel Bussell coming alongside us to

develop musical worship. Given that so many able musicians have gone with our church grafts, she has stepped in at a challenging time.

However, there is now an opportunity for the whole church to be 'the worship team'. I believe that this 'problem' is actually a great opportunity for the Holy Spirit to do a deep work of renewal among us. In the meantime, a small chamber orchestra has been formed at 9am. They have blessed the whole church at Swanwick and on Easter Day.

Other staff changes have included the departure of Jon Holt (Operations Manager) in July and the appointment of David Hepworth in September. Again, we are hugely indebted to Jon for the professionalism and care he brought to the role. Dave has proved to be a great appointment! We were also able to secure funding for a Cantonese project worker, Tango – a member of the Nottingham Chinese Christian Church – to work with Ellie Winfield in welcoming HKUK arrivals. This is part of an increasingly close relationship with NCCC, as expressed in their partnership in the wonderful Power Lab children's holiday club this Easter. Well done, Rich and team!

I will finish with a few snap-shots from our wonderful church weekend away at Swanwick in February because they represent the 'new country' in which we now find ourselves.

- A coach arrives with over 40 Hispanic members of the church.
- African babies are passed around their white aunties and uncles.
- A large group of young people erupts with laughter as they eat together.
- Under the direction of Mark Powley, we construct ourselves as a temple to be filled with the presence of God, for that is what we are.
- We hold mugs, real or imaginary, as Jill Weber leads us in a meditation, and we pray about being emptied, and filled by the Holy Spirit.
- As adults worship, children, helped by students, move among them, praying God's blessing on them.

I like this new country! It's familiar, and different, and I am so thankful to be exploring it with you. "The LORD your God is bringing you into a good land." (Deut.8.7)

God bless,

A handwritten signature in cursive script that reads "Steve". The signature is written in dark ink and is positioned above a short horizontal line.

Steve Silvester May 2022

## 7. Safeguarding

### **St Nicholas' Church**

### **Annual Safeguarding Report to the APCM**

### **2022**

Since our last APCM we have had two major documents to study, absorb the implications of and then implement. The first was the Lessons Learned Review from Emmanuel Church, Wimbledon and the second was the Safer Environment and Activities Policy. We were guided through both by the Diocesan Safeguarding Advisor. In addition we gave advice to the fundraising team for 79MMW in order to minimise any possibility of coercion or allegations of coercion.

(What I believe to be) the last 'chunk' of activities to be absorbed into the list of those who need to complete Safeguarding training has just been added, and so from now on the numbers required to complete courses should stabilise. We now have 264 files on members who are actively involved in some part of the church's life and outreach and who need to be monitored in respect of compliance.

As a direct result of the pandemic, many more Safeguarding training courses are now available online. They include Basic Awareness; Foundation; Awareness of Domestic Abuse, Safer Recruiting and Awareness of Modern Slavery. This should make life much easier for folk in the future.

With the exciting formation of the Hispanic congregation, Yancey has identified a need for all the families to attend Safeguarding for Everyone Training (in Spanish). This is largely because of the very different culture in this country. This has now been devised, along with the course for the adults with learning disabilities. The latter has been approved by the Diocese, the former is just an informal one that does not attract any certification.

Protocols have also been devised for the Safer Recruitment of non-UK passport holding volunteers and staff – especially in regard to acceptable reference sources and routes to cover when a person has not been in the UK for 5 years. Unfortunately, it is not possible for an asylum seeker whose passport is with the Home Office to satisfy the documentary requirements to obtain a DBS certificate.

In the summer Janet Smith, our previous Lead Recruiter moved to worship at her local church and her role was taken over by Debbie Blaine. This happened at the same time as we changed our DBS provider to APCS. This is a much more automated system, and Debbie has spent many hours getting to grips with the system and processing all the applications for certifications that had lapsed during the pandemic. We will start to truly reap the rewards of this system in summer '24.

Doubtless there will be more paperwork to process as people step up to fill in the gaps left by those who have left to go to Sneinton and Lenton and more liaising must be done with the outside organisations they have been involved with and wish to continue serving with.

In all matters, the PCC has complied with its duty to have 'due regard' to the House of Bishops' "Safeguarding Policy and Practice Guidance".

I thank the whole of the Safeguarding Team for their support and behind the scenes work during the year.

Karen Pheasant, St Nic's PSO

April 2022

## 8. Financial Review

The Statement of Financial Activities (SOFA) for the year ended 31 December 2021 shows a net loss before transfers on the Unrestricted General Fund of £9,723. This figure is after depreciation of our assets amounting to £59,629. This is an accounting adjustment we are required to make but does not represent any cash payment. The PCC budgets for and manages the net surplus or deficit prior to depreciation charges, which was therefore a net income of £49,906. In order to build our reserves for future expenditure, £10,000 has been transferred to the Fabric Fund, £10,000 to the Capital Projects Fund and £7,500 to the Swanwick fund.

Our bank deposit account and the cash at bank balances at 31 December 2021 amounted to £781,424. Of this £656,802 relates to funds restricted to building or other projects, leaving £124,622 on unrestricted funds. Practically all the income is derived from direct giving by church members. The summary on page 16 (note 6) shows how expenditure has taken place in supporting our objectives.

**FINANCIAL RESERVES:** The PCC has agreed that we need to retain the equivalent of three months expenditure in unrestricted readily available reserves in order to meet any unexpected liabilities that may arise. Based on the accounts for 2021 this would amount to £97,101. At 31 December 2021 net current assets on unrestricted funds amounted to £148,662, including £25,550 of outstanding tax recoverable on gift aid donations.

The policy of the PCC in respect of reserves is that cash resources should be such that all restricted and designated funds are available in cash or deposits, together with the equivalent to 3 months of expenditure in unrestricted funds. This takes into account that in emergencies the PCC have assets against which borrowings could be secured pending an appeal to the congregation for funds to support the church's mission. It is further recognised that while the payment of Parish Share remains a priority, in an emergency payment could be deferred in consultation with the diocese.

In addition to the unrestricted general reserves, the PCC has the following designated reserves:

### Fabric reserve

At 31 December 2021 this amounted to £66,925.

In view of the age of the building from which the church operates, repairs can be costly, in particular cyclical repairs such as redecoration that arise from time to time. The PCC allocate an amount to this fund each year to accumulate a reserve to avoid the need for additional fundraising at the time repairs are required.

### Capital projects fund

At 31 December 2021 this amounted to £209,533. From time to time significant expenditure is required to update capital items that are essential to the running of the church, for example the audio visual systems. The PCC allocate an amount to this fund each year to accumulate a reserve to avoid the need for additional fundraising at the time expenditure is required.

Restricted funds held represent monies received for specific purposes prescribed by the donor or collections taken for specific purposes of which the donor was aware at the time they made their gift which have not yet been paid over to the ultimate beneficiary.

Signed on behalf of the PCC

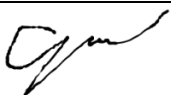
Juliet Wright  
(Church Warden) 21<sup>st</sup> March 2022

## 9. Independent Examiners Report



**CHARITY COMMISSION**  
**FOR ENGLAND AND WALES**

### Section A Independent Examiners Report

Report to the Trustees/members of	The Parochial Church Council of the Ecclesiastical Parish of St Nicholas', Nottingham		
On accounts for the year ended	31 December 2021	Charity Number	1134708
Set out in sections	9 to 12 and 14		
Responsibilities and basis of the report	<p>I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2021.</p> <p>As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").</p> <p>I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.</p>		
Independent examiner's statement	<p>The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.</p> <p>I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:</p> <ul style="list-style-type: none"> <li>the accounting records were not kept in accordance with section 130 of the Charities Act; or</li> <li>the accounts did not accord with the accounting records; or</li> <li>the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.</li> </ul> <p>I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.</p>		
Signed		Date	21/03/2022

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Name

Chris Nurden

Relevant professional  
qualification(s) or body

Institute of Chartered Accountants in England & Wales

Address

26 The Parks  
Minehead  
Somerset  
TA24 8BT

## 10. Accounting Policies and Disclosures

### BASIS OF PREPARATION

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note to these accounts. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK & Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Financial Reporting applicable in the United Kingdom and Republic of Ireland (FRS 102) and with the Charities Act 2011 and the Church Accounting Regulations 2006.

Going Concern: The accounts have been prepared under the basis of the charity being an ongoing concern.

### FUNDS

The Unrestricted General Fund is available for use at the discretion of the PCC to further the general objectives of the church. Designated Funds are unrestricted funds set aside by the PCC for specific future purposes or projects. Restricted Funds are funds that can only be used for particular purposes within the objects of the church. The aim and use of each fund is set out in the notes to the Financial Statements.

### INCOME

Donated income without conditions attached, including that gifted under Gift Aid, is taken into account when received by the Charity. Income Tax recoverable on gift aid accounts is recognised when the gift aid income is received. Any amount of tax not yet claimed from HM Revenue & Customs is shown within the Debtors list. Funds raised for events are accounted for gross. Income from building hire is recognised when rental is due.

### EXPENDITURE

Expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation. All costs have been directly attributable to one of the headings used in the SOFA. The church is not registered for VAT and accordingly expenditure is shown gross of VAT.

Expenditure that is directly attributable to meeting charitable objectives is included in costs of activities in furtherance of the charity's objects.

#### CAPITALISATION OF LAND AND BUILDINGS

Under the provisions of FRS 15, land and buildings are valued at historical cost and no depreciation is charged against them. Buildings are maintained to such a standard that their estimated residual value is not less than their net book value at any given time. Costs incurred in keeping buildings in a fit and useful condition are written off as incurred. Consecrated and benefice property is excluded from the accounts by nos. 10 (2), (3), (4) of the Charities Act 2011. Enhancements of buildings paid for by the PCC such as the church re-ordering carried out during 2011 are capitalised and written off over a period of 20 years.

#### FIXED ASSETS

Fixed Assets have been capitalised at cost and the depreciation is calculated so as to write off the cost of the fixed asset on the following basis:

Building Enhancements	5%
Fixtures and Fittings	10%
Other Equipment	25%
Computers	33%

#### CURRENT ASSETS

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove un-collectable. Short-term deposits include cash held on deposit either with the Central Board of Finance or Bank.

#### PENSION POLICY

Pension contributions are paid to the Pension Builder Classic section of the Church Workers Pension Fund, a defined benefit scheme, based on the level of contributions paid on behalf of each employee. Further details of the pension fund are contained in the notes to the accounts. Contributions are recognised as resources expended at the time the salary cost to which they relate is incurred.

#### GRANTS AND MISSIONARY SUPPORT

Grants for the support of mission partners are accounted for on the basis of support agreed by the PCC that relates to the financial year. The church supports various mission partners and organisations. Where a particular mission partner has been supported by the church for a number of years, strict compliance with the Charities' Statement of Recommended Practice (SORP) may regard some arrangements as constituting constructive obligations such that future years' support is accounted for in these accounts as a liability. Whilst the support has no final end date, the PCC assess mission partner funding on an annual basis and are confident that the mission partners would not view their support as an open-ended obligation on the part of the church.

#### OPERATING LEASES

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.



## 11. Statement of Financial Activities

### Statement of Financial Activities

Year ended 31 December 2021

		2021			2021	2020
	Note	General Unrestricted Funds	General Designated Funds	Restricted Funds	Total Funds	Total Funds
<b>Income &amp; endowments from:</b>						
Donations & legacies	1,9	370,303	-	368,620	738,923	401,710
Charitable activities	2,9	8,177	-	21,942	30,119	36,998
Investments	3	202	-	-	202	1,121
<b>Total income</b>		<b>378,682</b>	<b>-</b>	<b>390,562</b>	<b>769,244</b>	<b>439,829</b>
<b>Expenditure on:</b>						
<b>Charitable activities</b>	5					
Wider Church/Parish Share		122,618	-	-	122,618	127,443
Teaching & Pastoral		78,373	-	14,640	93,013	154,291
Youth & Children		96,511	-	-	96,511	94,328
Mission & outreach UK		21,748	-	8,881	30,629	32,314
Mission & outreach Overseas		27,119	-	3,262	30,381	34,107
Evangelism & Outreach		42,036	-	-	42,036	43,386
<b>Total expenditure</b>		<b>388,405</b>	<b>-</b>	<b>26,783</b>	<b>415,188</b>	<b>485,869</b>
<b>Net income/(expenditure)</b>		<b>(9,723)</b>	<b>-</b>	<b>363,779</b>	<b>354,056</b>	<b>(46,040)</b>
Extraordinary income	4	-	-	-	-	184,000
Extraordinary expenditure	4	-	-	-	-	(40,000)
Transfers to Designated/Restricted Funds		(27,500)	20,000	7,500	-	-
Transfers from Designated/Restricted Funds for capital expenditure		28,280	(22,080)	(6,200)	-	-
<b>Net Movement in funds</b>		<b>(8,943)</b>	<b>(2,080)</b>	<b>365,079</b>	<b>354,056</b>	<b>97,960</b>
<b>Reconciliation of Funds</b>						
Total Funds brought forward		727,237	288,538	73,536	1,089,311	991,351
<b>Total Funds carried forward</b>		<b>718,294</b>	<b>286,458</b>	<b>438,615</b>	<b>1,443,367</b>	<b>1,089,311</b>

## 12. Balance Sheet

Balance Sheet				
at 31 December 2021				
		2021		2020
<b>Tangible Fixed Assets</b>	11	<u>583,665</u>		<u>613,761</u>
<b>Current Assets</b>				
Debtors	13	80,429		31,677
Prepayments	14	5,828		5,883
Deposit Account		612,919		361,717
Cash at bank and in hand		<u>168,505</u>		<u>92,723</u>
		867,681		492,000
<b>Current Liabilities</b>				
Amounts falling due within one year	15,16	(7,979)		(16,450)
<b>Net current Assets</b>		<u>859,702</u>		<u>475,550</u>
<b>Total Net Assets</b>		<u>1,443,367</u>		<u>1,089,311</u>
<b>The Funds of the Charity</b>				
Unrestricted General Funds	10	718,294		727,237
Designated General Funds	9	286,458		288,538
Restricted Funds	10	<u>438,615</u>		<u>73,536</u>
		<u>1,443,367</u>		<u>1,089,311</u>
Approved by the Church Council on 21st March 2022 and signed on its behalf by				
Juliet Wright (Church Warden)				
Statement of Cash Flows				
Year ended 31 December 2021				
		2021		2020
<b>Cash flows from operating activities</b>				
Net income for the financial year		354,056		97,960
<b>Adjustments for:</b>				
Depreciation of property, plant and equipment		59,629		52,584
Decrease (increase) in debtors		(48,751)		2,273
Decrease (increase) in prepayments		55		(4,712)
(Decrease) increase in current liabilities		(8,471)		10,462
<b>Net cash from operating activities</b>		<u>356,518</u>		<u>158,567</u>
<b>Cash flows from investing activities</b>				
Additions to fixed assets during the year		(29,534)		(3,226)
<b>Net cash provided by investing activities</b>		<u>(29,534)</u>		<u>(3,226)</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>		326,984		155,341
Cash and cash equivalents at the beginning of the year		454,440		299,099
<b>Cash and cash equivalents at the end of the year</b>		<u>781,424</u>		<u>454,440</u>

## 13. Notes to the Accounts

	2021			2021	2020
	Unrestricted	Designated	Restricted	Total	Total
<b>1 Donations</b>					
Gift Aid	249,536	-	221,586	471,122	257,163
Income Tax recoverable	62,815	-	55,396	118,211	65,638
Other planned giving	53,547	-	85,593	139,140	52,127
Collections	210	-	4,436	4,646	4,309
Sundry Donations	4,195	-	1,609	5,804	22,473
	<u>370,303</u>	<u>-</u>	<u>368,620</u>	<u>738,923</u>	<u>401,710</u>
<b>2 Charitable activities</b>					
Sundry Sales	1,618	-	-	1,618	127
Building Hire	3,290	-	-	3,290	3,451
Fees	3,269	-	-	3,269	3,202
Events	-	-	5,143	5,143	14,249
Grants received	-	-	16,799	16,799	15,969
	<u>8,177</u>	<u>-</u>	<u>21,942</u>	<u>30,119</u>	<u>36,998</u>
<b>3 Income from investments</b>					
Bank Interest	202	-	-	202	1,121
	<u>202</u>	<u>-</u>	<u>-</u>	<u>202</u>	<u>1,121</u>

#### 4 Extraordinary income

No extraordinary income was received in 2021.

In 2020 the PCC received an unexpected donation of £184,000 following the closure of a local Christian Charity. The PCC agreed that £40,000 should be donated to another Christian Church in Nottingham as a gift offering and £140,000 allocated to the Capital Projects Fund. The other £4,000 went into day to day activities.

#### 5 Charitable Activities

	Activities undertaken directly	Grant funding of activities	Support Costs	2021 Total	2020 Total
Wider Church/Parish Share	117,840	-	4,778	122,618	127,443
Teaching & Pastoral	6,719	-	71,654	78,373	76,376
Youth & Children	972	-	95,539	96,511	94,328
Mission & outreach UK	-	2,641	19,107	21,748	27,076
Mission & outreach Overseas	-	15,177	11,942	27,119	33,580
Evangelism & Social Concern	38	6,170	35,828	42,036	43,386
	<u>125,569</u>	<u>23,988</u>	<u>238,848</u>	<u>388,405</u>	<u>402,189</u>

There were no related party transactions

#### 6 Support Costs

The allocation of support costs has been based on an estimated proportion of staff time costs and the expenditure related to their activity.

Wider church 2%, Teaching and Pastoral 30%, Youth & Children 40%, UK Mission 8%, Overseas Mission 5%, Evangelism 15%

	Wider Church	Teaching & Pastoral	Youth & Children	Mission UK	Mission overseas	Evangelism	Total
Staffing	2,844	42,655	56,873	11,375	7,109	21,328	142,184
Building	444	6,660	8,880	1,776	1,110	3,330	22,200
Insurance	124	1,861	2,482	496	310	931	6,204
Administration	173	2,589	3,452	690	432	1,295	8,631
Depreciation	1,193	17,889	23,852	4,770	2,981	8,944	59,629
	<u>4,778</u>	<u>71,654</u>	<u>95,539</u>	<u>19,107</u>	<u>11,942</u>	<u>35,828</u>	<u>238,848</u>

Administration support costs includes £1,000 payable to the Independent Examiner and £1,056 paid under an operating lease

**7 Staffing Costs**

	2021		2021	2020
	Unrestricted	Restricted	Total	Total
Pastoral Salaries	62,686	7,113	69,799	68,083
Admin & Support Salaries	62,232	-	62,232	67,337
Pastoral Expenses	11,450	-	11,450	11,091
Admin & Support Expenses	812	-	812	909
Pastoral Pension	6,819	711	7,530	6,495
Admin & Support Pension	5,879	-	5,879	6,340
HMRC Refund/Rebate/Furlough	(7,694)	-	(7,694)	(7,946)
	<u>142,184</u>	<u>7,824</u>	<u>150,008</u>	<u>152,309</u>

During the year the PCC employed a student minister, a children's minister, a worship director, a refugee worker, a communications officer, an operations manager, an administrator and a cleaner, none of whom earned £60,000 or more. No expenses were paid to PCC members in their role as Trustees. Clergy expenses totalled £3,271

**8 Grants Payable**

	Institutions	Individuals	2021 Total	2020 Total
Mission & Outreach UK	1,641	1,000	2,641	8,668
Mission & Outreach Overseas	400	14,777	15,177	22,075
Evangelism & Social Care	6,170	-	6,170	8,617
	<u>8,211</u>	<u>15,777</u>	<u>23,988</u>	<u>39,360</u>

**9 Designated Funds**

	Opening Balance	Income	Expense	Transfers	Closing Balance
Fabric Reserve	56,925	-	-	10,000	66,925
Capital Projects Fund	221,613	-	22,080	10,000	209,533
Legacy Fund	10,000	-	-	-	10,000
	<u>288,538</u>	<u>-</u>	<u>22,080</u>	<u>20,000</u>	<u>286,458</u>

The Fabric and Capital Project Funds are designated by the PCC to meet future expenditures in respect of repairs and maintenance and other larger projects. In 2020 £160,000 net was transferred into designated funds from General Funds

The Legacy Fund represents monies given to the PCC for future use as yet undefined

# 10 Restricted Funds

	Opening Balance	Income	Expense	Transfers	Closing Balance
<b>Expended Funds</b>					
Church Centre	14,033	-	-	-	14,033
	14,033	-	-	-	14,033
<b>Available Funds</b>					
Mission Partners	1,876	435	493	-	1,818
Events	3,276	2,039	2,269	-	3,046
Gifts	10	-	-	-	10
Collections	6,144	4,898	5,222	-	5,820
Hall Fund	19,934	362,058	1,080	-	380,912
House Trust	3,771	-	-	-	3,771
St Nicholas Purse	6,110	1,204	3,300	-	4,014
Language School	1,230	-	-	-	1,230
Church Weekend	8,937	3,104	6,408	7,500	13,133
Church Weekend Bursary	-	124	-	-	124
Refugee Worker	8,215	10,000	7,511	-	10,704
Refugee Funds	-	500	500	-	-
AV Project	-	6,200	-	(6,200)	-
	59,503	390,562	26,783	1,300	424,582
<b>Total Restricted Funds</b>	<b>73,536</b>	<b>390,562</b>	<b>26,783</b>	<b>1,300</b>	<b>438,615</b>

The Church Centre Fund represents capital invested in the Church Centre

The Hall Fund represents donations received for the proposed new Church Hall.

St Nicholas purse is a fund used to support people in financial difficulty at the discretion of the Rector and the Standing Committee.

The Language School represents donations received for the weekly Language School now running in St Nic's

The House Trust represents donations received for a new project to provide suitable housing for young asylum seekers

The Restricted Collection Fund represents donations given via St Nic's to be used for specified purposes.

The Missionary Fund arises from donations given via St Nic's to be used for specified missionary organisations or individuals

The church weekend fund represents monies allocated by the PCC towards the costs of the next church weekend

The Bursary Fund represents donations received to subsidise individuals wishing to attend the next church weekend

The Events Fund is used for income and expenditure relating to specific events.

The Refugee Worker fund represents grants received for employment of a Refugee Worker

The refugee funds represent a grant received to enable Christmas presents to be purchased for the refugees

The AV project was a grant received to support the development of AV in the church

## Restricted Funds 2020 for comparison

	Opening Balance	Income	Expense	Transfers	Closing Balance
<b>Expended Funds</b>					
Church Centre	14,033	-	-	-	14,033
	14,033	-	-	-	14,033
<b>Available Funds</b>					
Mission Partners	1,935	468	527	-	1,876
Events	2,750	1,979	1,453	-	3,276
Gifts	92	-	82	-	10
Collections	6,831	2,651	2,338	(1,000)	6,144
Hall Fund	34,457	20,250	34,773	-	19,934
House Trust	3,771	-	-	-	3,771
St Nicholas Purse	6,383	4,079	4,352	-	6,110
Language School	1,263	-	33	-	1,230
Church Weekend	27,366	12,255	31,810	1,126	8,937
Church Weekend Bursary	577	636	87	(1,126)	-
Refugee Worker	-	10,000	2,785	1,000	8,215
Other	107	5,333	5,440	-	-
	85,532	57,651	83,680	-	59,503
<b>Total Restricted Funds</b>	<b>99,565</b>	<b>57,651</b>	<b>83,680</b>	<b>-</b>	<b>73,536</b>

## 11 Fixed Assets for use by the PCC

	Freehold Land & Buildings	Fixtures & Fittings	Church Improvements	Total
Actual Cost at 1st January 2021	107,934	68,499	874,963	1,051,396
Additions	-	29,534	-	29,534
Disposals	-	-	-	-
Cost at 31st December 2021	107,934	98,033	874,963	1,080,930
Depreciation Charge at 1st Jan	-	(53,192)	(384,444)	(437,636)
Depreciation Charge for year	-	(12,785)	(46,844)	(59,629)
Depreciation deducted on disposals	-	-	-	-
Accumulated Depreciation	-	(65,977)	(431,288)	(497,265)
Net Book Value 31 December 2021	107,934	32,056	443,675	583,665
Net Book Value 31 December 2020	107,934	15,307	490,519	613,760

## 12 Analysis of Net Assets by Fund

	Unrestricted	Designated	Restricted	Total
Fixed Assets for Church use	569,632	-	14,033	583,665
Current Assets	156,000	286,458	425,223	867,681
Current Liabilities	(7,338)	-	(641)	(7,979)
Fund Balance	718,294	286,458	438,615	1,443,367

## 13 Sundry Debtors

	2021	2020
Gift Aid Tax	25,550	31,243
GA Tax - restricted funds	54,879	342
Sundry items	-	92
	80,429	31,677

## 14 Prepayments

Insurance - Centre	394	373
Rates	250	250
Copier	300	239
CCLI	204	214
Misc	127	127
Intern Housing	4,553	4,680
	5,828	5,883

## 15 Sundry Creditors

Gas & Elec	1,733	2,000
Sundry	1,584	336
Service fees	211	549
Payroll	3,451	3,487
	6,979	6,372

## 16 Accruals

Independent examination Fee	1,000	1,000
Legal fees - 79 MMW	-	4,078
Parish Share	-	5,000
	1,000	10,078

## 17 Commitments under operating leases

At 31 December 2021 the PCC has remaining commitments under non-cancellable operating leases as set out below:

Operating leases which expire:	2021	2020
December 2024	2,099	835

## 18 Contingent liability

St Nic's PCC have, on behalf of the congregation, committed to bless the team going to St Stephen's with a financial gift of £15,000. The congregation have been asked to contribute to this gift and over £5,000 was given in the collection during the Church Weekend. The Church will be transferring this gift as we send out the church graft, so any further donations towards this will be included.



## 14. 2021 Accounts in Summary

### 2021 Accounts in Summary

Using the above format (which we have to!) the accounts can be difficult to understand so here is a simple summary of the income and expenditure on the general fund

	2021	2020
<b>Income</b>		
Donations	307,488	309,458
Tax reclaimed	62,815	64,804
Other	8,379	7,916
<b>Total</b>	<b>378,682</b>	<b>382,178</b>
<b>Expenditure</b>		
Mission grants/Evangelism	23,988	39,360
Parish share	117,840	122,840
Staffing	142,184	144,181
Building related	28,404	24,755
Administration	8,631	8,584
Ministry	7,729	9,884
<b>Total</b>	<b>328,776</b>	<b>349,604</b>
<b>Surplus before depreciation</b>	<b>49,906</b>	<b>32,574</b>
<b>Depreciation</b>	<b>59,629</b>	<b>52,584</b>
<b>Surplus after depreciation</b>	<b>(9,723)</b>	<b>(20,010)</b>
<b>Fixed asset costs incurred</b>	<b>1,254</b>	<b>3,226</b>
<b>Transfers to designated/restricted funds</b>	<b>(27,500)</b>	<b>(20,000)</b>
Cash in the bank	781,424	454,440
Which is made up of:		
Designated funds	286,458	288,538
Restricted funds	370,344	59,503
General funds	124,622	106,399
<b>Grants made for UK mission</b>		
Jonny and Ellie Staton working with Agape UK	-	1,000
Liz Babbs working as a writer and speaker	-	4,000
Ruth Radley working with CMS in Birmingham Children's Hospital	1,000	1,500
Fusion & Student CUs	1,100	1,368
Other	541	800
	<u>2,641</u>	<u>8,668</u>
<b>Grants made for World mission</b>		
Dave and Nikki working in North Africa	11,000	11,000
Pauline Walker working with CMS Africa in South Sudan	-	5,200
Pastor Adama in Markoye, Burkino Faso	1,527	500
Support for developing ministry in Oudalan, Burkino Faso	-	3,000
Support for Ian & Heather Morris	1,000	1,000
Support for James Berry with OM	750	1,000
Support for Sam Mellish	500	-
Open Doors	400	375
	<u>15,177</u>	<u>22,075</u>
<b>Grants made for Evangelism &amp; Social Care</b>		
Safe families for children	500	-
Open Homes Nottingham	600	-
Malt Cross (Street Pastors)	-	1,000
Nottingham Citizens	2,420	2,300
Social Concern	150	1,600
Refugee Forum	500	-
Emmanuel House	2,000	3,717
	<u>6,170</u>	<u>8,617</u>
	<u><u>23,988</u></u>	<u><u>39,360</u></u>

## 15. Church Workers Pension Fund (CWPF)

DECEMBER 2021 YEAR END

The Parochial Church Council of St Nicholas' (Nottingham) participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
  - a. a deferred annuity section known as Pension Builder Classic, and,
  - b. a cash balance section known as Pension Builder 2014.

### **Pension Builder Scheme**

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

**Pension Builder Classic** provides a pension, 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 which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

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 means 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 the contributions payable (2021: £13,409, 2020: £12,835).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 3% following improvements in the funding position over 2021. 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, St Nicholas' (Nottingham) could become responsible for paying a share of the failed employer's pension liabilities.

## 16. Nottingham South Deanery Synod 2021 Report

This year we have said goodbye to Rev'd Henry Curran (Wollaton Park), Rev'd Mike Forsyth (Chilwell), Rev'd Hannah Hall (St Saviour's), Rev'd Naomi Hill (Sneinton St Christopher), Rev'd James Pacey (Carrington), Rev'd Dr Megan Smith (Lenton) and Rev'd George White (Trinity). We have welcomed Rev'd Toby Artis (Attenborough) and curates Rev'd Beau Brumley (Trinity), Rev'd Lynda Blakeley (Sneinton St Stephen) and Rev'd Amy Hughes (Trinity) to our Deanery. We were also pleased to congratulate Rev'd John Blakeley and Rev'd Naeem Bahadur on their appointments as Priests in Charge in Sneinton St Stephen with St Matthias and Radford All Souls and St Peter respectively. Rev'd Colin Bourne also retired as Vicar of Toton but remains as Area Dean.

The Deanery Leadership Team has continued to meet during the year to plan Synod and to discuss ways to support parishes in the Deanery – particularly those in vacancy.

Due to the COVID restrictions two of our Deanery Synod meetings were held online and one in person. On 9 February we met remotely with the aim of encouraging one another to look outwards in mission. We exchanged ideas and experiences, looking honestly at things that encouraged and discouraged us and then prayed together.

On 14 July we again met remotely for our Synod. We were joined by Rev'd Peter Huxtable who shared about his role as Bishop's Advisor Urban for Estates Mission and how he could work with our parishes. Rev'd Dr Megan Smith and Rev'd Dr Richard Davey then shared about their work as University Chaplains.

On 18 November we met at Christ Church, Chilwell and were joined by Rev'd James Halstead who, as Diocesan Lead for the Church of England's Living in Love and Faith initiative, explained the best ways of engaging with the range of resources which are available to parishes and facilitated discussions around experience of using these.

At this meeting we also confirmed the re-appointment of the following members of the DLT:

- Ex-officio Members:  
Rev'd Colin Bourne (Area Dean), Kirsty Cowley (Deanery Administrator)
- Lay Chair: Elaine Hinchliffe
- Deanery Secretary: Peter Horne
- Deanery Treasurer: Gary Stephenson
- DLT Members: Rev'd Clive Burrows and Rev'd Tom Gillum.

This leaves two lay vacancies on DLT. In accordance with our local Rules, Synod also voted to allow DLT to co-opt two further lay and two further ordained members.

The Deanery has again paid a large percentage of its giving for ministry allocation (94.9% in 2021, compared to 87.9% in 2020). Every parish is to be thanked for their faithfulness in paying for the

ministry received in this deanery, particularly in these difficult times.

We are looking forward to 2022 and hope to continue to meet in person!

**Rev'd Colin Bourne (Area Dean) and Elaine Hinchliffe (Lay Chair)**

## 17. Churchwardens Report 2021

Psalm 106:1 says 'Praise the Lord. Give thanks to the Lord, for He is good, and His love endures forever.' Indeed, we do give thanks to God for His faithfulness to the St Nic's church family over 2021.

We started 2021 in the same way we finished 2020, in lockdown. Over the year we moved from purely online services to being able to offer in-person and hybrid services. We would like to express our thanks to the staff team and all who worked behind the scenes to continue developing and providing these services throughout the year. The new audio-visual equipment in church has enabled us with this integration - thank you to all those involved.

We would also like to mention all who contribute to the wider activities of St Nic's including midweek outreach opportunities and St Nic's in the City collaborations, youth and children's work and community leaders. Thank you for all you do to bless and care for others.

Thank you also to Jon Holt for his immense contribution as operations manager. And welcome to Dave Hepworth as he steps into this role!

We can also confirm that the terrier and inventory are in good order.

Alison Fletcher and Juliet Wright (Church Wardens)