

TRINITY Church

SUMMARY Trustees Annual Report for 2018

Our aims and purposes as a charity

The PCC has the responsibility of co-operating with the incumbent, the Revd Steve Daughtery, in:

- The promotion of the gospel of the Lord Jesus Christ according to the doctrines and practices of the Church of England
- Promoting in the parish the whole mission of the church, pastoral, social, evangelistic and, ecumenical
- To see lives transformed by the love of Jesus
- To be and to make whole-heartedly disciples of Jesus Christ
- Practical support and care for people in the parish, from the youngest to the eldest, irrespective of level of need or, ability to pay
- Providing financial support those in need and, to other organisations with similar objectives.

Our vision is to see lives and transformed by the love of Christ.

Jesus Christ came to teach, to serve and to heal. Most importantly, he came to die for us, so that we might be forgiven and offered a life lived in a right relationship with God. Jesus invites us to find in him the security, joy, friendship and adventure which we have all been made to enjoy. We believe in the power of this Good News to change lives and communities, and Jesus sends us to be agents of that change across our town and beyond.

We are a church that worships God, is sent by Jesus and is empowered by the Holy Spirit to see all people and communities transformed by his love.

Our values

The Word of God

We believe that God spoke the world into being, that he has spoken to us by sending Jesus, and that he stills speaks today through the pages of the Bible. While we can know some things about God through creation, community and experiences, but God primarily reveals his character, story and love for us through his word. We study the Bible because we want to hear God speak to us and change us.

The Cross of Jesus

The central event in the whole of history is the death and resurrection of Jesus Christ. We can know God only because God himself, in Jesus, came to bring us into a relationship with himself. On the cross Jesus pays the price for our rebellion against God and offers us a new start. Everyone in the world is faced with a choice: whether to trust in the mercy and compassion of God, or to ignore his offer of forgiveness.

We believe that to be a Christian is to make this decision. Doing Christian 'things' does not bring us into a relationship with God; only trusting in what Jesus has achieved through his death and resurrection can do this. The cross is our motivation for living out our faith. As we consider God's incredible love for us in Jesus, so we respond by seeking to live as Jesus lived and love as he loves.

Lives empowered by the Spirit

Jesus died on Good Friday. On Easter Sunday he was raised to life by the Holy Spirit. This same Spirit is given to us today to transform our lives and to be our strength, guide and constant companion. It is impossible to live the Christian life without reliance upon God the Holy Spirit. At TRINITY we want everyone to be filled with the power of God's Spirit. We strive to join in with his work so we might be enabled to take part in his mission and to live lives of love, joy and peace.

Our mission is to build wholehearted disciples of Jesus Christ.

How are we to do this? By being visible, active and distinctive for the glory of Christ.

- **Visible** - God has first loved us and calls us to love him by being pleased to tell others about him. Jesus calls the church to be visible signposts of God's love. As a church we can only do this if we are known and visible. We therefore seek to make ourselves known in our community through words and actions, to point others to Jesus.
- **Active** - As God's love is expressed through acts of grace within the church, we seek to share this grace with those in our wider community, by love in action. Our message of Jesus cannot be detached from the lives we live. We therefore seek to be active in sharing God's love and generosity to our town.
- **Distinctive** - The Church is not only the light of the world but the salt of the earth. The greatest need of every human being is to come into a relationship with God. God's love saves us and heals us because he is holy and perfect. As such, our mission will not be effective unless we are distinctive in our actions, values, views and priorities.

It is fair to say that we are never short of ideas for mission! Almost all of our ministries regularly run outreach initiatives tailor-made to the people-groups they have a passion to reach.

For the church leadership, the key challenge is discerning God's priorities for the coming season. Our Mission Action Plan (MAP) below is a collection of our current projects and plans.

What we planned to do to achieve our charitable objectives

When planning our activities for the year, our incumbent and the PCC have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance on 'charities for the advancement of religion'.

This year we united the parish of St. John the Baptist Southover with the multi-benefice parishes of St. John sub Castro and St. Michael's South Malling. We have created a single new parish called TRINITY which operates out of 3 physical locations with 6 congregations. We are now operating together to take advantage to our combined potential, economies of scale and ministries.

Almost all of our ministries regularly run outreach initiatives tailor-made to the people-groups they have a passion to reach. For 2018 we discussed and planned the following objectives and activities to fulfil our aims:

UP – Our relationship with God

What we planned

- Develop and enhance our Sunday worship;
- Develop our church's life in the practice of charismatic gifts including healing and prophetic ministry;

What we have done

- We completed an evening sermon series on the gifts of the Spirit. The morning sermon series on Revelation set the church's expectation of what life is like for God's people, showing that suffering and calamity are very much part of our experience in the plans of God for us.
- Our leadership team have developed and an agreed understanding of healing and suffering in the Kingdom of God
- We have encouraged prophetic words and pictures to be shared within the services
- We have had a Ministry Fayre where people could explore the opportunities that exist to use their gifts
- We have established a strong All-Age Service planning team.
- We are more aware of the need for confession and intercession and corporate prayer in our 6:30pm and 11:15pm service although we are still working on the best ways of doing this.
- We have found new people to help lead services, preach, and be involved in musical worship

IN – Our relationship with each other

What we planned

- Develop volunteer recruitment, support and training especially in the areas of contemporary worship, children's ministry, preaching, service leading and prayer ministry - including holding a Ministry Fayre;
- Develop the identity and fellowship life of each of TRINITY's congregations - including establishing Congregational Leadership Teams; and making our 6:30pm service more attractive for Youth and Young Adults
- Develop stronger Health & Safety and Data Protection policies and procedures; Review our Compliance to our Safeguarding Procedures
- Develop our Stewardship through the work of a Giving Officer

What we have done

- we have intentionally begun to do more to support those in our teams to give them feedback, to communicate better and to hold regular team training events, this has included SEN Training, Inclusion Awareness, Spiritual Gifts and their use in Church, Prayer Ministry, Financial Giving, the purpose of Overseas Mission
- we now produce and agree volunteer Role Descriptions and our induction process is strongly regulated
- we have strong Safeguarding and Health and Safety policies and practice.
- we have developed a strong GDPR policy and are in the process of implementing it.
- we have appointed and supported two giving officers

The development of the identity and fellowship life of our congregations remains a top priority.

OUT – Our relationship with our community and world.

What we planned

- Develop TRINITY's Love in Action outreach in Lewes - including Love In Action days, Mental Health training, engagement with Church Action on Poverty, Prison Fellowship, and Homelessness;
- launch the TRINITY Centre - including, the Civic Opening; opening the Café alongside the appointment of café manager and baristas
- Develop our Creative Arts ministry;

- Investigate and develop our presence in Priory School (eg. a CU, Prayer Space, Youth Alpha);
- Develop and roll-out to the Diocese our eco church project: Walk Further;
- Launch a new TRINITY branded website and resources;
- Obtain planning permission for the redevelopment of the St John sub Castro Hall site;

What we have done

- Love in Action is now firmly embedded as a way of thinking and we have begun to hold Love In Action days, we have hosted a Big Conversation event and we have worked with Lewes' End Hunger UK, Food Banks, Prison Fellowship and Homeless Projects.
- The TRINITY Centre and Café12/31 has opened with recruitment of Staff and Volunteers and it exceeds expectations in terms of mission reach and it is ahead of budget in terms of finances.
- we have created opportunities for those with more creative gifts to use them in worship and ministry
- we have established good relationships with new Priory staff teachers and we are well placed to support the school in its spiritual development and community links.
- our Eco Walk project stalled with the death of one of the key members of the team. We are using this on a local basis only
- an excellent new TRINITY website has been established

Identifying only the new things that happened at TRINITY fails to recognise the enormous amount of work being undertaken by so many people for the glory of God across all our existing ministries. Even the accompanying Report on our Church's Life only represents the tip of the iceberg. The glory of church community is **unseen** in the hundreds and thousands of acts of love and service as the membership cares for and encourages each other and the town it serves. This is the way it should be – we are all ministers to each other and the world. God has ordained and appointed every one of us to be priests, to be his voice, hands and his feet. It is He who calls us, He who sees our acts of service, He who understands our sacrifice and He who will not fail to reward us with his favour and blessing.

Attendance at worship

The church family welcomes visitors from within as well as outside the parish boundary. Visitors attend by personal choice and, it is our great pleasure to welcome anyone from all walks of life to take part in the life of the church. We contend that voluntary attendance to worship the Lord Jesus Christ, is a major demonstration of the public benefit of our activities.

With six regular Sunday congregations shared across 3 locations it is almost impossible for any individual to see the many good things that God is doing across the life of the church. Our 'shape' in terms of size, is approximately:

- 15 adults at 8:00am at SO;
- 45 adults with 5 children at 9:30am at SM;
- 155 adults with 25 children and young people at 10:00am at SO;
- 65 adults with 25 children and young people at 11:15am at SJ;
- 45 adults at our 4:30pm traditional service (twice a month) at SJ;
- 65 adults and young people at 6:30pm at SO.

As in previous years, many people from our fellowship (over 280 different people) have been involved in numerous (over 650) different 'serving roles' across TRINITY. These range from making coffee to preaching, from helping older people at Monday Club to helping in our crèche, from leading Mission work in Rwanda to helping someone to go shopping in Lewes. The Bible shows us that service offered to Him in this way is worship.

It's great to know that TRINITY is a 'seven day a week' worshipping community. We are extremely grateful to God for the gifts that He has given us, for the depth of people's love and for the faithful commitment that so many display in their daily lives.

I honour all those in our church who give of themselves to God to bless others. For a deeper look at the many things we do, I commend our booklet The TRINITY 2018 Ministry Report which is at the back of church and on our website: www.trinitylewes.org.uk.

Looking Forward to 2019

Our Mission Action Plan reflects where we believe God's priorities are for us moving forward. 2019 is yet another key year for us as we hope to create a new permanent stipendiary post of Associate Vicar.

We set our targets optimistically knowing that God provides the resources for the ministries He wants us to do. Moreover, as our church grows, so does our ability to undertake more projects simultaneously. While we may encounter unexpected obstacles, which slow progress, or unforeseen needs that become urgent, we want to highlight where we believe God is leading us in 2019.

Our strategic approach will be to focus on:

UP – Our relationship with God

- Continue to develop and enhance our Sunday worship by establishing Congregational Leadership Teams for some of our services;
- Continue to develop our church's life in the practice of charismatic gifts including healing and prophetic ministry by teaching and practice in services and Wednesday evening prayer and praise;

IN – Our relationship with each other

- Follow through on the recommendations of the PCC regarding the future clergy staffing of TRINITY including the raising of necessary regular income to support a second stipendiary clergy role.
- Continue to develop volunteer recruitment, support and training especially in the areas of contemporary worship, children's ministry, preaching, service leading and prayer ministry through team training events;
- Hold three welcome to TRINITY afternoons and introduce a pathway for members to enter the life of the church
- Appoint a Youth Minister to replace Dianne Hamilton

OUT – Our relationship with our community and world.

- Continue to develop TRINITY's Love in Action outreach in Lewes - including Love In Action events, Mental Health training and Homelessness;
- Develop the Café to be financially self-sustaining by June 2019 and continue to use it as a stepping stone for our community into the life of the church
- Develop our presence in Priory School (eg a termly programme, Prayer Space, assemblies);
- Obtain planning permission for the redevelopment of the St John sub Castro Hall site;

Risk and Safeguarding

The PCC confirms that the major risks to which the council has been exposed have been identified by risk analysis exercises carried out by Mr Andrew White. These have been reviewed and systems and procedures continue to be developed and refined to manage the risks.

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, fully recognising its duty to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults. All members of the church who have significant contact with children and vulnerable adults have been DBS checked as appropriate. We regularly carry out in-house training and attend Diocesan training as and when necessary, including "safer church" and "safer recruitment". Our church is registered with the Churches' Child Protection Advisory Service and we access professional advice on issues as they arise as a matter of course.

Financial Review

2018 was a challenging year for the finance team as it involved the setting up and running of a unified Trinity accounting database. This involved the amalgamation of the three Trinity Churches accounts, together with those of Monday Club and Southover Counselling, plus, later in the year Café 12/31 accounts.

Incoming and outgoing resources

The total receipts on general and unrestricted funds received were £420,826 and are detailed in the Financial Report.

Total resources expended (expenditure) on the unrestricted funds for the year was £483,422 as detailed in the Financial Report.

Analysis of Income

To make a comparison with 2018 figures one must combine the 2017 figures for the three Trinity Churches (Trinity Southover £346,210; Trinity St John's £78,781; and Trinity South Malling £38,148). However, fund transfers (grants and payments towards staff costs) between the churches complicate the situation. Trinity St John's income was also higher than usual last year due to receipt of a legacy of £50,000. When these elements are removed, the comparative 2017 combined unrestricted fund income was £403,165. Consequently, 2018 shows an increase of £17661 compared to the 2017 figure and we are thankful for the generosity of our church family members.

The commitment of church family members to the Parish Giving Scheme (PGS) has continued to grow. The 123 donations received can be entered into the accounts in just 3 transactions and clear statements are provided: a win, win situation!

The hiring of our church buildings continues to provide valuable revenue which goes towards their maintenance and running costs.

No legacies were received last year.

Analysis of Expenditure

In 2017 the combined expenditure for the three Trinity churches was £1,342,811 (Trinity Southover £451,280; Trinity St John's £849,225; and Trinity South Malling £42,306) The 2018 figure of £555,298 reflects not only the completion of several projects but also the continued refurbishment of the Trinity Centre and Café 12/31.

Staff costs

The PCC pays for three full-time members of staff: an Associate Minister, a Youth Worker, and a Children's, Schools and Family Minister; together with a part-time team comprising a Pastoral Minister, a Secretary, a Bookings Clerk, Cleaners, a Cafe Manager and Barista, Staff costs accounted for the largest expenditure of the PCC. The sum was £162,080, an increase of 6.3% on the previous year.

Sharing the ministry costs of the Diocese of Chichester

The second largest expenditure of the PCC was the sum of £77,064 paid to the diocese for our share of all churches' Parish Ministry Costs (PMC). This amount covers the housing, stipend and pension costs of the clergy and the church insurance together with a standard sum for diocesan central costs, clergy training and a contribution to national church funds. This year the contribution from Trinity increased by only 0.1% on the previous year as PMC costs do NOT now include insurance of the churches. Insuring the actual church buildings ourselves through Ecclesiastical is a substantial sum. The church pays more than its PMC, the remainder being the shared costs of the Christian family throughout the whole Church of England, including assistance towards the upkeep of churches less able to manage than ourselves.

Missionary and charitable giving

This amounted to over £38,000 with donations to several charities both at Home and Overseas. Some money was also given to individuals for discipleship.

Administrative Information

TRINITY Church is part of the Diocese of Chichester within the Church of England. All correspondence should be addressed to the Incumbent, the Reverend Steve Daughtery at:

The Rectory,
Southover High Street,
Lewes, East Sussex, BN7 1HT.

The parish is a charity, and is registered separately from the Diocese for this financial year by the Charity Commission within the meaning of the Charities act 2011.

The Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent, in promoting in the ecclesiastical parish the whole mission of the Church. During the year the following served as members of the PCC:

Incumbent:	Revd Stephen Daughtery	Chair
Associate Vicar:	Revd Jeremy Bamber	Vice-Chair
Curate:	Revd Jules Middleton	
Wardens:	Mr Andrew White	for St John SO & St Michael SM
	Mr Ron Hammond	for St Michael SM & St John SC
	Mr Trevor Meadows	for St John SC & St John SO
Readers:	Mr Ken Bridger	
	Mr Ian Graham	
Licensed Lay Workers:	Mrs Janette Watkins	
Deanery Synod Reps:	Mrs Anne Almond	
	Mrs Milly Murphy	
	Mr Ian Rothery	
	Mrs Sharon Philips	
	Mr Ian Taplin	
Elected Members:	Miss Jean Pengelly	until 2019
	Miss Joy Shave	until 2019
	Mrs Ann Voigt	until 2019
	Mr Richard Jayawant	until 2020
	Mr Trevor Pearce	until 2020
	Mrs Lucy-May Tarafder	until 2020
	Mrs Carole Darling	until 2021
	Mrs Michelle Hammond	until 2021
	Mr Tim Charman	until 2021
Co-opted Members:	Mr. Derek Hull	Treasurer
Non voting observers	Mr Martin Dyer	Associate Minister
	Mrs Dianne Hamilton	Youth Minister
	Mr Neil Chisnall	Children and Families Minister
	Mrs Jane Lee	Safeguarding

Structure, governance and management of the charity

Parochial Church Council:

Membership of the PCC is determined under the Church Representation Rules and consists of certain ex-officio members (the clergy, lay readers and licensed workers); 3 churchwardens (each fulfilling 2 of the 6 church warden's roles), 5 members of the Deanery Synod and 9 members of the church who are elected at the Annual Parochial Church Meeting (APCM). Members are warmly encouraged to stand for election to the PCC and we try to ensure a balance of skills and experience.

The PCC is responsible for a wide range of matters affecting the parish, including compliance with Health and Safety, Disability Legislation, Data Protection and Safeguarding. In their capacity as Trustees, members of the PCC are responsible for the stewardship of funds and for the appropriate accounting and reporting of the parish finances.

The Churchwardens, Secretary, Safeguarding co-ordinator, Youth Minister, Children and Families Minister and Treasurer are each invited to attend courses run by the Diocese on their particular work. Regular mailings from the Diocese keep these officers up to date with changes in church regulations, best practice and financial procedures and these are reported to the PCC as appropriate.

The PCC has appointed Jane Lee Stannard as our Safeguarding Officer ensuring that all appropriate DBS (Disclosure and Barring Service) checks and safeguarding procedures are conducted on all those who work with children and vulnerable adults in the church. From 2011 the Wardens and Sides-people have been trained in fire prevention and in the use of fire extinguishers by the local fire safety officer. This training is renewed every three years.

There are also a number of Ministry Teams that support the Rector which are responsible for specific areas of the church's activities, and their reports are found in the TRINITY Ministry Report Booklet.

The Standing Committee and the Leadership team are detailed below:

Standing Committee:

This is the only committee required by law. It meets as needed and it is accountable to the PCC. It has the power to transact the business of the PCC between its meetings, subject to any directions given by the full PCC. The Financial Review Group (FRG) oversees the general financial dimension of the work of TRINITY by monitoring income and expenditure, budgeting, and establishing and reviewing appropriate financial controls. The FRG is accountable to the PCC and it works closely with the Rector. The Treasurer and Book Keeper deal with the operational aspects of all income and expenditure and co-ordinate the Stewardship of money through planned giving.

For 2018 the Standing Committee comprised:

Revd Stephen Daughtery	Chairman
Mr Andrew White	Warden
Mr Ron Hammond	Warden
Mr Trevor Meadows	Warden
Mr Trevor Pearce	Representative of elected members of the PCC
Mr Ken Bridger	Reader and Representative of the PCC
Mr Derek Hull	Treasurer

Leadership Team:

The Leadership team comprises the leaders of key ministry areas of the church who work under the Rector's delegated responsibility. The close working of Ordained staff, ministry teams and the PCC is a key strength of the way TRINITY works. It provides important "checks and balances" on decision making, facilitates greater communication between those that determine strategy & policy and those that serve the church in practical ways. It also allows for easier separation of duties according to gifts.

In 2018 the Leadership team comprised:

Rev Stephen Daughtery	Rector
Rev Jeremy Bamber	Associate Vicar with special responsibility for South Malling
Rev Dick Field	Associate Vicar with special responsibility for St John's at 4:30pm
Rev Jules Middleton	Curate
Mr Martin Dyer	Associate Minister
Mrs Dianne Hamilton	Youth Ministry
Mr Neil Chisnall	Children & Families and Schools Ministry

Responsibilities of the PCC members

Charity law requires the PCC to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Church as at the balance sheet date and of its incoming resources and application of resources including income and expenditure for the financial year. In preparing those financial statements, the PCC is required to:

- select suitable accounting policies and then apply them consistently; and
- make judgments and estimates that are reasonable and prudent; and
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Church will continue on that basis.

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005). This Trustees' Annual Report was approved by the PCC and signed on their behalf by The Rev. Steve Daughtery, PCC Chairman



Dated 19 03 2019