

# **The Parish Church of St John at Hampstead**

## **Annual Report for 2024**

To comply with the reporting requirements of both  
the Church Representation Rules 2020, Rule M5(1) and  
the Charity Commission guidelines for small non-company charities

# The Parish Church of St John at Hampstead

## Reference and Administrative Details

**Full Name:** The Parochial Church Council of the Ecclesiastical Parish of St John-at-Hampstead ("the PCC").

**Charity Registration Number:** 1129264

**Address and Website:** Church Row, London NW3 6UU / [www.hampsteadparishchurch.org.uk](http://www.hampsteadparishchurch.org.uk)

## Trustees under an Act of Parliament of 1827

### Ex Officio

|                             |  |
|-----------------------------|--|
| The Revd Carol Barrett Ford | Vicar (from 21 January 2024)               |
| Sheena Ginnings             | Churchwarden                               |
| Martin Evans                | Churchwarden (until 20 May 2024)           |
| Angela Gardner              | Churchwarden (from 20 May 2024)            |
| The Revd Graham Dunn        | Assistant Curate (until 29 September 2024) |
| The Revd Yin-An Chen        | Assistant Curate (from 6 November 2024)    |

## Membership of the PCC

### Ex Officio

|                             |  |
|-----------------------------|--|
| The Revd Carol Barrett Ford | Vicar and PCC Chair (from 21 January 2024)   |
| Martin Evans *              | Churchwarden and PCC Vice Chair (until 20 May 2024) (Deputy Churchwarden and an elected PCC member from 20 May 2024) |
| Sheena Ginnings*            | Churchwarden (PCC Vice Chair from 20 May 2024)   |
| Angela Gardner*             | Churchwarden (from 20 May 2024)  |
| The Revd Graham Dunn        | Assistant Curate (until 29 September 2024)   |
| The Revd Yin-An Chen        | Assistant Curate (from 6 November 2024)  |

### *As a lay member of the London Diocesan Synod*

|               |  |
|---------------|--|
| Inigo Woolf * | Treasurer (also an elected member of the Camden Deanery Synod) |
|---------------|--|

### *As lay members of the Camden Deanery Synod*

John Barker  
Angela Gardner  
Rosemary Loyd

## Elected Members

|                      |  |
|----------------------|--|
| Gaynor Bassey-Fish   | Electoral Roll Officer                         |
| Elizabeth Beesley    |  |
| Sarah Cheriton-Jones |  |
| Hagar Cliff *        | Deputy Churchwarden                            |
| Jonathan Davey       |  |
| Toba Fatimilehin     | (from 20 May 2024)                             |
| Jean Harrison        | (until 20 May 2024)                            |
| Jules Lubbock        |  |
| Jessica Mathur       |  |
| James Poletylo       | (from 20 May 2024) Parish Safeguarding Officer |
| Jon Siddall *        | Deputy Churchwarden (until 20 May 2024)        |
| Handley Stevens      |  |
| Nicholas Walser *    | PCC Secretary                                  |
| Nicholas White       |  |

## Co-opted Members

|                |                     |
|----------------|---------------------|
| Peter Ginnings | (until 20 May 2024) |
| Helen Taylor   | (from 20 May 2024)  |

(Those marked with an asterisk \* served as members of the Standing Committee for all or part of 2024)

# Foreword from the Vicar

*'When Jesus enters into the home of his disciples it becomes his home. The guest becomes the host. He who was invited now invites'*

In his book *'With Burning Hearts: A Meditation on the Eucharistic Life'*, Henri Nouwen ponders the nature of our relationship with God, the one who feeds and sustains us in our earthly life. It's a beautiful little book, richly decorated with simple yet profound observations on the story of the Road to Emmaus. It reminds us that we are nourished in word and in sacrament, and in community with each other.

Last year I asked us all to contemplate being a 'gift' to each other in 2024. The reports that follow not only demonstrate the hard work and dedication of so many people, but also how we have 'been a gift' to each other this year in the interconnectedness of our life of worship, prayer, praise and good works here at St John-at-Hampstead. Our common life is blessed with active and vibrant projects and events.

With the help of dedicated volunteers, we have wonderful children's work and a range of parish activities including stimulating music and drama. The weekly assemblies at the parish school and regular services are a delight, reminding me that our children are often the ones to lead us in thoughtful encounter with God. Our liturgy is enriched by beautiful music; we have welcomed guest preachers and explored our faith through learning together. Together we have seen children and adults baptised, celebrated with those who have married and mourned with those who have lost their loved ones. In all of this we also seek to develop a spirit that takes us beyond the beautiful walls of our church. We are committed to life in all its fullness - in our deanery, episcopal area and the wider diocese.

In all of this we rely on God's grace and love to support us, and we pray to be able to discern his will and his way, working together as a team. I remain hugely grateful to everyone at this parish church for their support, wisdom and skills: the many volunteers, the Churchwardens Sheena and Angela, the Parochial Church Council ("the PCC"), the Finance Committee, Huw and Courtney in the Parish Office, Andrew, Handley, Fr Yin-An, Geoffrey and the music department.

In closing I want to leave you with a meditation from Henri Nouwen. *'Communion creates community. Communion makes us look at each other and speak to each other, not about the latest news, but about him who walked with us. We discover each other as people who belong together because each of us now belongs to him'*. I look forward to the coming year of sharing in the breaking of bread, prayer, praise and song.

With my best wishes and prayers,  
Mthr Carol

# Structure and Management

The church of St John-at-Hampstead, commonly known as Hampstead Parish Church, was consecrated in 1747 as the latest in a series of buildings on this site believed to go back to 986. The present parish covers part of central Hampstead, and forms part of the Camden Deanery in the Edmonton Episcopal Area within the Diocese of London. The church buildings and churchyards are vested in the Vicar.

## **The Churchwardens and PCC**

The church is part of the wider Church of England and is governed by Canon Law – most notably expressed in the Parochial Church Council Powers Measure 1956 (as amended), the Churchwardens Measure 2001 (“CM”), and the Church Representation Rules 2020 (“CRR”). These establish the governance arrangements for the PCC as trustees of a corporate body within the Church of England and as a registered charity.

Two churchwardens are elected each year (CM Rule 2) at the Meeting of Parishioners immediately preceding the Annual Parochial Church Meeting (“the APCM”). In the past the custom has been for each one to serve a maximum of four years consecutively, although there have been exceptions (eg during a clergy vacancy). They serve as conduits for the flow of information between the Vicar and the congregation and as principal advisers to her.

The appointment of PCC members is governed by the CRR (Rule M15(1)). Membership of the PCC comprises: the clergy licensed to the parish, the two churchwardens, lay members elected to the diocesan and deanery synods (*ex officio*), and 15 lay members elected at the APCM for a term of up to 3 years. In addition, the PCC may co-opt up to 3 members to serve annually. All members must be communicants of sixteen years of age or over, and on the Electoral Roll of the parish. (*See inside cover page for more details.*)

The PCC has the duty of co-operating with the Incumbent on all aspects of the church’s mission within the parish – pastoral, evangelistic, educational, social and ecumenical - and is responsible for the financial affairs of the church and for the care and maintenance of the church fabric and its contents.

## **Trustees under an Act of Parliament**

Under an Act of Parliament of 14 June 1827 (“the Act”) a group of trustees was established in whom were vested the organ, fixtures and furnishings of the church, and who had the responsibility of maintaining the church in good repair. Since the qualification for election (relating to the poor relief rate) and the source of funding (the income from pew rents) are now obsolete it was decided in 2013 to elect no new trustees. Since April 2019, the sole trustees under the Act are the Vicar, churchwardens and any licensed assistant curate *ex officio*.

Since the responsibilities of the trustees under the Act relating to the fabric of the building and those of the PCC overlap, it has long been the custom to agree, at the first meeting of the PCC after the APCM, that both sets of trustees should meet jointly.

## **PCC Committees**

As required by the CRR (Rule M31), a Standing Committee is appointed annually by the PCC. It has power to transact the business of the PCC between its meetings, subject to such directions as the PCC may give, or in an emergency. Its role is to support the Vicar in her role as the promoter and “guardian” of the parish’s Mission Action Plan, and it also monitors and encourages the implementation of agreed plans by the PCC’s committees and other groups.

During the year under review significant consolidation of committees and working parties has taken place, resulting in a simpler structure. Reporting directly to the PCC, these meet regularly to take forward work on matters relating to:

- Finance and Fund-raising
- Buildings and Capital Projects
- Children and Young People
- Mission Strategy

and, in addition, other groups exist to oversee on a more *ad hoc* basis our activities on:

- Pastoral Care
- Racial Justice and Inclusion.

## **Governance Reports**

### **Proceedings of the PCC**

The PCC held five full meetings during 2024, as well as an additional meeting immediately following the APCM, at which Officers and Standing Committee members were elected. At the first main meeting of the year an introduction was given on the responsibilities of the members and the rules which govern the conduct of business.

All meetings included a report from the Treasurer on the parish finances, generally including review of the latest management accounts. At its meeting in February 2024 the PCC approved the Annual Report and Financial Statements for the year ended 31 December 2023.

A number of Policies were reviewed and updated during the year, including a new Legacy policy (see *Financial Review* below), and a revised policy for hiring the Church and parish rooms to external users. In this we re-affirmed our commitment to enabling use of our spaces by charitable and community groups, whilst actively marketing the rooms to commercial users to maximise revenue. The PCC also reviewed and updated the terms of reference of its Committees and Working Parties.

The PCC received regular updates on the Junior Church and other activities involving children and young people, including reports on the impact of improved resources funded by a legacy from a long-standing member of the congregation.

During 2024 the church completed a major building project involving full replacement of the roof of the choir vestry, originally constructed in 1911. The PCC approved expenditure related to this project and received regular reports on progress from the Treasurer and the Buildings Working Party.

The Parish Safeguarding Officer provided regular reports to the PCC and members undertook online safeguarding training courses provided by the Church of England.  
*Nick Walser, PCC Secretary*

### **Annual Report on Fabric, Goods and Ornaments**

It is the annual duty of the churchwardens to carry out, or cause to be carried out, an inspection of the fabric, fixtures, fittings and furniture of the church, and to report their findings to the APCM. We duly carried out the inventory which was completed on 2 March, and are pleased to report that no items were missing. The silver gilt Steeple Cup continues to be on loan to the Victoria and Albert Museum, and a new long-term Agreement was signed in February 2024.

*Sheena Ginnings, Angela Gardner, Churchwardens*

### **Compliance with Guidance on Safeguarding**

The PCC has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 to have regard to the House of Bishops' guidance on safeguarding children and vulnerable adults.

As a Church community we are committed to embedding the National Safeguarding Standards into all our activities. Our approach is to use the tools and guidance available to ensure that our processes are sustainable and drive awareness and action.

Using the Safeguarding Dashboard and Safeguarding Hub we are targeting our activities to ensure we are progressing through the levels of compliance and building approaches which will enable us to provide a safe environment.

At a PCC awayday after the end of the year, significant time was given to discussing Safeguarding and our Approach for 2025. We are currently working at Level 1 on the Dashboard and will soon be working at Level 2 – the only requirement we are not meeting is that one member of the PCC is outstanding in completing and evidencing their training.

### *Safeguarding Leads*

To help focus and drive our Safeguarding efforts we have identified leadership roles in each area of the church to support our Safeguarding and Deputy Safeguarding Officers. The leads for each area are as follows:

| <b>Area/Department</b> | <b>Person/People Responsible</b> |
|------------------------|----------------------------------|
| Music                  | Sheena Ginnings & Angela Gardner |
| Young People           | Jess Mathur                      |
| Leadership             | Nick Walser                      |
| Worship                | Gaynor Bassey Fish               |
| Other Roles            | Sarah Cheriton-Jones             |

### *Current Areas of Focus*

The following actions are underway in conjunction with our leads:

- Ensure outstanding training is completed
- Ensure all members of the PCC hold a valid DBS certificate
- Map all our roles for each department into the Safeguarding Hub
- Map all our people to roles
- Target training and DBS checks for any individual who requires these for our role
- Proactively prompt refresher training and DBS renewals
- Map all Church activities into the Dashboard
- Conduct Risk Assessments and other required actions for each Church based Activity
- Review Our Safeguarding and other associated policies and procedures such as lone working

We will continue to review and evolve our focus areas. This will allow us to make progress and identify additional areas of focus in line with the Dashboard and Areas identified through our Risk Analysis and other processes.

### *Reportable Incidents*

We have had no reportable Safeguarding Incidents in the past year; we have sought guidance from the Diocesan Safeguarding Team in a handful of situations. The lack of incidents should not allow for complacency, and we want to encourage regular reporting of risks and incidents to ensure we continually improve our practice.

*James Poletylo, Parish Safeguarding Officer*

### **Proceedings of Camden Deanery Synod**

The Deanery Synod comprises clergy and lay representatives – elected at their respective APCMs – from each parish in Camden. The Standing Committee consists of the Area Dean (Revd Carol Barrett Ford), three other clergy and four lay members.

Synod met four times in 2024, starting with refreshments. Full details of business transacted in each meeting can be found in the Minutes; the keynote presentations are summarised below.

#### *Monday 29 January 2024: St Michael's Church, Camden*

Archdeacon John Hawkins led a detailed discussion around the future of St Mary's, Eversholt Street, going back to 2021, starting with minor repair works on the vicarage. This led to a more detailed investigation of the outside works of the church, which had to close for 3 months from September 2021 for safety reasons.

#### *Wednesday 22 May 2024: Summer Social, The Vicarage, St John-at-Hampstead*

A number of clergy and lay members gathered at the vicarage to celebrate our common life. There was much discussion of life in Camden and the challenges and joys this brings. Issues around austerity continue to be a concern for both clergy and laity, and concerns for the coming autumn and winter, especially amongst those who are living in poverty or precariously housed.

*Monday 18 September 2024: St John-at-Hampstead*

The intention was for Prebendary Amatu Christian Iwuagwu to speak on Racial Justice. Unfortunately, he was unable to attend and this meeting was a simple business meeting.

*Wednesday 16 October 2024: St Mary Magdalene Munster Square*

Bishop Anderson reflected on his visits to the parishes in his episcopal area during his first months as Bishop of Edmonton. There was discussion of the issues that are most pressing on this Deanery, especially in the areas of buildings (Camden 19), austerity, homelessness and social isolation.

*Mthr Carol Barrett Ford, Area Dean*

# Aims, Activities and Performance

## Aims and Objectives

Each year brings its own joys and challenges. The church had three main aims during the year:

- To support our new Vicar during her first year in Hampstead (she was installed on 21 January 2024)
- To maintain and enhance the pattern of activities established during the year of vacancy
- To continue work on our new Mission Action Plan (the headlines and priorities for 2025 were approved by the PCC on 1 Feb 2025 after the year-end).

## Activities during the year

The following reports show the breadth of church life: liturgical, pastoral, social and practical.

### Prayer and Worship

Each day the church is open for quiet prayer and the lighting of candles, with a member of the Welcoming team often on hand to offer assistance. This facility is widely used and appreciated.

Our regular pattern of services has continued, with Morning and Evening Prayer said publicly by the clergy each day. Quiet Holy Communion is celebrated at 10.15am on Wednesday mornings, and there are three services on Sundays: 8am BCP Holy Communion, 10.30am Choral Holy Communion and 5pm Choral Evensong. Regular All Age Services are held during the year, with special family focused services such as Harvest Sunday, a Pet Blessing, and Backpack Sunday at the start of the school year.

We maintain the liturgical rhythm of the church year and celebrate the major festivals of the church, including Ash Wednesday, Holy Week and Easter, Ascension, Christmas and Epiphany. There are regular baptism, wedding, funeral and memorial services.

### Church Music

Our liturgy is enriched by the work of our professional parish choir, under the Director of Music Geoffrey Webber and our organist Joshua Ryan, and our Junior Choir under the direction of Aidan Coburn.

There were no changes to choir personnel in 2024, but in September we welcomed Louis Horsman Carpenter as Organ Scholar for the academic year 2024-25. The Director of Music was on sick leave for the first few months of 2024, but Assistant Director of Music and Organist Joshua Ryan looked after proceedings during this period.

The musical highlights of the year included the performance of Bach's St John Passion on Passion Sunday, once more with the Baroque Collective; a Good Friday Sequence of Music & Readings that included music by Bairstow, Casals and Gounod; a 'Symphony' Evensong with baroque strings featuring Henry Purcell's anthem 'O, sing unto the Lord'; and in December a performance of Handel's 'Messiah' with baroque orchestra led by Jacob Garside, which also featured the Junior Choir.

The choir's regular repertoire for Holy Communion has continued to explore music that suits our four solo singers, and at Evensong music is chosen to suit the theme of the day whilst also including a range of popular and less familiar items by diverse composers. At Christmas our liturgical music included works by Frenchman Louis Vierne, two giants of the English tradition, Thomas Tallis and Herbert Howells, as well as a 'Sanctus' by Afro-Brazilian composer José Maurício Nunes Garcia.

Throughout the year in term time the Junior Choir, directed by Aidan Coburn, continued to sing a psalm (with the adult professionals) and provide an anthem during Holy Communion each week.

The significant financial support of the Hampstead Church Music Trust was key to delivering these programmes and is gratefully acknowledged.

*Geoffrey Webber, Director of Music*

#### Pastoral care

The clergy team provide pastoral care, counsel and support both to the regular worshipping community and to a significant number of visitors to the church during each day. They see it as a privilege to visit the sick and take home-communion to those housebound and in hospital. They care for those approaching death, and their family, in making spiritual and practical preparation for death, and in administering the last rites.

However, pastoral care is the calling of all God's people, as we remember that Jesus told us '*You shall love your neighbour as yourself*' (Mark 12:31). The 'Friend at Church' scheme helps to share the pastoral work of the clergy and, throughout the year and under the aegis of the PCC's Pastoral Group, keeps in touch with older and more vulnerable members of the congregation, particularly those who come to church on their own.

We try to ensure that everyone has a 'Friend at Church', who will notice if they have not been seen for a few weeks and will either know or be able to find out sensitively and discreetly whether all is well. Members of the congregation are very good at looking out for one another without having to be asked, but these back-up arrangements have helped us to maintain a light but reasonably effective network of pastoral care, which has been particularly helpful while the clergy team has been in transition.

*Handley Stevens, Co-ordinator*

#### Children and Young People

Over the past year, Junior Church has continued to thrive, with an average of 20-25 children attending each Sunday, along with 14 children from the choir and lots of new families. The children have been split into four different age groups, allowing us to tailor lessons and activities to each stage of spiritual development.

This year we were able to re-introduce preparation for first Holy Communion, after a hiatus due to Covid, with 4 children receiving their first Communion during a special All Age Eucharist service. A date for Confirmations is planned for later this year.

Highlights in 2024 included several well-received special events. For the first time, the children experienced a "learning carousel" during which children rotated through four different stations (inspired by the Stations of the Cross) exploring the Easter story with crafts and activities. Rupert Sheldrake led around 25 of us on a pilgrimage through the medieval City of London in May. We had bouquet-making for Mothering Sunday and enjoyed God's beautiful, natural world in Spring Watch and Autumn Watch sessions in the graveyard with Esther.

In the lead-up to Christmas, we had fun making Christingles for the Children's Society again, a Christmas party featuring a live band ("The UnHoly Rackets") organised by Helen, and we concluded the season with a wonderful and well-attended Crib service, ably managed by Naomi. A team of enthusiastic leaders and helpers continue to diligently prepare thought-provoking and fun sessions for our children's Sunday groups, for which I am enormously grateful.

An attempt to re-launch the mid-week Holy Hamsters session for pre-school children was initially popular. Unfortunately, it had to be closed after a few months as we were unable to secure regular leaders and volunteers. However, the now well-equipped and welcoming children's chapel is popular throughout the week with young children dropping in with their carers.

Increasingly large numbers of children attending on Sunday mornings have also led to increasingly complex logistical issues. A major boost has come in the form of the appointment of a paid Junior Church Assistant. Isabella is now available to support our activities from 9-12 every Sunday, helping with setting up and storing equipment and with registration procedures amongst other things. The role is currently funded by a legacy. This legacy has also funded the installation of IT equipment in the Crypt and Gregory rooms, which really helps enhance teaching sessions.

Looking ahead, our priorities for the coming year include strengthening our safeguarding procedures to ensure a safe environment for all. We also hope to look again at how we might better cater for our teenagers, something which will almost certainly require identifying new lay leaders. Training opportunities for volunteers will also be a key focus, ensuring our team is confident and equipped to lead the children's ministry whilst deepening their own faith and theological understanding.

Heartfelt thanks to the parents, children, volunteers, and congregation for their ongoing support. We look forward to another year of joyful growth and faith-filled learning for our young church members.

*Jessica Mathur, Junior Church Co-ordinator*

### Social outreach

Social Outreach is an important part of our witness to the Gospel and furthering God's purposes by supporting the most vulnerable in the local community.

Our buildings played an important part. Charities and community groups hired the church or parish rooms at special rates. And we were able to continue our support to the Camden Christian Churches' Cold Weather Shelter (C4WS). Despite rising energy costs our church building continued to remain open during the week to provide a warm

and peaceful space for the wider community. Our churchyard and burial grounds were also an important green facility which we, with Camden, actively maintain.

Within the local community we actively supported a local foodbank and at Christmas, working with Age UK Camden, we provided hampers to 40 local, elderly residents who would otherwise have been alone at Christmas. We would like to thank everyone who has organised and supported these activities.

In our local community we value our relationship with Hampstead Parochial School and continued to seek ways to support their Christian mission.

For 10 years the Holiday in Hampstead series of lectures and events entertained, informed, and provided hospitality, fun and friendship for any older members of the congregation who wanted to join in. In 2024 the present organisers, led by Diana Finning, decided it was time to retire, and we would like to express our grateful thanks for all the hard work, commitment, and creativity that created such a hugely successful week each year, and provided such delicious lunches!

In 2024 the PCC decided to make changes to our Giving Away Policy. It had been our practice to distribute 10% of our income to charities approved by the PCC. Following feedback from the congregation the PCC recognised that people prefer to make their own decisions about which charities to donate to. Money given to the church is now solely for our own mission and ministry. However, we will continue to support external charities when special collections or events are organised for this purpose.

*Sheena Ginnings, Churchwarden*

### Buildings and Capital Projects

The major effort from February to December was in supervising the vestry roof replacement and the repairs recommended in the 2022 Quinquennial Inspection of the church building, including fortnightly meetings with Universal Stone and monitoring the out of hours scaffold alarm. This project is described elsewhere under the *Financial Review*. In addition, we have continued to carry out regular monthly Health & Safety reviews with our office staff and volunteer deputy H&S officer.

During the year we retendered the church's cleaning contract, upgraded the church's fire alarm, which has had the benefit of reducing our insurance premium, and started upgrading our telephone system and the electrics in the office and choir vestry and our Ethernet, CCTV and WiFi connections – which will continue into 2025.

Alongside the church's recent de-cluttering project, we arranged for additional shelves to be put up in the choir vestry for music and photocopier supplies, and for new storage cupboards in the south transept gallery.

Jointly with the office staff we have been involved in implementing our new room hire rates and agreements; and we have supported them in addressing problems with the safe door. Finally, we have reviewed the results of a recent drain survey and investigated water leaks in the main chancel roof in anticipation of a repair project in 2025.

*Martin Evans, Chair, Buildings Working Party and H&S Officer*

## **Achievements and performance**

The beginning of the year marked a new chapter in the history of the parish, with the institution and induction of our new Vicar by the Acting Bishop of Edmonton, the Rt Revd Jonathan Baker. This was a joyful and very well attended occasion, after a year of hard work by the churchwardens and PCC in 2023 to maintain the rhythms of church life and participate in the appointment process.

This year has mainly been one of “business as usual” as the Vicar got to know us and took stock of our strengths and needs. The main areas of activity are described above. All of these were made possible by the hard work, dedication and expertise of the many volunteers who kept the church open, cleaned and decorated, provided hospitality, worked with children, and served and supported our worship. (*See more detail of their achievements in Annex 1*). Their combined efforts made sure that the life of the church was maintained and flourished.

We also relied heavily on the work of our administrative staff to support the clergy, prepare service sheets, arrange supplies for activities, support volunteer co-ordinators and deal with the public and church members who have enquiries. Without this work, often unnoticed and unsung, we would not be able to achieve so much.

In addition, our thanks go to associated organisations who enlarged our contribution to life in Hampstead - the Community Choir, Friends of the Drama, Friends of the Music, and C4WS (*see Annex 2 for more detail of their activities*). Their activities added colour and joy to our corporate life and attracted many non-church goers to come and visit us.

## Public Benefit

The PCC is aware of the Charity Commission’s guidance on public benefit and the advancement of religion. By working with the Clergy to promote the mission of the church in the parish, it believes the church benefits the public by providing:

- A variety of forms of public worship, pastoral care and spiritual, moral and intellectual development for all who wish to take advantage of the opportunities which the church offers
- Space, facilities and encouragement for educational and community activities and for recreation
- Financial, practical and moral support for other charities which benefit sections of the public that are in need – locally, nationally and beyond.

## Statistics for Mission (*figures in brackets are for 2023*)

### *Electoral Roll changes*

There were 215 (233) names on the ecclesiastical Electoral Roll (“ER”) of Hampstead Parish Church on 1 January 2024. During the calendar year 11 (14) new names were added and 7 (17) removed due to death or relocation (in accordance with CRR Rules 4 and 5). This resulted in a total of 219 names on the ER on 31 December 2024.

In accordance with the CRR (Rules 6 and 7), the PCC will be carrying out a complete overhaul of the ER in 2025. This occurs in six-yearly cycles and means that every single eligible parishioner will be asked to complete a form again, even if one had been completed in previous years. A completely new ER will be presented at the APCM in 2025.

*Gaynor Bassey-Fish, Electoral Roll Officer*

#### *Attendance, Baptisms, Marriages and Funerals*

The average attendance at worship on Sundays in October (the period designated by the Diocese for gathering information) was 190 (200) for all services - 166 (175) adults and 24 (25) children. On Sundays there was an average of 95 (113) communicants, and for weekday services an average of 4 (4) communicants. There were 10 (12) baptisms, no (2) candidates for confirmation, and 4 (1) first communions or admission to the Church of England. There were 4 (5) weddings and 18 (16) funerals.

Unfortunately, the October count overlaps with school half-term, so that the monthly averages understate both the numbers of children attending our Junior Church and the number of adults attending services. Whilst it has been argued that this is the same each year, and so the general trend is reliable, this is not necessarily true. Our highest October figures were 177 adults and 33 children, which may be a more accurate indicator of church growth.

# Financial Review for 2024

## Sources of Income

Our church is substantially reliant on giving from members of the congregation to support its activities. Over the last 10 years, however, both the number of regular givers and the average amounts given have been falling. This year the parish made a major effort to change this trend by embarking on a Christian Giving campaign, aimed especially at new members who are not yet givers. The total level of giving stabilised in 2024 (compared with 2023); it is too soon to assess the full impact of this campaign accurately, but it appears that it did not generate sufficient additional income to significantly reduce our deficit.

The PCC also reviewed its hire charges for use of the church and the parish rooms. Attracting more events to the Church and raising hire fees generated an additional £9,000, and the PCC plans to continue with this strategy.

In addition, the Hampstead Church Music Trust and the Friends of the Drama both increased their grants by 12.5%. The Hampstead Additional Burial Ground contributed £3,965 to reimburse the PCC for time spent by the administrative staff on helping this connected charity to organise interments and the sale of plots. And £10,000 of income which hitherto would have been given to external charities was retained by the PCC to support Mission and Ministry within the Parish and the Deanery.

## Expenditure

Total expenditure on the church's operations was broadly in line with the budget and the previous year. An increase in administrative staff costs because of an increase in staffing (approved by the PCC in 2023) was offset by the reduction in charitable giving (see the discussion of our *Performance - Social Outreach* above). This result was also largely thanks to tight expenditure control on all other budget items.

For complete transparency, the total gross cost of the church music programme described above (in *Activities - Church Music*), including staff salaries, choir fees and materials, was £94,773. Against this, in 2024 we received a grant from the Hampstead Church Music Trust, a related but separate Charity, of £68,817, so that the net cost borne by the church was £25,956. We are grateful for this support, which we apply for annually, but cannot rely on it increasing in line with inflation.

## Financial out-turn

Hampstead Parish Church had an in-year deficit on all funds of £265,305 following substantial repairs to the building (*described below*); this included a deficit of £15,677 in the unrestricted General Fund. The latter sum will be funded out of reserves.

The budget for 2024 had indicated that the General Fund deficit would be £49,308 and the final outturn for the year reflects the efforts made to improve income by £36,000, with expenditure remaining in line with expectations.

### Building repairs and improvements

During 2024, £280,845 (net of VAT) was spent on renewing the roof of the choir vestry and in quinquennial repairs, mainly replacing red bricks and elements of the stone parapets used in the extension of the Church in the nineteenth century. This expenditure was funded with a £5,000 legacy received early in 2024 from the late Sheila Christie-Murray and from the Doris Asher legacy held in the designated repair reserve fund. As the Building is listed, we were able to recover £55,000 of VAT spent on the building works.

### **Investment policy**

The PCC's objective is to preserve the real value of investments as measured by the Consumer Price Index over a 5-year period. It invests funds which it is intended to retain for more than 5 years in property and pooled investment funds. These provide an asset base on which borrowings can be secured if necessary to support major improvements and renovations in future. In determining its approach, the PCC takes note of any guidance provided by the Church of England and the Diocese of London.

### Designated Repair Reserve

Following investment in the fabric of the building, the Designated Repair Reserve Fund ended the year with a balance of £264,991. After the increase in inflation in 2022, and to improve the diversification of assets, the PCC agreed to reduce the amount held on deposit and to invest in pooled ethical investment funds to protect the real value of the legacies left to the PCC. After a disappointing performance in 2023, the capital value of the investment increased this year by 6.7%, bringing the capital value up to £191,391 (broadly in line with the increase in the Consumer Price Index since the initial investment in 2022). In addition, the investment contributed £2,423 to the investment income in the General Fund.

### Restricted Funds

Details of the Restricted funds operated by the PCC are set out in Note 17 of the Financial Statements. One of these is the Fabric Repair Fund, which benefits from the voluntary rate sought from all homes in the Parish and from individual donations. These provide sufficient funds to meet the cost of repairs which the General Fund would have difficulty funding - e.g. this year the Church Clock pendulum regulator control unit needed to be replaced at a cost of £2,720.

### Expendable Endowment Funds, including the Parish Development Fund

The main assets of the Parish Development Fund are two properties. One is a leasehold flat in West Hampstead which was purchased some years ago to house a curate, and the other is the freehold of 100 Frognal - together with the leasehold of a flat there - which were generously given as a legacy to the Parish some years ago.

For both leasehold flats, a change in tenants necessitated ingoing works but, with short voids and an increase in rental income, the overall rent income was higher than in 2023. After a transfer of £26,000 to the General Fund, the Parish Development Fund has a positive net movement in funds of £9,689 which is held in cash to meet future repair liabilities for the exterior of 100 Frognal.

## **Reserves Policy**

### Cash reserves

Unrestricted reserves comprise accumulated surpluses in the General Fund and a designated fund for future building improvements/repairs.

For the General Fund, the policy has been to keep a reserve in the range of £20,000 to £30,000 to provide sufficient working capital to cover one month's normal expenditure without the need to make transfers from designated funds.

Following the deficit in 2024, and with the likelihood of a deficit in 2025, the PCC made the decision to pay the insurance premium monthly rather than on the first day of the year; this has enabled the reserves policy to be reduced to between £10,000 and £15,000.

The reserves policy for the designated fund for building improvements/repairs is to invest funds not required imminently in investments which are intended to retain their purchasing power in real terms. Funds that may be spent over a shorter time horizon are held on deposit with the Central Board of Finance of the Church of England.

At the end of the year the Financial Statements show that the unrestricted reserve was £21,797 (2023: £37,474).

### Cash Management

The PCC held £451,593 in cash and on deposit at the start of the year across all funds. This was held with HSBC and with the Central Board of Finance of the Church of England. The balance at the year-end was £187,542, reflecting expenditure on the vestry roof project. This balance has been earmarked for future repairs and improvements to the church buildings.

In 2020 the PCC lent £57,424 to the Trustees of Holly Bush Vale (the Vicar and Churchwardens), who refurbished a house on the Parochial School site for teacher accommodation. The loan is interest free over 5 years and quarterly repayments are being made; £12,500 remained outstanding at the end of 2024.

## **Legacies**

During the year the PCC updated its policy on the reporting of Legacy income. We use legacies to fund capital and long-term projects which support the strategic mission of the Church and are relevant to the interests of the donor, where such interests are known. We do not use legacies for day to day running costs, unless the donor has specifically said that the legacy may be used for this purpose. The PCC will invite the donor's family or Executor to express any preference on how the legacy is used where none is expressed in the Will or a letter of wishes. Legacy funding will then be appropriately ring-fenced by the PCC and drawn on only with its agreement. Regular reports will be made to the PCC on the use of these funds, so that it is made more aware of how they are used and the balance of resources available to it.

## **Risk Management**

The PCC reviews the risk register every year and a theme in recent years has been the need to broaden the number of donors who commit to giving monthly rather than tapping into a card machine when they attend a service.

The most urgent repair liabilities identified in the 2022 quinquennial survey were addressed in 2024. However, the PCC will in time need to raise funds to meet the cost of other planned projects, including cleaning the organ and redecorating the interior of the Church (last done in 1986).

The PCC maintains insurance cover against the main insurable risks, including property damage and liabilities. The policy is kept under annual review and the level of buildings and contents cover is automatically adjusted by the insurer each year in line with inflation. A full review of our cover is scheduled for the end of 2026.

## **Approval**

This Annual Report was approved by the Parochial Church Council on 3 March 2025 and signed on its behalf by:

Carol Barrett Ford  
Vicar and PCC Chairman

# **Annexes**

**Annex 1: Reports on Volunteer activities**

**Annex 2: Reports from Associated Organisations**

**Annex 3: Budget for 2025**

# Annex 1: Reports on Volunteer activities

As the main report underlines, we are grateful to all our volunteers for their dedication and hard work. A common theme in all the reports below, however, is the need for more people to come forward to help. Please consider whether this is something for you.

## **Cleaning team**

The Cleaning Team met six times last year. The team is responsible for cleaning the body of the church, including the pews, the galleries and stairs, the porch, the glass doors and all the brass. Twice a year it cleans the galleries and stairs and four times a year the main body of the church, including just before Easter and Christmas. Last year there were between 15 and 20 active members, and every person is needed. It is a large building, and we are always grateful for new volunteers.

Last year Anne Stevens, who had coordinated the team for over 10 years retired from the role. We are very grateful to Anne for all her hard work over so many years. Not only did she organise the cleaning days, but she also encouraged people with her delicious home-made cakes at each meeting. We are very grateful that she has offered to keep providing cakes for us. Anne has set a very high bar and will be a hard act to follow.

Beryl Dowsett highlighted in a recent article for the church magazine how cleaning is part of our outreach to the wider community, a sign of our love and care for the church - not just on the high-profile holy days but also in 'ordinary' time. She shared stories of visitors popping in during our December cleaning day to get a glimpse of the Christmas spirit, with one woman commenting that she had never seen the church looking so beautiful while another recalled that her children were baptised here many years ago.

When we started in this role, we were reminded of the words by George Herbert which feel very appropriate to capture the motivation of our faithful team of volunteers:

*A servant with this clause  
Makes drudgery divine:  
Who sweeps a room as for Thy laws,  
Makes that and th' action fine.*

*Helen Taylor and Sheena Ginnings, Co-ordinators*

## **Coffee and hospitality**

Coffee is served after the 10.30 Eucharist each Sunday. There are currently nine volunteers active on the Coffee Team, which means that those confident to set up the coffee urn at 10am (only 6 people) are called on repeatedly. Working in pairs, one person makes the coffee, the other serves and clears away.

Making coffee in the tiny understairs kitchen is challenging and there is only room for one person in there at a time. The amount now collected in donations for coffee and tea is very small indeed and I encourage volunteers to reimburse themselves directly from this for their expenditure on milk and biscuits.

We are very grateful to our small pool of volunteers and welcome others to join us.

*Celia Walser, After-church Coffee co-ordinator*

Food is an excellent way to welcome people into the church and show hospitality. We do so with large events involving the whole parish, like the induction of our new Vicar in January, and at smaller occasions, like drinks and cake at other key parish events. In the past we have also organised a Harvest lunch. The aim is that hopefully food leads to fellowship and builds community.

*Elizabeth Beesley, Catering co-ordinator*

### **Flower team**

Our enthusiastic but small flower team continues to do the regular weekly flowers, as well as the special festivals (eg Easter, Christmas) which bring together all the flower team, and sometimes a few others, which everyone enjoys.

This last year we were also asked to do flowers for the celebration of Malcolm Money's life and John Cordingly's funeral. Occasionally we are asked to do the flowers for a parishioner's wedding.

The team is small so we are always looking for new members who could share the enjoyment of flower arranging and bring to it their own creative skills.

*Marilyn Brooks, Co-ordinator*

### **Gardening team**

We are indebted to a small but dedicated group of volunteers, some from the congregation and some local residents, for the work they do keeping the churchyards in order – mainly getting the worst of the weeds under control and clearing the paths. The ABG (Additional Burial Ground, the one over the road) is showing the fruits of our labours and we've turned our attention lately to the churchyard itself because it's popular with visitors who come to see Constable, Harrison, Jane Austen's aunt, and Gerard Manley Hopkins' brother (well maybe not many for Felix), but we do have a range of interesting graves and it helps if they are both accessible and visible!

Lately the cutting down of a horse chestnut that was dangerously overhanging Frognal Way opened up a whole new area behind the War Memorial, and we are fighting the nettles to see if we can turn it into something more attractive. (Nothing against nettles of course, they make excellent soup at the right season and are great for insects, but not hugely attractive.)

We are grateful to Camden who turn out for the big jobs like the horse chestnut, and a holly by the side gate which came down under the weight of the snow one weekend, as well as an annual mowing.

But like everything else in the church much more could be done with more people. We meet on the first Saturday morning of each month (weather permitting), no experience necessary, tools provided, everyone is most welcome to join us!

*Judy East, Co-ordinator*

## **Servers**

The year began with the memorable Induction service of Mthr Carol on 21st January, with the Servers playing an important part. We have had the opportunity to review how we support the clergy: there was a social catch up at the Vicarage in May and a training session in church in September which provided a helpful overview of the role of Server.

Our serving team has grown to 22 over the course of the year, with the welcome addition of regular Server Tobi Fatimilehin and younger servers, Valentina and Raphael, and Felix (who serves at the 8am BCP Holy Communion).

We assist the clergy mostly at the Sunday morning Eucharist but also at festivals such as Holy Week and Christmas. We've moved our 'operations' to the Clergy Vestry for robing and instruction as we prepare before services to the sound of the choirs rehearsing.

We are grateful to Gaynor Bassey-Fish for her additional work as Sacristan, preparing for the Eucharist, changing altar frontals, ensuring we have sufficient supplies of wafers and wine, setting out the vessels for Communion, and much more besides. We are grateful too for the support of Huw and Courtney in the Parish Office.

We remembered with thanks two former Servers who passed away: Suzanne Pinkerton and Sarah Phipps.

We are always delighted to welcome new Servers - young and old - to join us. If you would like to find out more about what's involved, please speak to a member of the clergy or to me.

And there's always our Christmas party, well-attended this year, with mulled wine (or non-alcoholic beverages) and mince pies, to look forward to!

*David Gardner, Head Server*

## **Sides people and Welcomers**

The team of Sidesmen/women and Welcomers continued to play an important part in ensuring a positive initial contact for visitors to our Sunday services and in making sure that all health and safety measures were adhered to.

We were pleased to welcome back Gill and Charles Perrin onto the rota, as well as Jane and Ricardo Santos and Helen Taylor who are new to our group. Grateful thanks as always go to all members of the team for their valued support each week, and especially at the major services at Christmas when it is, literally, a need for "all-hands on deck"!

*Chris Money, Head Sidesman*

## Annex 2: Reports from Associated Organisations

### **Hampstead Community Choir**

With our membership of 60 plus singers, many drawn from the wider community, we have been able to take on more challenging pieces. Under the guidance of our music director, Aidan Coburn, we performed Pergolesi's 'Stabat Mater' at our Spring concert. The Summer Nights Concert in June and the Christmas Lights concert in December drew record audiences. We also sang in church at services after Easter, during August and at Harvest Festival in October, went Carol Singing at Henderson Court and did a fund-raising carol pub crawl around Hampstead, which was enormous fun. Over the year we raised a total of £2,825 for various local charities: Maggie's cancer care, Little Village, Summers Town, Everyone Matters and Royal Free Hospital.  
*Chris Money, Co-ordinator*

### **Friends of the Drama**

The Friends of the Drama experienced another successful year with the summer and autumn productions once again at the heart of our activities.

Our summer production was one of Shakespeare's most popular classics, "Romeo and Juliet". Matthew Sargent directed a talented cast in a visually compelling production that brought the streets of Verona to vibrant life. In the autumn, Sarah Day staged one of Chekhov's masterpieces, "Uncle Vanya", finding both the humour and the tragedy at the heart of these "Scenes from Country Life". The two productions demonstrate the Society's ability to entertain, whilst doing justice to the works of great dramatists.

In Holy Week, Judy East directed a rehearsed reading of "Events in an Upper Room", which follows the final days between the Last Supper and Easter Monday morning, forever changing the lives of the play's five characters. We also held a number of other events open to all, including poetry readings, a director's showcase open to novice and experienced directors alike, and a Burns Night celebration, which has rapidly established itself as an important fixture in our calendar. We were also very pleased to participate in the Christmas Lights concert together with the Community Choir and the Junior Choir.

The year's productions proved popular with audiences, and the Friends of the Drama are pleased to have been able to commit a further significant charitable donation of £4,500 to Hampstead Parish Church.

As always, our grateful thanks go to all those who continue to support the group, both on and off stage, and enable us to reach out into the local community through our literary and dramatic activities. We remain indebted to Hampstead Parish Church for the ongoing use of its facilities, and to the Vicar and Churchwardens for their continued and much valued support.

*Matthew Williams, Chairman*

## **Friends of the Music**

The Friends of the Music have had another busy and successful year working behind the scenes to support the church's musicians as they continue to deliver a wonderfully diverse programme of musical events.

The beating heart of our church music is of course the varied Sunday repertoire sung by the Parish Choir and the Junior Choir at the Parish Eucharist and at Choral Evensong. In addition, there were some 28 concerts and recitals, including nine by the Hampstead Collective and three by the Hampstead Community Choir, as well as a monthly series of organ recitals curated by our organist Joshua Ryan, drawing organists from all over the country to exploit the resources of our splendid Willis instrument.

Major one-off events included the St John Passion on Passion Sunday and Handel's Messiah in the run-up to Christmas, both accompanied by a baroque orchestra, and a come and sing Verdi Requiem with two pianos, organ and timpani, which attracted some 80 singers in November.

Behind the scenes our Treasurer Frances Robinson keeps the accounts in good order, and Front of House operations, which include opening and shutting the church, ticket sales on the door, the provision of cushions, and a well-stocked wine bar, are indefatigably provided, or managed, for the Friends of the Music by Elizabeth Beesley and her team of helpers.

In addition, this year, with help from Judy East, Elizabeth Beesley and Anne Stevens, all the choir robes were washed and repaired. In conclusion I should add how pleased we all are at the end of the year to see both Geoffrey Webber, Director of Music, and Maurits Dolmans, our chairman, fully restored to health.

*Handley Stevens, Secretary to FOM*

## **Camden Christian Churches Cold Weather Shelter (C4WS)**

November 2024 saw the opening of the 21<sup>st</sup> Shelter Season and the 8<sup>th</sup> at Hampstead Parish Church. Most of the volunteers involved, from families stuffing duvets, through stalwarts hosting the guests and spending the night, to early birds serving breakfast and clearing all away, are members of the congregation. But it is equally pleasing that we had a significant number of new faces -and several belonging to people unconnected with the church. I am very grateful to all of them.

Shortly before writing this, I was at St George's Bloomsbury which has taken over our Saturday evening slot for the second half of the winter. The guests said they missed St John's, not just for the food (which was again voted the best of all the churches in the first half of the season) but for the space. This was high praise as that night they were sleeping on underfloor heating and under Hawksmoor's wonderful arches.

Occasionally we had disappointingly few guests (and a surfeit of food!) owing to a misunderstanding with one of our referring agencies (now corrected). And we had to reduce numbers before Christmas as "Crisis at Christmas", which has hitherto taken our guests during the Christmas break, was not able to do so because it was itself overwhelmed. We do not want to take on new guests for whom we will be unable to find Christmas accommodation.

Numbers since the New Year have picked up, with young men from Sudan and Eritrea most numerous. They are mostly successful asylum seekers whom the Home Office eject from their accommodation once their asylum is agreed. They have formed a hearteningly friendly and self-supportive group, kind and helpful too to the other guests. As usual there have been very few women, as they tend to move on more quickly. *Andrew Penny, Co-ordinator*

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## **Annex 3: Budget for 2025**

The background to our budget planning each year is the long-term trends of increasing inflation affecting operating costs; and of falling parish income as older generous givers die or move away and as economic uncertainty reduces average levels of giving. This means that, if unchecked, we face a future of deficits which would ultimately drain our reserves and force a radical reduction in the range of our activities.

We have continued to reduce the expected budget deficit, albeit slowly. We have reviewed and curtailed expenditure as far as possible this year, whilst minimising the impact on our current activities, and we will continue to review the options during 2025. We will also seek additional income from fund-raising events and through increasing letting of the parish rooms and of the church itself, which was of significant benefit in reducing the deficit in 2024.

Sadly, the result of the giving campaign in October was disappointing. Whilst all forms of giving are greatly appreciated, we had hoped to encourage newer members of the congregation to join the planned giving scheme, for this provides greater certainty on which our plans can be more confidently and efficiently based. We need to understand the economic pressures on and the priorities of this group better, and what it is that they are seeking from us, to frame a more successful continuing engagement with them.

The budget estimates are shown on the next page.

## HAMPSTEAD PARISH CHURCH

## GENERAL FUND BUDGET FOR 2025

| INCOMING RESOURCES             | 2024           | 2025           | RESOURCES USED                        | 2024             | 2025             |
|--------------------------------|----------------|----------------|---------------------------------------|------------------|------------------|
|                                | Actual         | Budget         |                                       | Actual           | Budget           |
|                                | £              | £              |                                       | £                | £                |
| Planned giving                 | 112,344        | 112,000        | Ministry: diocesan common fund        | 91,300           | 99,984           |
| Income tax recoverable         | 29,825         | 30,000         | Ministry support to deanery           | 6,200            | -                |
| Collections                    | 27,792         | 30,000         | clergy expenses                       | 2,302            | 2,000            |
| Donations including wall safe  | 11,126         | 13,400         | vicarage expenditure                  | 3,862            | 3,000            |
| <b>Income from donors</b>      | <b>181,087</b> | <b>185,400</b> | accommodation for curate              | 7,159            | 5,400            |
| Fund-raising events            | -              | 2,000          | Recruitment costs                     | -                | -                |
| Grants received:               |                |                | Parish Administrators                 | 58,821           | 67,200           |
| Friends of the Drama           | 4,500          | 5,000          | Pension deficit apportionment         | 1,187            | -                |
| Hampstead ABG                  | 3,965          | 3,000          | Music salaries + scholarship          | 16,837           | 17,715           |
| VAT recovered (LPW scheme)     | 55,058         | 1,500          | Choir - adults and children           | 6,333            | 7,131            |
| <b>Other voluntary income</b>  | <b>63,523</b>  | <b>11,500</b>  | Other music costs                     | 2,786            | 2,000            |
| Parish rooms                   | 20,117         | 26,000         | Children and Youth - legacy           | 3,822            | 3,560            |
| Hire of Church                 | 13,486         | 14,000         | Children and Youth -other costs       | 758              | 1,000            |
| Craft fair                     | -              | 1,000          | Holiday in Hampstead                  | 1,186            | 1,200            |
| Printing and books             | 535            | 500            | Heat, light & water                   | 11,966           | 12,000           |
| Feed in Tariff                 | 403            | 700            | Fabric expenditure/maintenance        | 9,687            | 10,000           |
| Sundry income                  | 2,747          | 3,000          | Parish rooms and hospitality          | 12,303           | 13,000           |
| Holiday in Hampstead           | 1,620          | 1,700          | Insurance                             | 12,139           | 12,080           |
| <b>Income from Activities</b>  | <b>38,908</b>  | <b>46,900</b>  | General expenses                      | 11,955           | 10,900           |
| Parish Development Fund        | 26,000         | 26,000         | Printing and books                    | 8,052            | 5,500            |
| Dividends and Interest         | 9,985          | 7,000          | IT and communications                 | 7,509            | 8,200            |
| <b>Income from Investments</b> | <b>35,985</b>  | <b>33,000</b>  | Charities inc remembrance             | 315              | -                |
|                                | -              | -              | <b>Cost of Church activities</b>      | <b>276,479</b>   | <b>281,870</b>   |
| <b>TOTAL INCOME</b>            | <b>319,503</b> | <b>276,800</b> | Independent Examination fee           | 2,400            | 2,500            |
|                                |                |                | Recoverable VAT                       | 55,058           | 1,500            |
|                                |                |                | <b>TOTAL RESOURCES USED</b>           | <b>333,937</b>   | <b>285,870</b>   |
|                                |                |                | <b>INCOMING RESOURCES</b>             | <b>(319,503)</b> | <b>(276,800)</b> |
|                                |                |                | <b>ADDITIONAL INCOME TO BE RAISED</b> | <b>(14,434)</b>  | <b>(9,070)</b>   |

### Note: Music Budget (Unrestricted and Restricted Funds)

|                              | 2024          | 2025          |
|------------------------------|---------------|---------------|
| Music salaries + scholarship | 35,217        | 37,936        |
| Choir - adults and children  | 49,525        | 50,950        |
| Messiah/Passion              | 7,245         | 7,930         |
| Other music costs            | 2,786         | 2,000         |
| <b>Gross cost</b>            | <b>94,773</b> | <b>98,816</b> |
| <b>Allocated:</b>            |               |               |
| Hampstead Church Music Trust | 68,817        | 71,970        |
| Unrestricted General Fund    | 25,956        | 26,846        |
|                              | <b>94,773</b> | <b>98,816</b> |

# **The Parish Church of St John at Hampstead**

## **Financial Statements of the Parochial Church Council for the year ended 31 December 2024**

Vicar: The Revd Carol Barrett Ford  
Churchwardens: Sheena Ginnings, Angela Gardner

Bankers: HSBC Bank plc  
50-52 Kilburn High Road, London NW6 4HJ

Independent Examiner: Robert Ashdown ACA  
75 Brookville Road, London SW6 7BH

Registered Charity Number 1129264

# The Parish Church of St John-at-Hampstead

## Statement of financial activities for the year ended 31 December 2024

|   | Notes | Unrestricted Funds |                  | Restricted Funds | Endowment Funds  | 2024             | 2023             |
|---|-------|--------------------|------------------|------------------|------------------|------------------|------------------|
|   |       | General            | Designated       |                  |                  | Combined         | Combined         |
|   |       | £                  | £                | £                | £                | £                | £                |
| <b>Income from:</b>                                       |       |                    |                  |                  |                  |                  |                  |
| Donations and legacies                                    | 3     | 244,610            | 5,000            | 97,921           | -                | 347,531          | 288,106          |
| Community activities                                      | 4     | 38,907             | -                | 9,790            | -                | 48,697           | 45,577           |
| Investments   | 5     | 9,985              | -                | 3,423            | 67,698           | 81,106           | 70,882           |
| <b>Total income</b>                                       |       | <b>293,502</b>     | <b>5,000</b>     | <b>111,134</b>   | <b>67,698</b>    | <b>477,334</b>   | <b>404,565</b>   |
| <b>Expenditure on:</b>                                    |       |                    |                  |                  |                  |                  |                  |
| Charitable activities                                     | 7     | 325,884            | 280,845          | 104,061          | 879              | 711,669          | 431,680          |
| Raising funds   | 9     | 8,052              | -                | 4,241            | 31,202           | 43,495           | 35,010           |
| <b>Total resources expended</b>                           |       | <b>333,936</b>     | <b>280,845</b>   | <b>108,302</b>   | <b>32,081</b>    | <b>755,164</b>   | <b>466,690</b>   |
| <b>Net income before gains and losses on investments</b>  |       | <b>(40,434)</b>    | <b>(275,845)</b> | <b>2,832</b>     | <b>35,617</b>    | <b>(277,830)</b> | <b>(62,125)</b>  |
| Gains/(Losses) on investments                             | 14    | -                  | 11,997           | 656              | 1,115            | 13,768           | 97,012           |
| <b>Net income before transfers</b>                        |       | <b>(40,434)</b>    | <b>(263,848)</b> | <b>3,488</b>     | <b>36,732</b>    | <b>(264,062)</b> | <b>34,887</b>    |
| Transfers between funds                                   | 12    | 26,000             | -                | -                | (26,000)         | -                | -                |
| <b>Net income after transfers</b>                         |       | <b>(14,434)</b>    | <b>(263,848)</b> | <b>3,488</b>     | <b>10,732</b>    | <b>(264,062)</b> | <b>34,887</b>    |
| <b>Other recognised gains/losses:</b>                     |       |                    |                  |                  |                  |                  |                  |
| Actuarial gain/(losses) on defined benefit pension scheme | 21    | (1,243)            | -                | -                | -                | (1,243)          | 1,019            |
| <b>Net movement in funds</b>                              |       | <b>(15,677)</b>    | <b>(263,848)</b> | <b>3,488</b>     | <b>10,732</b>    | <b>(265,305)</b> | <b>35,906</b>    |
| <i>Reconciliation of Funds</i>                            |       |                    |                  |                  |                  |                  |                  |
| Total Funds brought forward                               |       | 37,474             | 528,839          | 49,398           | 1,530,533        | 2,146,244        | 2,110,338        |
| <b>Total Funds carried forward</b>                        |       | <b>21,797</b>      | <b>264,991</b>   | <b>52,886</b>    | <b>1,541,265</b> | <b>1,880,939</b> | <b>2,146,244</b> |

The attached notes (1 - 23) form part of these financial statements

# The Parish Church of St John-at-Hampstead

## Balance Sheet at 31 December 2024

|  |       |                    |            |                  |                 | 2024      | 2023      |
|--|-------|--------------------|------------|------------------|-----------------|-----------|-----------|
|  | Notes | Unrestricted Funds |            | Restricted Funds | Endowment Funds | Combined  | Combined  |
|  |       | General            | Designated |                  |                 |           |           |
|  |       | £                  | £          | £                | £               | £         | £         |
| Fixed assets                                     |       |                    |            |                  |                 |           |           |
| Plant and equipment                              | 13    | -                  | -          | 8,676            | -               | 8,676     | -         |
| Financial assets                                 | 14    | -                  | 191,391    | 29,296           | 1,512,867       | 1,733,554 | 1,719,786 |
| Total fixed assets                               |       | -                  | 191,391    | 37,972           | 1,512,867       | 1,742,230 | 1,719,786 |
| Current assets                                   |       |                    |            |                  |                 |           |           |
| Debtors  |       |                    |            |                  |                 |           |           |
| Gift aid recoverable                             |       | 1,956              | -          | 75               | -               | 2,031     | -         |
| Hollybush Vale Trustees                          | 16    | -                  | 12,500     | -                | -               | 12,500    | 25,000    |
| Trade debtors                                    |       | 4,904              | -          | -                | -               | 4,904     | 9,036     |
|  |       | 6,860              | 12,500     | 75               | -               | 19,435    | 34,036    |
| Cash at bank and in hand                         |       | 41,913             | 67,689     | 24,542           | 53,398          | 187,542   | 451,593   |
| Total current assets                             |       | 48,773             | 80,189     | 24,617           | 53,398          | 206,977   | 485,629   |
| Liabilities: amounts falling due within one year |       |                    |            |                  |                 |           |           |
| Creditors for goods and services                 |       | (4,850)            | -          | -                | -               | (4,850)   | (5,557)   |
| Clients account for 100 Frognal                  |       | -                  | -          | (1,270)          | -               | (1,270)   | (929)     |
| Clients account Hollybush Vale                   |       |                    |            | (8,433)          | -               | (8,433)   | (8,464)   |
| Other Creditors                                  | 15    | (19,726)           | (6,589)    | -                | (25,000)        | (51,315)  | (43,064)  |
|  |       | (24,576)           | (6,589)    | (9,703)          | (25,000)        | (65,868)  | (58,014)  |
| Net current assets                               |       | 24,197             | 73,600     | 14,914           | 28,398          | 141,109   | 427,615   |
| Creditors falling due after one year             |       |                    |            |                  |                 |           | -         |
| pension scheme liability                         | 21    | (2,400)            | -          | -                | -               | (2,400)   | (1,157)   |
| Net assets                                       |       | 21,797             | 264,991    | 52,886           | 1,541,265       | 1,880,939 | 2,146,244 |
| Funds:   |       |                    |            |                  |                 |           |           |
| Unrestricted General Fund                        |       | 21,797             |            |                  |                 | 21,797    | 37,474    |
| Designated for Future Repairs                    |       |                    | 264,991    |                  |                 | 264,991   | 528,839   |
| Restricted Funds                                 | 17    |                    |            | 52,886           |                 | 52,886    | 49,398    |
| Endowment Funds                                  | 18    |                    |            |                  | 1,541,265       | 1,541,265 | 1,530,533 |
|  |       | 21,797             | 264,991    | 52,886           | 1,541,265       | 1,880,939 | 2,146,244 |

Approved by the Parochial Church Council on 3 March 2025 and signed on its behalf by:

MTHR CAROL BARRETT FORD, Vicar

I R M WOOLF, Hon Treasurer

The attached notes (1 - 23) form part of these financial statements

# The Parish Church of St John-at-Hampstead

## CASH FLOW STATEMENT AT 31 DECEMBER 2024

|   | 2024<br>£ | £                | 2023<br>£ | £                |
|---|-----------|------------------|-----------|------------------|
| <b>Net cash from operating activities</b>                                     |           | (348,604)        |           | (135,561)        |
| <b>Cash flows from investing activities</b>                                   |           |                  |           |                  |
| Dividends, interest and rent from investments                                 | 81,106    |                  | 70,882    |                  |
| Purchase of plant and equipment   | (9,053)   |                  | -         |                  |
| <b>Net cash provided by/(used in) investing activities</b>                    | 72,053    | 72,053           | 70,882    | 70,882           |
| <b>Cash flows from financing activities</b>                                   |           |                  |           |                  |
| Loan repayments from Trustees of Holly Bush Vale                              | 12,500    | 12,500           | 12,424    | 12,424           |
| <b>Net cash provided by/(used in) financing activities</b>                    |           | 12,500           |           | 12,424           |
| Change in cash and cash equivalents in the reporting period                   |           | (264,051)        |           | (52,255)         |
| Cash and cash equivalents at 1 January  |           | 451,593          |           | 503,848          |
| <b>Cash and cash equivalents at 31 December</b>                               |           | <b>187,542</b>   |           | <b>451,593</b>   |
| <br><b>Reconciliation of net income/(expenditure) before investment gains</b> |           |                  |           |                  |
| <b>Net income before investment gains 31 December</b>                         |           | (277,830)        |           | (62,125)         |
| <b>Adjustments for:</b>   |           |                  |           |                  |
| Depreciation charges  |           | 377              |           | -                |
| Dividends, interest and rent from investments                                 |           | (81,106)         |           | (70,882)         |
| Decrease/(increase) in debtors  |           | 2,101            |           | (1,245)          |
| (Decrease)/increase in creditors  |           | 7,854            |           | (1,309)          |
| <b>Net cash provided by/(used in) operating activities</b>                    |           | <b>(348,604)</b> |           | <b>(135,561)</b> |
| <br><b>Analysis of cash and cash equivalents</b>                              |           |                  |           |                  |
| Cash in hand  |           | 18,242           |           | 34,087           |
| Deposit for fixed period  |           | -                |           | 80,000           |
| Deposits less than 3 months   |           | 169,300          |           | 337,506          |
|   |           | <b>187,542</b>   |           | <b>451,593</b>   |

# The Parish Church of St John-at-Hampstead

## Notes to the financial statements

### Note 1: BASIS OF PREPARATION

The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions, together with FRS102(2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice: Accounting and Reporting by Charities {SORP(FRS 102)}.

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets which are shown at fair value.

The Parochial Church Council (PCC) is a public benefit entity within the meaning of FRS 102.

#### 1.2 GOING CONCERN

There are no material uncertainties related to events or conditions that cast significant doubt on the PCC's ability to continue as a going concern.

#### 1.3 CHANGE IN ACCOUNTING POLICY

The accounts present a true and fair view and the accounting policies are as outlined in this note. There have been no changes of accounting policies in this period.

#### 1.4 CHANGES TO ACCOUNTING ESTIMATES

There have been no changes to accounting estimates in this period.

#### 1.5 MATERIAL PRIOR YEAR ERRORS

No material prior year errors have been identified in the reporting period.

### Note 2: ACCOUNTING POLICIES

#### 2.1 RECONCILIATION WITH PREVIOUS GENERALLY ACCEPTED ACCOUNTING POLICIES

No reconciliations with previous generally accepted accounting policies are required.

#### 2.2 INCOME

##### Recognition of income

Congregational giving, donations, grants, interest, rents, dividends and other income are included in the Statement of Financial Activities (SOFA) when the PCC becomes entitled to the resources and the monetary value can be measured with sufficient reliability.

##### Offsetting

There has been no offsetting of assets and liabilities in the SOFA or income and expenses, unless required or permitted by the FRS 102 SORP.

##### Tax reclaims on donations and gifts

Gift aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid recovered on a donation is considered to be part of that gift and is credited to the same fund as the initial donation unless the donor has specified otherwise.

##### Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been a grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the PCC or can be met.

##### Volunteer help

The value of voluntary help received is not included in the accounts but is described in the PCC's annual report.

##### Investment gains and losses

This includes any realized and unrealized gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

# The Parish Church of St John-at-Hampstead

## 2.3 EXPENDITURE AND LIABILITIES

### Liability recognition

Liabilities are recognized where it is more likely than not that there is a legal or constructive obligation committing the PCC to pay out resources and the amount of the obligation can be measured with reasonable certainty.

### Governance

Governance costs are charged to 'Charitable Activities'.

### Redundancy costs

The PCC has made no redundancy payments during the reporting period.

### Deferred income

No material item of deferred income has been included in the financial statements.

### Creditors

The PCC has creditors which are measured at settlement amounts less any trade discounts.

Certain interest free loans have been provided without a repayment date and these are accounted for as being repayable on demand.

### Provisions for liabilities

A liability is measured at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

## 2.4 ASSETS

### Tangible fixed assets for use by the PCC

Consecrated and beneficed property is excluded from the accounts by s.10(2)(a) and (c) of the Charities Act 2011. Other fixed assets are capitalized if they can be used for more than one year, and cost at least £2,000.

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church inventory, which can be inspected. Items acquired prior to 2000 are not valued in the accounts as there is insufficient cost information available.

### Financial assets

Fixed asset investments in quoted shares and pooled investment funds are valued initially at cost and subsequently at fair value (market value) at the year end. The long leasehold properties are stated at estimated fair values for investment properties.

### Debtors

Debtors including trade debtors and gift aid recoverable are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the PCC. Subsequently they are measured at the cash or other consideration expected to be received.

### Cash at bank

Cash at bank and in hand include on demand deposits and short term fixed interest deposits.

## 2.5 FUNDS

**Unrestricted Funds** represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC.

**The Designated Fund** is an unrestricted fund which represents the amount set aside by the PCC to meet future repair liabilities; it is not regarded as part of the 'free reserves' as disclosed in the PCC's report. Income earned on the cash balances held by the Fund is recorded in the General Unrestricted Fund.

**The Restricted Funds** are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are set out in Note 17.

**The Endowment Funds** are all individual funds where there is a discretionary power to spend capital as income. Full details of the funds and their restrictions are set out in Note 18.

## The Parish Church of St John-at-Hampstead

### Note 3 Donations and legacies

|                                    | Notes | General Fund   | Designated Funds | Restricted Funds | Endowment Funds | 2024 Combined  | 2023 Combined  |
|------------------------------------|-------|----------------|------------------|------------------|-----------------|----------------|----------------|
| Planned giving including gift aid  |       | 112,344        | -                | -                | -               | 112,344        | 118,815        |
| Income tax recoverable             |       | 29,825         | -                | -                | -               | 29,825         | 29,473         |
| Collections: ordinary services     |       | 27,792         | -                | -                | -               | 27,792         | 16,733         |
| Collections: special services      |       | -              | -                | 3,882            | -               | 3,882          | 10,937         |
| Donations                          |       | 11,126         | -                | 16,512           | -               | 27,638         | 22,271         |
| Donation of shares                 |       | -              | -                | -                | -               | -              | 5,030          |
| Voluntary rate                     |       | -              | -                | 8,710            | -               | 8,710          | 6,593          |
| Legacies                           | 6     | -              | 5,000            | -                | -               | 5,000          | 10,000         |
| Grants received:                   | 16    |                |                  |                  |                 |                |                |
| Friends of the Drama               |       | 4,500          | -                | -                | -               | 4,500          | 4,000          |
| Hampstead Additional Burial Ground |       | 3,965          | -                | -                | -               | 3,965          | -              |
| Hampstead Church Music Trust       |       | -              | -                | 68,817           | -               | 68,817         | 55,190         |
| Listed Places of Worship re VAT    |       | 55,058         | -                | -                | -               | 55,058         | 9,064          |
|                                    |       | <b>244,610</b> | <b>5,000</b>     | <b>97,921</b>    | <b>-</b>        | <b>347,531</b> | <b>288,106</b> |

### Note 4 Community activities

|                             |    |               |          |              |          |               |               |
|-----------------------------|----|---------------|----------|--------------|----------|---------------|---------------|
| Fees for use of Church      |    | 16,232        | -        | -            | -        | 16,232        | 9,059         |
| Parish rooms                |    | 20,117        | -        | -            | -        | 20,117        | 19,015        |
| Craft fair and other events |    | -             | -        | 2,273        | -        | 2,273         | 6,130         |
| Holiday in Hampstead        |    | 1,620         | -        | -            | -        | 1,620         | 1,702         |
| Printing and books          |    | 535           | -        | -            | -        | 535           | 731           |
| Community choir             | 17 | -             | -        | 7,517        | -        | 7,517         | 6,796         |
| Feed in Tariff              |    | 403           | -        | -            | -        | 403           | 672           |
| Traidcraft stall            |    | -             | -        | -            | -        | -             | 1,472         |
|                             |    | <b>38,907</b> | <b>-</b> | <b>9,790</b> | <b>-</b> | <b>48,697</b> | <b>45,577</b> |

### Note 5 Income from Investments

|                          |  |              |          |              |               |               |               |
|--------------------------|--|--------------|----------|--------------|---------------|---------------|---------------|
| Dennington Park Mansions |  | -            | -        | -            | 10,296        | 10,296        | 7,200         |
| 100 Frogna               |  | -            | -        | -            | 53,460        | 53,460        | 42,657        |
| Dividends and Interest   |  | 9,985        | -        | 3,423        | 3,942         | 17,350        | 21,025        |
|                          |  | <b>9,985</b> | <b>-</b> | <b>3,423</b> | <b>67,698</b> | <b>81,106</b> | <b>70,882</b> |

Dennington Park Mansions income includes £3,096 in 2024 from an insurance claim relating to expenditure incurred in 2023

### Note 6 Legacies received

|                                 |  |          |              |          |          |              |               |
|---------------------------------|--|----------|--------------|----------|----------|--------------|---------------|
| The Estate of S Christie Murray |  | -        | 5,000        | -        | -        | 5,000        | -             |
| The Estate of P Loyd            |  | -        | -            | -        | -        | -            | 10,000        |
|                                 |  | <b>-</b> | <b>5,000</b> | <b>-</b> | <b>-</b> | <b>5,000</b> | <b>10,000</b> |

## The Parish Church of St John-at-Hampstead

### Note 7 Expenditure on charitable activities

|                                | Notes | General Fund   | Designated Fund | Restricted Funds | Endowment Funds | 2024 Combined  | 2023 Combined  |
|--------------------------------|-------|----------------|-----------------|------------------|-----------------|----------------|----------------|
| Ministry: diocesan common fund |       | 97,500         | -               | -                | -               | 97,500         | 97,500         |
| clergy expenses                | 10    | 2,301          | -               | -                | -               | 2,301          | 2,826          |
| accommodation                  |       | 11,021         | -               | -                | -               | 11,021         | 8,633          |
| recruitment costs              |       | -              | -               | -                | -               | -              | 1,949          |
| Parish Administrators          | 11    | 58,821         | -               | -                | -               | 58,821         | 41,849         |
| Pension deficit apportionment  | 11    | 1,187          | -               | -                | -               | 1,187          | 1,096          |
| Music staff                    | 11    | 16,837         | -               | 22,330           | 181             | 39,348         | 38,211         |
| Choir - adults and children    |       | 6,333          | -               | 43,192           | -               | 49,525         | 50,348         |
| Other music costs              |       | 2,786          | -               | 11,592           | 252             | 14,630         | 5,019          |
| Children and Youth             |       | 4,580          | -               | -                | -               | 4,580          | 4,311          |
| Heat & light                   |       | 11,966         | -               | -                | -               | 11,966         | 10,379         |
| Building maintenance           |       | 9,687          | -               | 15,855           | -               | 25,542         | 41,501         |
| Building repairs               |       | -              | 280,845         | -                | -               | 280,845        | 34,461         |
| Parish rooms                   |       | 12,303         | -               | -                | -               | 12,303         | 12,963         |
| recoverable VAT on repairs     |       | 55,058         | -               | -                | -               | 55,058         | 9,064          |
| Depreciation                   | 13    | -              | -               | 377              | -               | 377            | -              |
| Insurance                      |       | 12,139         | -               | -                | -               | 12,139         | 11,870         |
| General expenses               |       | 11,955         | -               | -                | -               | 11,955         | 14,693         |
| IT and communications          |       | 7,509          | -               | -                | -               | 7,509          | 7,478          |
| Social events                  |       | 1,186          | -               | -                | -               | 1,186          | 920            |
| Flowers                        |       | -              | -               | 975              | -               | 975            | 1,474          |
| Grants made                    | 9     | 315            | -               | 8,070            | 446             | 8,831          | 31,226         |
| Refugee sponsorship            |       | -              | -               | 1,670            | -               | 1,670          | 1,659          |
| Independent Examination fee    |       | 2,400          | -               | -                | -               | 2,400          | 2,250          |
|                                |       | <b>325,884</b> | <b>280,845</b>  | <b>104,061</b>   | <b>879</b>      | <b>711,669</b> | <b>431,680</b> |

### Note 8 Expenditure on raising funds

|                                   |              |          |              |               |               |               |
|-----------------------------------|--------------|----------|--------------|---------------|---------------|---------------|
| Services, voluntary rate & events | -            | -        | 4,241        | -             | 4,241         | 3,957         |
| Printing and books                | 8,052        | -        | -            | -             | 8,052         | 6,351         |
| Traidcraft stall                  | -            | -        | -            | -             | -             | 2,674         |
| Dennington Park Mansions          | -            | -        | -            | 4,584         | 4,584         | 8,844         |
| 100 Frognal                       | -            | -        | -            | 26,618        | 26,618        | 13,184        |
|                                   | <b>8,052</b> | <b>-</b> | <b>4,241</b> | <b>31,202</b> | <b>43,495</b> | <b>35,010</b> |

### Note 9 Grants made

|                                    |           |            |          |              |            |               |
|------------------------------------|-----------|------------|----------|--------------|------------|---------------|
| Church overseas:                   |           |            |          |              |            |               |
| - missionary societies             | -         | -          | 600      | -            | 600        | 5,400         |
| - relief and development agencies  | -         | -          | 3,329    | -            | 3,329      | 6,400         |
| UK missions/other Church Societies | -         | -          | 1,317    | -            | 1,317      | 8,557         |
| Secular charities                  | -         | -          | 2,624    | -            | 2,624      | 10,329        |
| Individuals for relief of poverty  | -         | -          | -        | 446          | 446        | 240           |
| Hampstead Parochial School         |           | 315        | 200      | -            | 515        | 300           |
|                                    | <b>22</b> | <b>315</b> | <b>-</b> | <b>8,070</b> | <b>446</b> | <b>31,226</b> |

### Note 10 Expenses paid to Members of the Parochial Church Council

Expenses of the Clergy, who are members of the PCC, totalling £2,301 (2023: £nil) were reimbursed. Members of the PCC supporting the Junior Church had their expenses reimbursed as did the Churchwardens' relevant expenses.

### Note 11 Staff costs

The Clergy are paid by the Church Commissioners but funded by the Parish's contributions to the Common Fund. During the year the PCC employed two parish administrators and 3 part time staff engaged in musical activities.

|                 | 2024          | 2023          |
|-----------------|---------------|---------------|
| Salaries        | 89,861        | 73,036        |
| Social Security | -             | -             |
| Pension costs   | 9,895         | 8,120         |
|                 | <b>99,756</b> | <b>81,156</b> |

No employee received employee benefits in excess of £60,000.

The PCC operates a money purchase scheme for staff through TPT Retirement Solutions.

### Note 12 Transfers between funds

£26,000 transferred from Parish Development Fund to the General Fund (2023: £25,000).

## The Parish Church of St John-at-Hampstead

| <b>Note 13 Fixed assets</b> | <b>Equipment</b>     | <b>Depreciation</b>    | <b>Net Book Value</b> |
|-----------------------------|----------------------|------------------------|-----------------------|
| Assets at start of year     | 25,679               | (25,679)               | -                     |
| Additions                   | 9,053                | (377)                  | 8,676                 |
| Disposals                   | (7,436)              | 7,436                  | -                     |
| Assets at end of year       | <u><b>27,296</b></u> | <u><b>(18,620)</b></u> | <u><b>8,676</b></u>   |

### **Note 14 Financial assets**

*The significance of financial investments to the PCC's financial position is set out in the PCC's annual report.*

| <b>Investments at fair value:</b>                | <b>1 January<br/>2024</b> | <b>Purchases<br/>(Sales)</b> | <b>Investment<br/>Gains(Losses)</b> | <b>31 December<br/>2024</b> |
|--|---------------------------|------------------------------|-------------------------------------|-----------------------------|
| <i>- Unrestricted</i>                            |                           |                              |                                     |                             |
| 136,328 Trojan Ethical Fund shares               | 179,394                   | -                            | 11,997                              | <u><b>191,391</b></u>       |
| <i>- Restricted</i>                              |                           |                              |                                     |                             |
| 1,267 CBF Investment Fund shares                 | 28,641                    | -                            | 656                                 | <u><b>29,297</b></u>        |
| <i>- Endowment</i>                               |                           |                              |                                     |                             |
| Freehold of 100 Frognal and long lease of Flat A | 991,000                   | -                            | -                                   | <b>991,000</b>              |
| Long lease of Flat 10a, Dennington Park Mansions | 475,000                   | -                            | -                                   | <b>475,000</b>              |
| 1,071 CBF Investment Fund shares                 | 24,213                    | -                            | 554                                 | <b>24,767</b>               |
| 1,501 M & G Charifund units                      | 21,539                    | -                            | 561                                 | <b>22,100</b>               |
|  | <u><b>1,511,752</b></u>   | <u>-</u>                     | <u><b>1,115</b></u>                 | <u><b>1,512,867</b></u>     |

The freehold and long leasehold properties are valued as investment properties by Inigo Woolf FCIB, a member of the PCC, as at 31 December 2024.

| <b>Investments at cost:</b>                      | <b>1 January<br/>2024</b> | <b>Purchases</b> | <b>Sales</b> | <b>31 December<br/>2024</b> |
|--|---------------------------|------------------|--------------|-----------------------------|
| <i>- Unrestricted</i>                            |                           |                  |              |                             |
| 136,328 Trojan Ethical Fund shares               | 175,000                   | -                | -            | <b>175,000</b>              |
| <i>- Restricted</i>                              |                           |                  |              |                             |
| 1,267 CBF Investment Fund shares                 | <u><b>5,909</b></u>       | <u>-</u>         | <u>-</u>     | <u><b>5,909</b></u>         |
| <i>- Endowment</i>                               |                           |                  |              |                             |
| Freehold of 100 Frognal and long lease of Flat A | 784,700                   | -                | -            | <b>784,700</b>              |
| Long lease of Flat 10a, Dennington Park Mansions | 438,500                   | -                | -            | <b>438,500</b>              |
| 2,338 CBF Investment Fund shares                 | 20,000                    | -                | -            | <b>20,000</b>               |
| 1,501 M & G Charifund units                      | 18,000                    | -                | -            | <b>18,000</b>               |
|  | <u><b>1,261,200</b></u>   | <u>-</u>         | <u>-</u>     | <u><b>1,261,200</b></u>     |

### **Note 15 Creditors**

Other Creditors include related party balances due to the Friends of the Drama £13,067 and a £25,000 interest free loan from Parishioners. (2023: £12,430 and £25,000 respectively). Note 16 has further details on related parties.

# The Parish Church of St John-at-Hampstead

## Note 16 Related parties

- **Hampstead Parochial Charities (established 1617)** provides relief for the poor in the former Metropolitan Borough of Hampstead. The Trustees comprise the Vicar and Churchwardens.

- **Hampstead Additional Burial Ground (established 1810)** provides a discrete burial ground in Church Row. The Trustees comprise the Vicar, Churchwardens and up to 21 trustees who are resident in the former Metropolitan Borough of Hampstead. Collected income of £2,180 which was paid to the Trustees in year (2023: collected £1,579 and paid £1,350). The Trustees made a grant of £3,965 to the PCC for time spent by staff in arranging services and sales of plots (2023: £nil).

- **Trustees of Holly Bush Vale (established 1856)** provide a site and teacher accommodation for Hampstead Parochial School. The Trustees of this educational charity are the Vicar and Churchwardens. The interest free unsecured loan of £57,424 drawn down in 2020 is reducing through quarterly payments from rental income. Repaid £12,500 in 2024 and £12,424 in 2023. Balance at 31 December 2024 was £12,500.

- **Friends of the Music, Hampstead Parish Church (established 1947)** supports the provision of music at Hampstead Parish Church. The Friends receive no funding from the PCC.

- **Hampstead Church Music Trust (established 1975)** maintains and promotes the performance and appreciation of church music in Hampstead and in particular Hampstead Parish Church. The Trustees comprise the Vicar, up to two trustees appointed by the PCC, up to three trustees appointed by the Friends of the Music and up to four trustees appointed by the trustees themselves. At 31 December 2024 three trustees were also members of the PCC. The PCC received grants of £68,817 towards the cost of the choir (£55,190 in 2023) and £nil towards the cost of the Hampstead Community Choir (2023: £300).

- **The Friends of the Drama, Hampstead Parish Church (established 1977)** seeks to promote the mission of the Church and in particular Hampstead Parish Church through the medium of drama. The Vicar & Churchwardens are ex officio members of the General Committee. The PCC received a grant of £4,500 for the General Fund (£4,000 in 2023).

| Note 17 Restricted funds     | Balances<br>1 January<br>2024 | Income         | Expenditure      | Gains<br>on<br>investments | Balances<br>31 December<br>2024 |
|------------------------------|-------------------------------|----------------|------------------|----------------------------|---------------------------------|
| Fabric and Plant Reserve     | 39,894                        | 26,198         | (20,373)         | 656                        | 46,375                          |
| Donald Barnes Memorial Fund  | 608                           | 35             | (100)            | -                          | 543                             |
| Flowers                      | 1,439                         | 505            | (975)            | -                          | 969                             |
| Giving Away Fund             | -                             | 8,062          | (8,062)          | -                          | -                               |
| Hampstead Church Music Trust | -                             | 68,817         | (68,817)         | -                          | -                               |
| Hampstead Community Choir    | 1,729                         | 7,517          | (8,297)          | -                          | 949                             |
| Refugee sponsorship          | 5,720                         | -              | (1,670)          | -                          | 4,050                           |
| Transform Trade (Traidcraft) | 8                             | -              | (8)              | -                          | -                               |
|                              | <b>49,398</b>                 | <b>111,134</b> | <b>(108,302)</b> | <b>656</b>                 | <b>52,886</b>                   |
| 2023                         | 61,694                        | 37,556         | (52,315)         | 2,463                      | 49,398                          |

### Fabric and Plant Reserve

The purpose of the reserve is to hold sufficient funds to meet the repair obligations placed upon the trustees of the Church by the Act of Parliament of 1827 Paragraph 51. The Voluntary Rate, donations and earmarked gifts from parishioners are the main sources of income. In addition to the restricted reserve there is an unrestricted designated repair reserve with a balance of £264,991 (2023:£528,839).

### Donald Barnes Memorial Fund

Fund created in 2013 in memory of the late Revd. Donald Barnes for the purpose of holding an annual lecture at St Peter's Church, Belsize Park. The lectures are organized by the Hampstead Christian Study Centre.

### Refugee Sponsorship

Support for refugees coming from the Middle East to live in North London.

### Traidcraft

Goods purchased from Traidcraft are sold to parishioners and surplus funds in the account are gifted to Transform Trade. Traidcraft ceased trading and the Account is now closed. £8 was donated to Transform Trade (2023: £1,400 donated).

## The Parish Church of St John-at-Hampstead

| Note 18 Endowment funds          | Balances<br>1 January<br>2024 | Income        | Expenditure     | (Losses)/<br>Gains on<br>investments | Transfers<br>between<br>Funds | Balances<br>31 December<br>2024 |
|----------------------------------|-------------------------------|---------------|-----------------|--------------------------------------|-------------------------------|---------------------------------|
| Frances Grossfield Memorial Fund | 10,421                        | 544           | (252)           | 226                                  | -                             | 10,939                          |
| John Cooling Fund                | 16,579                        | 626           | (446)           | 260                                  | -                             | 17,019                          |
| Frederick Eickhoff Memorial Fund | 2,995                         | 181           | (181)           | 75                                   | -                             | 3,070                           |
| Parish Development Fund          | 1,500,538                     | 66,347        | (31,202)        | 554                                  | (26,000)                      | 1,510,237                       |
|                                  | <b>1,530,533</b>              | <b>67,698</b> | <b>(32,081)</b> | <b>1,115</b>                         | <b>(26,000)</b>               | <b>1,541,265</b>                |
| 2023                             | 1,439,342                     | 53,079        | (22,953)        | 87,065                               | (26,000)                      | 1,530,533                       |

**Frances Grossfield Memorial Fund** (established 1994) encourages young musicians to participate in the choir thereby maintaining and enhancing the musical tradition of Hampstead Parish Church.

**John Cooling Fund for relief of poverty** (established 1997) can be used at the absolute discretion of the Vicar without any geographical restriction.

**Frederick Eickhoff Memorial Fund** (established 2008) supports the training of the junior choir.

**Parish Development Fund** (established 2000) to be used by the PCC for investment in parish projects with income generated within the Fund to be used at its discretion.

Each Fund is an Expendable Endowment as defined by the Charities Act, 2011.

**Note 19 Contingent liabilities** There are no contingent liabilities (2023: nil).

**Note 20 Capital commitments** Contracted by the PCC nil (2023: nil).  
Authorised by the PCC but not contracted nil (2023: nil)

### Note 21 Pensions liability

#### SCHEME: TPT Retirement Solutions- The Growth Plan

The PCC participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the PCC to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the PCC is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

## The Parish Church of St John-at-Hampstead

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

**Deficit contributions:** From 1 April 2025 to 31 March 2028: £2,100,000 per annum (payable monthly).

The scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly).

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the PCC has agreed to a deficit funding arrangement, the PCC recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

|                                    | 31 December<br>2024<br>£ | 31 December<br>2023<br>£ |
|------------------------------------|--------------------------|--------------------------|
| <b>PRESENT VALUES OF PROVISION</b> |                          |                          |
| Present value of provision         | <u>2,400</u>             | <u>1,157</u>             |

### RECONCILIATION OF OPENING AND CLOSING PROVISIONS

|  |              |                |
|--|--------------|----------------|
| Provision at start of year                               | 1,157        | 2,176          |
| Unwinding of the discount factor (interest expense)      | 30           | 79             |
| Deficit contribution paid                                | (1,187)      | (1,096)        |
| Remeasurements - impact of any change in assumptions     | 16           | (2)            |
| Remeasurements - amendments to the contribution schedule | 2,384        | -              |
|  | <u>1,243</u> | <u>(1,019)</u> |
| Provision at end of year                                 | <u>2,400</u> | <u>1,157</u>   |

### IMPACT ON STATEMENT OF FINANCIAL ACTIVITIES

|  |        |       |
|--|--------|-------|
| Interest expense   | 30     | 79    |
| Remeasurements - impact of any change in assumptions     | 16     | (2)   |
| Remeasurements - amendments to the contribution schedule | 2,384  | -     |
| Contributions paid in respect of future service*         | 8,706  | 7,025 |
| Costs recognised in income and expenditure account       | Note 7 | 1,187 |

\*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

| ASSUMPTION       | 31 December | 2024  | 2023  | 2022  |
|------------------|-------------|-------|-------|-------|
| Rate of discount |             | 4.90% | 5.31% | 4.96% |

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

## The Parish Church of St John-at-Hampstead

### Note 22 Grants and donations to charities

|  | 2024<br>Unrestricted | 2024<br>Restricted/<br>Endowment | 2024<br>Combined | 2023<br>Combined | 2023<br>£     |
|--|----------------------|----------------------------------|------------------|------------------|---------------|
| <b>Church Overseas- Missionary Societies</b>       | £                    | £                                | £                | £                | £             |
| ALMA   | -                    | 200                              |                  | 1,800            |               |
| Embrace the Middle East                            | -                    | 200                              |                  | 1,800            |               |
| USPG   | -                    | 200                              |                  | 1,800            |               |
|  | -                    | 600                              | 600              |                  | 5,400         |
| <b>Overseas- Relief &amp; Development Agencies</b> |                      |                                  |                  |                  |               |
| Asra Hawariat School                               | -                    | 200                              |                  | 1,800            |               |
| Bethlehem Arab Society for Rehabilitation          | -                    | -                                |                  | 1,800            |               |
| Practical Action                                   | -                    | 500                              |                  | 1,800            |               |
| Al Ahli Hospital                                   | -                    | 1,388                            |                  |                  |               |
| Island Hospice Zimbabwe                            | -                    | 210                              |                  | -                |               |
| Christian Aid                                      | -                    | 1,031                            |                  | 1,000            |               |
|  | -                    | 3,329                            | 3,329            |                  | 6,400         |
| <b>UK Missions and other Church organisations</b>  |                      |                                  |                  |                  |               |
| Bishop of Edmonton's Discretionary Fund            | -                    | 519                              |                  | -                |               |
| Bishop of London's Lent Appeal                     | -                    | -                                |                  | 3,000            |               |
| Caris Haringey                                     | -                    | 200                              |                  | 2,000            |               |
| Church of England's Children Society               | -                    | 398                              |                  | 1,800            |               |
| Caris Camden/Caris Families                        | -                    | -                                |                  | 1,757            |               |
| C4WS   | -                    | 200                              |                  | -                |               |
|  | -                    | 1,317                            | 1,317            |                  | 8,557         |
| Hampstead Parochial School                         | 315                  | 200                              | 515              | 300              | 300           |
| Relief of Poverty (John Cooling Fund)              |                      | 446                              | 446              | 240              | 240           |
| <b>Secular charities</b>                           |                      |                                  |                  |                  |               |
| <b>Campaign Against Living Miserably</b>           | -                    | -                                |                  | 350              |               |
| Hestia   | -                    | 200                              |                  | 1,800            |               |
| Royal British Legion                               | -                    | 373                              |                  | 740              |               |
| Soldiers Sailors & Airmen's Families Assn          | -                    | 878                              |                  | 712              |               |
| Age UK (Camden)                                    | -                    | -                                |                  | 1,927            |               |
| Food Bank Aid                                      | -                    | -                                |                  | 2,000            |               |
| Transform Trade                                    | -                    | 973                              |                  | 1,000            |               |
| XLP  | -                    | 200                              |                  | 1,800            |               |
|  | -                    | 2,624                            | 2,624            |                  | 10,329        |
| <b>TOTAL</b>                                       | <b>315</b>           | <b>8,516</b>                     | <b>8,831</b>     |                  | <b>31,226</b> |

# The Parish Church of St John-at-Hampstead

Note 23 Prior period comparative statement of financial activities.

## Statement of Activities for year ending 31 December 2023

| Income from:                                     | General Fund    | Designated Fund | Restricted Funds | Endowment Funds  | Combined         |
|--|-----------------|-----------------|------------------|------------------|------------------|
|  | £               | £               | £                | £                | £                |
| Donations and legacies                           | 266,911         | -               | 21,195           | -                | 288,106          |
| Other trading activities                         | 33,782          | -               | 11,795           | -                | 45,577           |
| Investments                                      | 13,237          | -               | 4,566            | 53,079           | 70,882           |
|  | <b>313,930</b>  | <b>-</b>        | <b>37,556</b>    | <b>53,079</b>    | <b>404,565</b>   |
| <b>Expenditure on:</b>                           |                 |                 |                  |                  |                  |
| Charitable activities                            | 339,897         | 45,174          | 45,684           | 925              | 431,680          |
| Raising funds                                    | 6,351           | -               | 6,631            | 22,028           | 35,010           |
| <b>Total resources expended</b>                  | <b>346,248</b>  | <b>-</b>        | <b>52,315</b>    | <b>22,953</b>    | <b>466,690</b>   |
| <b>Net income before gains on investments</b>    | <b>(32,318)</b> | <b>-</b>        | <b>(14,759)</b>  | <b>30,126</b>    | <b>(62,125)</b>  |
| <b>Net Gain on investments</b>                   | <b>-</b>        | <b>7,484</b>    | <b>2,463</b>     | <b>87,065</b>    | <b>97,012</b>    |
| <b>Net income before transfers</b>               | <b>(32,318)</b> | <b>7,484</b>    | <b>(12,296)</b>  | <b>117,191</b>   | <b>34,887</b>    |
| <b>Transfers between funds</b>                   | <b>26,000</b>   | <b>-</b>        | <b>-</b>         | <b>(26,000)</b>  | <b>-</b>         |
| <b>Net income after transfers</b>                | <b>(6,318)</b>  | <b>7,484</b>    | <b>(12,296)</b>  | <b>91,191</b>    | <b>34,887</b>    |
| <b>Other recognised gains/losses:</b>            |                 |                 |                  |                  |                  |
| Actuarial gain on defined benefit pension scheme | 21 1,019        | -               | -                | -                | 1,019            |
| <b>Net movement in funds</b>                     | <b>(5,299)</b>  | <b>7,484</b>    | <b>(12,296)</b>  | <b>91,191</b>    | <b>35,906</b>    |
| <i>Reconciliation of Funds</i>                   |                 |                 |                  |                  |                  |
| Total Funds brought forward                      | 42,773          | 566,529         | 61,694           | 1,439,342        | 2,110,338        |
| <b>Total Funds carried forward</b>               | <b>37,474</b>   | <b>574,013</b>  | <b>49,398</b>    | <b>1,530,533</b> | <b>2,146,244</b> |

## **The Parish Church of St John-at-Hampstead**

### **Independent examiner's report to the members of the Parochial Church Council of St John-at-Hampstead (registered charity 1129264)**

I report to the PCC on my examination of the accounts of the PCC of St John-at-Hampstead for the year ended 31 December 2024.

#### **Responsibilities and basis of report**

As the members of the PCC you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the PCC'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 154(5)(b) of the Act. 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.

#### **Independent examiner's statement**

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not comply with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a "true and fair" view which is not a matter considered as part of an independent examination.

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



Robert Ashdown  
Chartered Accountant  
75 Brookville Road, London, SW6 7BH  
3 March 2025

## HAMPSTEAD PAROCHIAL CHARITIES (Registered Charity 209483)

**Trustees:** Vicar and Churchwardens of Hampstead Parish Church

**Address:** 14 Church Row, London NW3 6UU

**Objects:** Relief of need, hardship or distress in the former Metropolitan Borough of Hampstead

### Receipts and Payments Account for the year ending 31 December 2024

|                                  | 2024<br>£    | 2023<br>£    |
|----------------------------------|--------------|--------------|
| Rents                            | 650          | 650          |
| Wayleave income                  | 299          | 301          |
| Interest/Dividends               | 1,101        | 1,002        |
|                                  | <u>2,050</u> | <u>1,953</u> |
| Less professional fees           | -            | (1,080)      |
| Less bank charges                | (60)         | (61)         |
| Less grants made                 | (1,000)      | (200)        |
| Excess of receipts over payments | <u>990</u>   | <u>612</u>   |

### Balance Sheet as at 31 December 2024

|   |                |                |
|---|----------------|----------------|
| Agricultural land at Langley Marish (E Shooter's Charity) | 88,000         | 88,000         |
| 7,966.86 CBF Global Equity Income Fund (cost £10,000)     | 25,616         | 24,108         |
| 120.063 Charifund Units (cost £1,502)                     | 1,768          | 1,723          |
| Central Board of Finance of Cof E Deposit Account         | 8,189          | 7,195          |
| HSBC Bank Account   | 269            | 273            |
|   | <u>123,842</u> | <u>121,299</u> |

#### Represented by:

|  |                |                |
|--|----------------|----------------|
| Permanent Endowment Fund                               |                |                |
| Balance at start of year (cost £11,323)                | 117,026        | 113,940        |
| Unrealized increase (decrease) in market value in year | 1,553          | 3,086          |
|  | <u>118,579</u> | <u>117,026</u> |

|                             |              |              |
|-----------------------------|--------------|--------------|
| Unexpended Income 1 January | 4,273        | 3,661        |
| Surplus (Deficit) for year  | 990          | 612          |
|                             | <u>5,263</u> | <u>4,273</u> |

|                |                |
|----------------|----------------|
| <u>123,842</u> | <u>121,299</u> |
|----------------|----------------|

#### Notes

- 1 The freehold land at Langley Marish (Registered Title BK398589) comprises 7 acres.
- 2 The land is in the green belt with access only possible from adjoining land. The land is held on an agricultural tenancy.
- 3 A strip of land was sold in 2009 to the adjoining land owner so as to enlarge his garden.
- 4 The land was valued as at 31 December 2008 on existing use value.
- 5 Slough and South Bucks Councils are formulating local development plans which may provide development opportunities for the Charity's land. Professional fees have been incurred.



I R M Woolf, Clerk to the Trustees

January 17, 2024