

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST. MARY, HARROW ON THE HILL

England & Wales · Charity number 1130328

Details

Other names	PCC OF ST. MARY'S, HARROW ON THE HILL
Status	Registered
Legal form	Previously excepted
Registered	2009-06-24
Register	View on the Charity Commission register

Contact

Address	The Parish Office Church Hill Harrow Middlesex HA1 3HL
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Activities

Objects: Promoting in the ecclesiastical parish the whole mission of the Church.

Activities: Public Christian worship open to all. The promotion of Christianity. Pastoral work. Development of local and community activities. Educational activities for local schools.

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services
- **What:** Religious Activities
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL
- Harrow

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£643,810	£190,982	£680,346	3
2024-12-31	£399,495	£613,043	-	-
2023-12-31	£280,083	£164,446	-	-
2022-12-31	£156,608	£133,075	-	-
2021-12-31	£174,490	£143,628	-	-
2020-12-31	£165,151	£176,923	-	-

Trustees

Name	Role	Appointed
REV JAMES ARTHUR MOSHER CD	Chair	2025-10-05
Douglas Charles Dodd		2023-09-30
Dr Kay Crotty MCSP		2023-04-23
Judith Ann Shepherd FCA		2021-04-28
Keith Grout GRSM		2014-04-29
Lynne Grout GRSM		2014-04-29
MRS C M WILLIAMS		
Matthew Kieran Biggs MStJ		2017-04-20
Niraj Sonigra		2026-04-19
PAULINE CHANDLER		
Rev Alison Jean Christian		2021-07-25
Rev Graham Dale		2021-07-18
Roger David John Horne		2015-04-21
Santos Sagar SHARMA		2026-04-19

Accounts

The Parish and Borough Church of

St Mary, Harrow on the Hill

Report of the Parochial Church Council January to December 2025

St Mary's is part of the Diocese of London within the Church of England

Vicar:

The Revd J A Mosher (installed 12th October 2025)

Correspondence address:

St Mary's Parish Office, Church Hill, Harrow on the Hill, HA1 3HL

Charity Commission Registration Number: 1130328

Structure, Governance and Management

The Parochial Church Council of the Ecclesiastical Parish of St Mary, Harrow on the Hill, (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council (Powers) Measure 1956. It is supported by a number of committees which make recommendations for its consideration. The method of appointment of PCC members is set out in the current Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC. The PCC met 5 times during the year.

The PCC is a charity registered with the Charity Commission; each PCC member is a trustee.

PCC Officers

Chairman	The Revd J A Mosher <i>Installed 12th October 2025</i>
Vice Chairman	P Chandler
Hon. Secretary	K Grout
Hon. Treasurer	R Horne
Church Electoral Roll Officer	J Rankin

PCC Elected Members

M. Biggs	Churchwarden
R Blank	
P Chandler	
K Crotty	
D Dodd	
K Grout	
L Grout	Churchwarden
R Horne	
J Hurley	
J Shepherd	
C Williams	

PCC Members *ex officio*

The Revd A Christian	Associate Priest
The Revd G Dale	Associate Priest

PCC sub-committees and Chair

Finance and General Purposes	P Chandler
Worship and education	The Revd A Christian
Care and Outreach	L Grout
Communications	J Shepherd
Stewardship	C Williams

Bank

HSBC, 31 Holborn Circus, London EC1N 2HR

Hon. Legal Adviser

J E. Kennedy & Co., Solicitors, 59-61 High Street, Harrow, HA1 3HT

Independent Examiner

A-spire Business Partners Ltd, Chartered Accountants, 32 Byron Hill Road, Harrow, HA2 0HY

Quinquennial Inspecting Architect

Cerowski Architects Ltd, Chartered Architects, 14 Crossways Avenue, East Grinstead, RH19 1HZ

Objectives and Activities

- Our primary objective is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England.
- Mindful of being the Borough Church we aim to demonstrate Christ's love by showing our concern in a variety of ways for the wider community in the London Borough of Harrow recognising its multi-faith identity, our parishioners and the congregation.
- Promoting, within the parish, the whole mission of the Church: liturgical, spiritual, educational, pastoral, evangelistic, social and ecumenical.
- Seeking to work in partnership with other churches and institutions but most particularly with Harrow School recognising the historical relationship
- The maintenance and development of a Grade I listed building and churchyard as a house of peace and prayer for all people.

Reserve Fund Policy

In the Statement of Financial Activity funds are defined as Restricted or Unrestricted, and within the latter there are designated and general funds. The keeping of reserves is part of our commitment to maintain St Mary's (a Grade I listed building) as a place of worship. To this end funds have been designated for the upkeep and repair of the building.

Vicar's Report - 2025

These first eight months at St Mary's have been deeply life-giving and marked for me by gratitude and joy for all that I and Shanti have shared with you. I want to thank everyone for the warm welcome we have received on the Hill and across our Parish community.

St Mary's is truly a beautiful and special place: rooted in prayer, rich in friendship, and a community which seeks to be both a place of witness and encounter for our neighbourhood and the wider borough. It has been a great privilege to be able to meet and speak with people from across the parish, whether in their homes over cups of tea and biscuits, for walks around the hill while encountering signs of spring and new life, on a Saturday morning at Spire Café, or in the quiet of the Church after Evening prayer, at our regular Thursday coffee morning in the Church Room, or with the volunteers who so diligently work to keep the church open - to name but a few examples.

So many people play a vital role in our parish. I want to say a special note of thanks to everyone who has offered their time, energy, prayers, talent in making our parish what it is; a place where all can receive dignity, friendship, and genuine hope for the future and the world around us. I want to take this opportunity to express my heartfelt gratitude and thanks.

If the heart of our life together is the love of God revealed and made known to us in Jesus, he who is the Christ and takes on our flesh, then it is in Jesus that we find our truest identity as the beloved children of God.

We share in that love in so many ways.

Jesus' victory at Easter shows us God's activity and love at work in the world and in our lives: a love which seeks to heal, to restore, and to make all things new through the gift and in dwelling of the Holy Spirit. I pray that God's Spirit will continue to be at work and alive here at St Mary's and in each and every one of us – for in Him we discover that our story is not yet finished.

One source of the Holy Spirit, that spring of living water, is the life we share together as a parish community.

The daily offices (praying for the needs of the world, our community, and the parish) continues to be a bedrock of the rhythm of our shared life. So to repeat my gratitude for all those who enable the Church to be open seven days a week – this is a tremendous gift to the wider community. I am delighted by how many people find refuge, peace and prayer within the walls of our church.

I want most of all to focus on celebrating all we are doing, but some of our thoughts for the coming year include: a Youth Pilgrimage to Canterbury Cathedral; growing our children's and youth ministry; supporting and growing our music programme and concerts; holding a PCC Away Day next autumn to reflect and shape our priorities together; planning a Parish

Retreat; supporting the work and witness of Spire Cafe; and continuing to support the vital work and witness of the Crown Street Trust with those experiencing material poverty in and around the Borough; reflecting on our wider community engagement; and so much more.

I am excited for what is ahead of us as a community: I look forward to walking together as we discern, share, pray and imagine what our vision for St Mary's now and for future generations can and should be.

I am always very willing to visit, go for a walk, or find a time to talk, so please feel free to contact me at anytime - I would greatly value the time together.

With my continued prayers and gratitude.

Yours,

Fr James

St Mary's Harrow on the Hill

The Rev'd James Mosher

07/03/2026

Safeguarding 2025

1. Introduction

- a) Safeguarding is a standing agenda item at meetings of the Parochial Church Council (PCC) and an up-to-date Safeguarding Action Plan is presented at every PCC meeting. PCC's responsibility for safeguarding compliance derives from members' duties as trustees of a charity supervised by the Charity Commission of England & Wales, viz; to adopt a safeguarding policy and establish an action plan to implement it.
- b) The incumbent and churchwardens are jointly accountable, are responsible with the PCC and the assistance of the Parish Safeguarding Officer, for ensuring that the correct policies, guidance and procedures are in place and for developing a "safer culture" in their churches.
- c) The Parish Safeguarding Officer is responsible for ensuring the coordination of any concerns about a child, young person or vulnerable adult, or the behaviour of an adult working with vulnerable groups. Her/ his role is to ensure that these are appropriately reported both to the statutory agencies and to the Diocesan Safeguarding Team. She/ he should attend the PCC at least twice a year and work with it to ensure the proper implementation of the safeguarding policy.
- d) The Children's Champion is the voice of the children within the parish at PCC meetings. He/ she does not have a direct role in safeguarding but is expected to work closely and confidentially with the Church Safeguarding Officer and parish clergy to inform/ report/ discuss any concerns, seeking their support and advice when necessary.
- e) The Diocesan Safeguarding Adviser is a member of the Diocesan Safeguarding Team which manages and coordinates the day-to-day operational mechanisms for safeguarding practice across the Diocese. This is achieved by the provision of advice on safeguarding concerns, support for parishes in managing concerns, overseeing safeguarding training and monitoring safeguarding issues in parishes.
- f) The licensed clergy, Parish Safeguarding Officer, DBS Verifier, Children's Champion and Parochial Church Council work firmly within the parameters of the Church of England's Safeguarding Policy and Practice Guidance.

2. Formal Obligations

The Parochial Church Council is obliged by law to confirm to the Annual Parochial Church Meeting that it has complied with its statutory duty under section 5 of the Safeguarding & Clergy Discipline Measure 2016, and section M5(3) of the Church Representation Rules 2020 that:

The Parochial Church Council has had due regard to the House of Bishops' Guidance on Safeguarding Children & Vulnerable Adults.

3. Safeguarding Roles

- a) The Church Safeguarding Officer is Matthew Biggs
- b) The DBS Recruiter & Verifier is Christine Ward.

- c) The Children's Champion is Kellie Reilly
- d) The Chair of the Care & Outreach Subcommittee is Lynne Grout

4. Safeguarding Policy, Guidance & Information

- a) The Diocese of London suggests a draft Parish Safeguarding Policy for adoption. The draft policy is available on the diocesan website. The Parochial Church Council adopted the draft policy without amendment at its first meeting on 22nd May 2022.
- b) The "Promoting a Safer Church" policy must be promoted in all churches in the Diocese; the relevant posters are displayed in the Church Room, Vestry and South Porch for public reference and consultation, and also on the parish website.
- c) The PCC re-assessed and re-affirmed its procedure for dealing promptly with any safeguarding concern or allegation (or suspicion of abuse).
- d) The official policy guidance and procedures for Church Safeguarding Officers are kept in the Church of England's "Parish Safeguarding Handbook" and "Code of Safer Working Practice." A copy of the Code of Safer Working Practice is posted in the Church Room. A "hard" reference copy of the Parish Safeguarding Handbook is available upon request.
- e) Church Activities involving Children, Young People or Adults at Risk of Harm are expected to hold a current Risk Assessment. This task remains outstanding.
- f) All Non-Church Activities involving Children & Young People have signed a Hall Hire Agreement which obliges them to either conform to the Diocesan policy or a policy of their own.
- g) The Diocese deployed the "National Safeguarding Standards" in 2024. These attempt to demonstrate what good Safeguarding practice should look like, rather than just becoming a "tick box" compliance exercise. Parishes who have met all compliance targets are required to move forward to reviewing their commitment to best practice in various ways over a three year cycle: the PCC re-considered how it could better promote a healthy and safe church culture at its meeting in June 2025
- h) All Stewards and the Parish Safeguarding Officer now wear lanyards at Sunday services in order to identify themselves to worshippers and to act as points of contact

5. Safeguarding Learning and Development

- a) All three members of licensed clergy have completed their full safeguarding training requirements and were officially "in good standing" with the Bishop of London, as evidenced by their inclusion in the online National Register of Clergy. This was checked at random moments throughout the year and specifically on 31st December 2025.
- b) All Activity Leaders and all PCC Members fully completed the requisite training as required for their roles in 2024. There were no exceptions.
- c) The Diocesan Safeguarding Team continues to run monthly "drop-in" Zoom meetings. The Parish Safeguarding Officer attended three of these in 2025.
- d) The training requirements for all relevant church officers were reviewed in June and August 2025. With one exception, all training requirements had been met by 31st December 2025.

6. Safer Recruitment and People Management

- a) The licensed clergy are fully Safely Recruited by virtue of their Licence
- b) The licensed clergy's continued compliance with safeguarding training and vetting requirements is evidenced by their inclusion on the National Register of Clergy.
- c) The Church Safeguarding Officer and DBS Verifier have been fully Safely Recruited as part of their appointment to role.
- d) PCC Members and Church Activity Leaders continued to be Safely Recruited. Exception Reports are generated and shared periodically with the PCC.
- e) The employed staff (The Director of Music, Parish Secretary and Cleaner) have all been Safely Recruited.
- f) All PCC Members and all Church Activity Leaders have completed their individual Confidential Declarations as required by the "Safer Recruitment" Guidance.
- g) Job Descriptions for the various Church Activity Leader roles (e.g. Sunday School Leader, Tower Captain, etc.) are necessary and these were updated throughout the year.
- h) The availability and support of key personnel to undertake these checks is vital; without their engagement, advancing in safeguarding compliance is difficult.
- i) The ongoing generation of Job Descriptions enables the PCC to look again at these relevant roles and re-assess them for the future.

7. Concerns Raised

- a) Number of safeguarding concerns shared with Parish Safeguarding Officer: Three
- b) Number of Referrals made to Diocesan Safeguarding Team: Three.

8. Additional Information

9. Next Steps

- a) The Parish Safeguarding Dashboard tool for St Mary's, officially supplied and encouraged for use across the Diocese, is currently set at Level 3, focussed on compliance with "Safer Practices". All mandatory objectives were met in 2025.
- b) Risk Assessments for Church Activities remain incomplete.
- c) The adult members of the Choir will go through a Safer Recruitment exercise early in 2026.
- d) Further estimates and plans will be considered throughout the year.

10. Acknowledgements

- a) "Safer Churches" is a key priority for the Diocese of London's "London 2030 Vision": welcoming everyone into the life of the diocese and into a community where the value and dignity of everyone is valued and respected is not only core to the Gospel and our calling but to safeguarding. Everyone should know that they are as safe as they can be: safeguarding is an integral part of our life and ministry.

- b) The PCC is adamant that St Mary's Church will be a place where children, young people and vulnerable adults can worship and grow in Christ safely.
- c) The Safeguarding Team gratefully acknowledges the support, patience and prayers of clergy and parishioners in 2025.

M K Biggs
Parish Safeguarding Officer
31st January 2026

Stewardship Committee Report January-December 2025

1. Introduction

The Stewardship Committee had two aims during 2025:

- To increase the income into the general funds in order to support the church ministry within St. Mary's Church Harrow on the Hill.
- Raise funds with Spirewatch to enable the delivery of capital projects.

2. Achievements over 2025

A number of activities have been undertaken during this period and include:

- Organising a Summer Fete which resulted in profit of £4,718 for the general funds. This was a rise of 10.4% on the previous year but the 2024 figures also included a significant £750 charitable donation to the Fair and in addition it was a very wet and cold day. Like for like comparisons show an increase of 34%.
- Organising a Christmas Fair which exceeded the budget assigned and raised a profit of £5,214 for the general funds. This was an increase of 1.1% on the previous year but the 2024 figures included a significant charitable contribution of £750. Like for like comparisons show an increase of 18%.
- Continuing the promotion of opportunities to donate money electronically to the church within church and at all events. The church now has a total of 4 mobile devices to collect money in addition to the static machine at the South door. The percentage of card payments at the Summer Fete was 28% compared to the Christmas Fair at 37%, reflecting the national shift to many people relying on digital payment systems.
- Running 3 open days of the church and tower to raise funds for the Church in conjunction with the Spire Café.
- Organising an evening with the Chaplain-in-Chief of the RAF on 25 April 2025 which was very successful. Following his talk, refreshments were sold in the church hall. Over £500 was raised in aid of the organ fund.
- Reviewing the stewardship activities undertaken in the church against a checklist provided by the Church of England.
 - This identified elements that the church does well, those that could be improved and those that are not undertaken and would help in our efforts to raise funds for our ministry. The review was discussed by the PCC in March 2025. It was agreed that a Stewardship Campaign to address some of the key areas of weakness would be adopted once a new vicar was appointed.
 - A paper proposing the plans for the Stewardship Campaign was agreed at the PCC meeting on 17 September 2026.
- Launching our Stewardship Campaign on 30 November 2025 with a number of key actions
 - Posters and Flyers were developed by the Communications Team to advertise the campaign. These were sent to the congregation, electoral roll, those who subscribe to the Planned Giving Scheme and those on the weekly e-mail.
 - Joined a giving scheme which is known as the Parish Giving Scheme (PGS) administered and funded by the Diocese. This enables donors to give regular donations by direct debit, as well as one off payments and the PGS collects the GiftAid on our behalf. The Parish receives all the donations and the GiftAid. The church only has to pay a very small administrative fee on the value of the GiftAid collected for one off donations. Donors can join the PGS on line or using a paper application form. The PGS will reduce the administrative burden on current members of the church handling the inhouse scheme.
 - The official launch included a talk during the 10:30 Eucharist service, followed by a meal and the planting of Lenten Lilies.
 - The Campaign is looking to improve the ministry for our congregation and local community as focus has been very much on supporting 2 major capital projects over the

last 8 years or so. There are still capital projects requiring delivery which will be undertaken but our energies can now be rebalanced for this vital part of our ministry.

- Supporting our Director of Music, the Alma Consort and members of our Junior Choir in their Christmas Concert by promoting the event and serving refreshments for those taking part and also the guests during the interval. The concert was a great success and it is hoped this will become an annual event.

In addition to the above, the church has supported various charities which are reviewed in the Care and Outreach Committee Report.

3. Looking forward to 2026

It is certain that events organised by the Stewardship Committee will be greatly enhanced by the upgrade to the Wifi system in the church which will be completed in March. This will assure the connectivity for taking payments at all times as well as the potential for enabling new ventures to support our Mission Action Plan.

3.1 The aims of 2026

- To provide greater stewardship for our congregation, electoral roll and wider community
- To support the delivery of our Mission Action Plan.
- To increase the number of donors and the value of their donations to Planned Giving to support the church moving towards a balanced budget.

A number of objectives have been considered and adopted but these will be further enhanced as the year progresses.

- Review the systems for collection of money electronically during the offertory to increase the value of the collection.
- Increase the frequency of communication and engagement with the congregation, electoral roll and wider on how money received by the church is spent and to share plans for the future at least 3 times a year.
- Improve stewardship information on the church website and include a section on legacies
- Provide regular information, at least 4 times a year on the value of Planned Giving against budget to the congregation, electoral roll and wider to try and move the church towards a balanced budget.
- To support the clergy to provide more opportunities outside of divine services to minister to our congregation and wider community.
- Organise a Summer Fete and Christmas Fair.
- Review opportunities for the Stewardship committee to support the delivery of the Mission Action Plan.
- Consider new communication channels to raise awareness of and attendance at events.
- To encourage those on the Planned Giving Scheme to increase their donations annually in line with inflation.

The Stewardship Committee would like to give a sincere thank you to all involved in the various activities to raise money and in particular committee members of Spirewatch. A special thank you also to those who have supported the delivery of stewardship in other forms for the church, the congregation and wider community.

Christine Williams
14 February
Chair Stewardship Committee

Report on Fund Raising from Talks and communication

1. Fundraising from Talks--

February- Edible Harrow to the Probus Club £40

March- Inspiring Women of Harrow to Headstone Manor £60

April- Inspiring Women of Harrow Pinner Rotary Club £100

June 10th -Harrow Libraries Stories of St Mary's Architecture £80

September- Inspiring Women of Harrow Harrow WI £100

On September 20th Heritage Open Day Festival resulted in a collection of about £150—and a donation from Barretts.

I was nominated for a Harrow Hero Award for Bringing the Community Together.

2. Deanery Synod--

Meanwhile I continue my work on the Harrow Deanery Synod

3. Website

Regarding the website I keep the Events section up to date. Father James has refreshed many of the pages. The link to Planned Giving scheme was added.

4. Weekly Email

Regarding the weekly email we continue to build on numbers and now have over 100 we send out to and these are being well received. We are hoping to move these onto Mailchimp.

5. Spirewatch and Spire Cafe

I continue to support the Spire Café. The Counsellors Stephen Hickman and Eden Kulig have been fantastic in raising awareness of Church Fields—and we ran a major liaison with Harrow Conservation Forum on May 31st which involved a Nature Count on Church Fields and then a Bat Walk from 9pm until 11pm. Stephen Hickman is also applying for a grant to clear the lower graveyard—I am assisting with this. We are working with Stephen Hickman and Eden Kulig re a commemoration of Annie Besant on the old Vicarage.

Judith Shepherd February 2026

Flower Arranging Report 2025

We are very grateful that we have two new recruits for the flower arranging team, especially younger ones who can reach places some of us can longer manage!

It is really exciting that we also have two youngsters who did some beautiful arrangements for Harvest and Christmas, it is very heartening to have them with us.

We had a very happy morning making posies for Mothering Sunday, the flowers coming mostly from people's gardens and the churchyard. They were distributed at our services and we delivered some to those unable to come to church anymore, they were very touched that they had been remembered.

We had arrangements of Easter Lilies and the congregation were invited to sponsor a lily in memory of a loved one. The names were displayed by the flowers. This worked well and we will do the same next Easter.

It was a great pleasure to make the church look extra special to welcome Father James to his Induction Service in September.

This was swiftly followed by Harvest Festival and we are extremely grateful to Peter Weller who has an allotment in West Harrow. He grows amazing dahlias and donates them all to St.Mary's.

We did our usual decorating for Christmas which is always a lovely occasion, apart from the pleasure of arranging it is a great opportunity to meet up with old friends and catch up on news.

It is so special to do the flowers for our three big celebrations, Easter, Harvest and Christmas but there are flowers during the rest of the year and help with arranging for Sunday services would be most appreciated.

Handbell Ringers Annual Report 2025

The team started rehearsing in November for Christmas music.

As in past years, we provided a programme of carols for the Christmas Tree Festival at All Saints church, Harrow Weald on 6 Dec. A tower ringer there, Charmian, kindly joined us as an extra pair of hands.

On 13th Dec, we played for Harrow Philharmonic Choir's Carol Service with Charmian helping once more.

Finally, we attended the Festival of 9 Lessons and Carols at St. Mary's on 21st Dec.

A would be member, Judith, joined us for a couple of rehearsals and we very much hope to see her when we start meeting again this year.

Jean Pearson handbell secretary

St Mary's Annual Music Financial Report 2025

Chorister Payments: £1166.50

This figure includes months Jan-June 2025. Subsequent months have been paid in the new year 2026. Payments to choristers are a good reward and motivate the young singers, however it may be worth considering how we manage these funds in future and better regulate chorister payment.

Miscellaneous Expenses:

Conductor surplice: £124.95

Bass soloist Good Friday: £80

Organ Costs:

Several costs were incurred for tuning and repairs of the organ (issues with the swell pedal). Invoices were sent directly to the treasurer – I do not know the exact amount outgoing regarding organ costs.

Organist deputy payments: Sunday

18th May – Isaac Adni (£70)

Sunday 1st June – Yasar Cohen-Shah (£80)

Sunday 3rd August – George Wood (£80)

Sunday 10th August – Mervyn Hogg (£80)

Total outgoing (approx.): £1681.45

This figure is not including the costs for the organ work.

Other notes:

- The choir has been growing this year and it is my ambition to continue this work. We are planning a strong recruitment drive, which is why I suggest we re-evaluate the allocation of funds.
- We have also received the news that Dame Janet Baker has agreed to be our new choir patron and will present the awards at the Chester Evensong at the end of the academic year. I hope that this will also help attract new prospective members.
- As this was my first year as Director of Music at St Mary's, I cannot judge what these costs look like in comparison to previous years. My hope is that next year we will have more conversations regarding budgets and perhaps increase fundraising for the choir and music programmes.
- The Evening with the RAF Chaplain-in-Chief and Organ Demonstration was a huge success this year and brought in significant funds for the organ restoration. We are also looking forward to the concert in March that will further encourage donations towards the organ and music fund.

Care and Outreach report 2025

During the interregnum we were very fortunate to have Graham and Alison who helped to keep in touch with members of the congregation who were unable to attend church. We tried to make sure that people felt supported and valued. Since Father James's arrival he has made the pastoral needs of the church his top priority and has got to know us all very quickly. He, Alison and Graham always make time to talk to people and offer counselling and advice whenever it is sought.

Jane has continued to run the monthly cake sale raising money for three charities, Cardiomyopathy, Parkinsons UK and the Harrow MS Centre. The charities are very grateful for our contributions, and we thank Jane and Pauline for their tireless work.

We collected goods for Harrow Food Bank at Harvest Festival and had a very good response. We propose to collect items on a regular monthly basis as part of the church's charitable giving. This will be initiated during the next couple of months.

The Thursday coffee morning

has a regular group of about 15 people and we are always delighted to welcome anyone who fancies good company and a chat. Our topics are varied, ranging from politics and philosophy to how to make porridge in the microwave, so something for everyone!

St. Mary's has its own Bereavement Care team consisting of five volunteers, all of whom are fully trained. They can be contacted by asking the Vicar or Churchwardens for their details.

We are always happy to help in any way we can. If anyone has ideas on how we can improve or offer something different, please do not hesitate to contact us.

Lynne Grout 12th February 2026

The Crown Street Trust

This Charity was set up by St. Mary's parishioners in the 1860's to help tackle the issues of alcohol and drug abuse. One hundred and sixty-five years later we still have the same broad aims although a lot has changed in both society and the nature of addictions. Today we are still supporting a range of organisations working within the community dealing with the similar issues. Currently our work funds youth clubs in Wealdstone tackling the threats of knife crime linked to "county lines", as well as after school clubs in Grange Farm Estate. We also support Firm Foundation's homelessness unit and night shelter in Harrow, Harrow Street Preachers and a number of programmes in partnership with the Young Harrow Foundation targeting some of the youngest and most vulnerable groups in the Harrow community. We have recently stepped up our support programmes as we are determined to make a real difference within Harrow. In order to sustain this ongoing work we are looking to attract additional funding to ensure the viability of this essential work long term.

Tower Captain's Report 2025 (including Secretary Report) **Bell Ringing Guild, St Mary's, Harrow on the Hill**

The main aims of my work as Tower Captain continue to be:

First: to ensure that there is bell ringing for Sunday morning services, and for other special occasions, particularly such occasions for St Mary's Church;

Second: bell ringers have appropriate training for their own ringing advancement, for the improved quality of band bell ringing, and for the sustainability of future bell ringing at St Mary's; bell ringers have undertaken the required Safeguarding training

Third: bell ringing at St Mary's is enjoyable and welcoming to visitors and to newcomers;

Fourth: to encourage St Mary's ringers to contribute to the wider ringing community.

The first aim has been achieved throughout 2025 due to the continued commitment of our ringers to ring for Sunday service. The number of ringers has varied due to holidays, illness, and other commitments, but we have occasionally rung ten bells on a Sunday morning, with 13 ringers attending for Remembrance Sunday. Monday night practices have benefited from the attendance of ringers from other towers, particularly Pinner. All church events requesting ringing have been supported.

During the year we have managed to ring for the following special occasions and annual occasions:

- Ringing in the New Year
- St Mary's 931st birthday in January with a Quarter Peal rung to celebrate the completion of the re-leading of the spire roof
- 80th Anniversary VE Day
- Harrow School Speech Day in May
- Ringing for St Mary's summer fete in June
- Ringing prior to the Civic Service at St Mary's
- Funerals/memorial services, weddings, Christenings, and open days during the year
- Birthdays acknowledged
- Ringing for a welcome service for the new vicar James Mosher in September and for his official inauguration in October
- John Lyon Founders Day Service in September
- Remembrance Sunday in November
- Ringing for service Bishop of Willesden visit
- Nine Lessons and Carols
- Christmas Eve Midnight Mass
- New Year's Eve ringing

The New Year's Eve band rang out the old year 2024 and then rang in the new 2025, followed by panoramic views of the fireworks across London from the tower roof. The long-standing tradition of a get together took place earlier in the evening in the form of a buffet, with others joining later at the tower for ringing. The recent tradition of the Spire Café opening late evening ready for the midnight fireworks was also maintained giving many Hill residents an opportunity to celebrate the New Year together.

The second aim is being achieved by our continued focus on our learners. My thanks go to our regular team of experienced ringers who enable each learner to practice within a secure band.

2025 has welcomed three new learners, two of whom rang over Christmas and New Year, and on Sunday mornings. Thanks go to visiting ringers who join us regularly on Mondays, enabling a greater variety of methods to be rung. Ringers are encouraged to lead the ringing at their level of expertise. During 2025 some of the band have participated in training events, bell ringing outings, and Quarter Peal attempts, calling QPs, to help consolidate their skills and understanding. Clear progress is being made by each ringer and it is hoped that this progress can be consolidated in Quarter Peal attempts in future. Our thanks to Audrey Wakeling and Douglas Dodd who join us for service ringing whenever possible. Last June, we entered a band for the S&W District Striking Competition held at Norwood Green but though we rang well we did not manage to secure a place in the next round in October. Ringers have been asked to undertake the appropriate Safeguarding Training. Ringers are keeping Matthew Biggs, Church Warden, informed when they successfully complete a unit.

The third aim has been achieved, evidenced again by the regular attendance for Monday night practices and for Sunday morning service ringing. St Mary's hosted one S&W 10 bell practice during the year and it was well attended. We are grateful to outside ringers supporting our Quarter Peal attempts when we cannot provide a full home band. We welcomed a few visitors during the year. A visiting band rang a successful Peal in August and another visiting band rang a successful Quarter Peal in September; Christopher O'Mahony, a past Ringing Master, made a couple of visits. He joined the band for a Monday night practice in September and he also arranged a peal attempt in July but unfortunately it was unsuccessful; Marc Kasfiner joined us for a successful Quarter Peal, local schools made their annual visits; and Simon Baxter joins us on Sundays when visiting his mother. Thanks also go to Casper for arranging the well attended Guild Annual Dinner at The White Horse in September, to which past ringers, family, and friends, are welcome. The Tower Open Days and Fete Day attract many visitors who are most impressed with seeing the bells and the views from the top of the tower and find the talks by Pauline and Michael most informative and interesting. Many thanks to Pauline for organizing these and to all who provide support.

The fourth aim has also been achieved in several ways. I have been re-elected as S&W District Secretary, and I continued as Safeguarding Contact for the Middlesex Association to April, when I stood down. As part of my District Secretary role, I arrange and co-ordinate several monthly practice sessions for the S&W District to enable ringers to maintain and improve their ringing skills, and to learn from other more experienced ringers. In September, a ringing outing to five towers in and around Cheam gave the opportunity for wider experience of ringing. Caspar Kennedy, John Campbell, and I went on the outing. I hold the appropriate Safeguarding awards to support Caspar Kennedy and Richard Ninham, in training any Harrow pupils and adults wishing to learn to ring.

Many thanks to Steeple Keepers Michael Chandler, Caspar Kennedy, and Camille Berrido for their regular maintenance of the bells and for prompt repairs. Thanks to them also for raising the bells on Saturday mornings. Many thanks also to Michael and his team for managing the installation and removal of the muffles during the year. Thanks to Michael for managing the Bell Ringing funds.

At the February 2025 AGM, Pauline Chandler stood down as Secretary, a post she has carried out with great aplomb over nearly twenty years, ensuring all ringing events have run seamlessly. Unfortunately, the post is vacant but Pauline kindly continues to liaise with St Mary's on our behalf and I act as Tower Correspondent and co-ordinate any other secretarial duties that arise.

As Tower Captain, I continue to be delighted with the commitment from our ringers for attending practice nights and Sunday service ringing. I am also grateful for the continued support of the church and I wish Fr James Mosher every success in his new post at St Mary's. I am hopeful about our band maintaining ringing to an improving standard at St Mary's during 2026, and that our band can continue to take part in District ringing events and to commemorate national and local events. However, we also must continue to seriously focus on continuing to attract and train new members to maintain this progress in the longer term.

Bridget Campbell, Tower Captain, 1 February 2026

Finance and General Purposes Report 2025

The committee met monthly throughout the year (except in January and August) mostly via Zoom.

General income, mostly through Planned Giving, is not increasing and remains a cause for concern. St. Mary's has, therefore, joined the Diocesan Parish Giving Scheme (PGS) with a concerted effort to recruit new members and to encourage members of previous Planned Giving to change to PGS. The use of card readers is increasing steadily. St. Mary's is still not covering regular expenditure ie. Vicar's stipend, energy bills, funding Church Services etc, through regular income and has to rely too much on ad hoc donations, legacies and bequests. These, though most welcome, are not a reliable source of income for regular expenditure.

Spire Repairs: The work on the spire was completed in January, 2025, at a cost of £542,641.29 A full report of the project is lodged in the church safe. Sincere thanks must go to all who contributed to raising the funds. A magnificent achievement. The re-leading of the spire completes the repairs to all the leaded roofs.

Quinquennial Inspection/Tiled Roofs: Following recommendations in the Quinquennial Inspection in August, 2024. the Architect, Heather Cerowski prepared the specifications for repairs to the tiled roofs. Sussex Energy Advice also surveyed the tiled roofs and also St. Mary's use of electricity. Their report about the possibility of installing solar panels as part of the roof repairs will be studied with the overall repair specifications and it is hoped that the work on the tiled roofs will be carried out in 2026. The costs will be met from a legacy and, if possible, a small grant from the Diocese to support the installation of solar panels.

Sound System: After many delays the specification to replace the old sound system was agreed by the Diocese without the need for a Faculty, and the work will be carried out in the first half of 2026 at a cost of £34,642.80 which is being covered by legacies.

The routine maintenance of and non-routine work on the buildings is shown in the list below.

(The numbers in brackets refer to the Contractors which are named after the list.)

- Security:** The Fire Alarm, detectors and extinguishers were checked routinely. (5)
The Intruder Alarm was checked routinely (5)
The Fire Alarm was tested weekly. (9)
The carbon monoxide alarm in the kitchen was tested regularly (9)
The Lightning Conductors were checked and found satisfactory and certificates issued. (4)
The white line edging to external steps was repainted. (9)
Internal and external light bulbs were replaced as required. (9)
- Electrical:** Routine Circuit Inspections took place, identified faults rectified and the relevant certificate issued. (1)
Power points were installed in the Vicar's Vestry at a cost of £300 (1)
- Fabric:** All gutters, downpipes and drains were inspected and cleared at regular intervals. (2 & 10)
Minor repairs and maintenance were undertaken as required. (2 & 9)
A grant of £10,000 was received from Harrow Council towards the cost of the renovation of the Peachey Stone. The Architect has drawn up the specification. The cost is likely to be considerably more than the grant so the matter will be reviewed in 2026.
The pointing around the nave and aisle roofs was found to be in need of attention. Some work was carried out to prevent water ingress and will continue in 2026.
- Heating:** Boilers in Church and the Church Room were serviced. The Gas Safety Certificate were issued. (3)
- Churchyard:** The volunteer gardeners continued to maintain the upper and lower Churchyard (9)
Harrow School Conservation Group continued to work, when possible, in the lower Churchyard. (10) The handrail by the steps was repaired (2).

Miscellaneous: The organ and organ blower were routinely inspected (6 and 10). Some faults were identified which, if all were rectified, would cost about £80,000. No action has been taken and the matter will be reviewed periodically.

A Defibrillator in a cabinet was installed (1) on the exterior wall of Church Room at a cost of £485. Harrow Hill Trust has generously offered to cover the cost of the annual maintenance (c£100)

Contractors

1. JB Electrical, 11, Seven Acres, Northwood, HA6 3JZ
2. P&J Enterprises, 2, Old Grove Close, EN7 6UN
3. G&D Higgins, Masters House, Marlborough Hill, Harrow, HA1 1UX
4. Omega Red Group Ltd. Blenheim Industrial Estate, Nottingham, NG6 8WA
5. Technica Systems Ltd, Technica House, 3-7, Clifford Road, Alperton, HA0 1BZ
6. Watkins & Watson Ltd. 141, Blandford Road, Poole, BH15 4AT (Organ Blower)
7. Hockley and Dawson, Consulting Engineers
8. Arbol Euro Consulting Ltd.
9. In house volunteers
10. Bishop & Son, 58, Beethoven Street, London, W10 4LG (Organ Tuner)

Future Plans

During 2026 the Committee, apart from its on-going responsibilities for monitoring income and expenditure and for maintaining the buildings and grounds, consider the following to be the priorities:-

- a) To undertake repairs to the tiled roofs and, if feasible, to install solar panels. A small grant for solar panels is available from the Diocese.
- b) To undertake repairs to the organ after the repairs to the tiled roof above it have been completed. The cost will be met from a legacy.
- c) To allocate funds for the furtherance of mission.

PLC

3rd February 2026

ANNUAL REPORT FOR 2025

The Deanery Synod met three times in 2025.

The first meeting took place at St Peter's West Harrow on 4th February. The Revd Jon Lindsay-Scott (Vicar) welcomed synod members, guests and led us in worship. The Revd Matthew Stone (Area Dean) conducted brief Synod business including welcoming the Revd Irene Lawrence and reviewing deanery vacancies. This was followed by updates from Diocesan and General Synods.

The main part of the meeting focused on the return of the Willesden Area Roadshow led by Bishop Lusa, Archdeacon Catherine, and the Directors of Mission and Ministry. They reminded Synod members of the Diocesan Vision and how in Willesden there is an overwhelming desire to create a culture of leaning into being intergenerational, intercultural and missional.

Our second meeting on 10th July, at St Paul's South Harrow, began with Evening prayer led by the Revd Steve Taylor (Joint Vicar), followed by an introduction to the church and worship.

The main focus of the evening was churches and disability, led by the Revd John Beauchamp, Diocesan Disability Ministry Enabler. John noted that while some churches are well equipped, there is always room for improvement. He emphasized the responsibility to ensure that buildings and services are accessible and inclusive for all. There are many things we can each do, John encouraged us to start by looking at the easy wins, and pointed those present to accessible resources to assist in this.

This was followed by a short presentation of the Ministry Experience Scheme, a review of deanery accounts, and four applications with presentations of £1000 Mission Fund Grant. All four applications were successful: St Anselm, Hatch End to improve the sound system; St Peter West Harrow towards "Bubble Church"; St Anselm Belmont for improved signage; St Mary Kenton towards the Mission Experience Scheme. Further Synod business included welcoming new clergy, celebrating the newly ordained priests, Diocesan and General Synod Reports, Confirmation of elections (Emma Webber as Honorary Secretary, Graham Hamwijk as Foundation Governor Holy Trinity School Northwood, Graham Nicholson and Marjorie Mott as foundation governors of St John's School, Stanmore. Following the meeting Mike Still was elected as a clergy representative on the Deanery Standing Committee. And finally, Robert May was thanked for over 16 years of exemplary service as deanery secretary.

Our final meeting of the year began with refreshments and student led worship at Holy Trinity School, Northwood on 4th November. The choir were from Holy Trinity, the orchestra from St John's School Stanmore. This was followed by a welcome and introduction to the new grouping of four local CofE Schools through the Ecclesia Partnership.

This was followed by presentations by four local speakers on Embracing Interculturalism looking at welcoming, openness, diversity, learning from one another and mission. This section was concluded by a time of questions to the panel. And the meeting was then concluded with news of the Bishop of London consultation, and a request for Carollers at St Lukes Hospice.

The Revd Emma Webber
Honorary Secretary

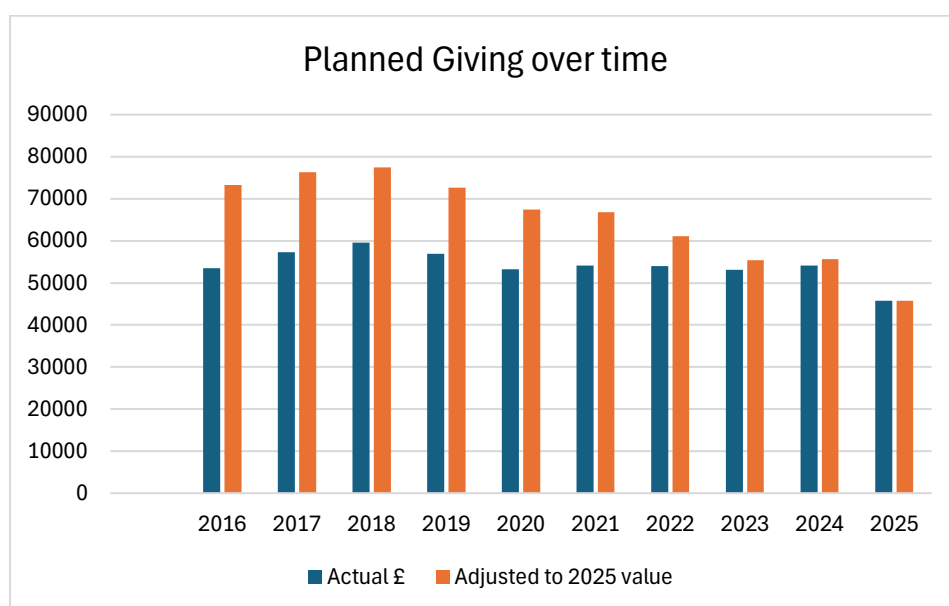
Financial Review - 2025

The Statement of Financial Activities for the year 2025 forms part of this report.

In financial terms the year 2025 is characterised by 2 features.

1. A deficit on recurrent income and expenses
2. Receipt of 3 large legacies.

As has been pointed out in previous annual reports and discussed at APCM's for many years regular income from the planned giving scheme has not only failed to increase annually to cover price inflation, but has declined in money terms. Its consequent decline in real terms – after inflation is even greater as seen in the graph below.



The PCC has decided to transfer the administration of the parish planned giving scheme to the diocese. The parish receives all the donations, and the diocese handles the gift aid recovery and passes it on to us. The diocesan scheme allows for an annual increase in line with inflation. If you have not already done so, please join the diocesan scheme and tick the box for annual increases.

The second feature of 2025 has been the receipt of 3 large legacies. One has been added to the sound system fund, and that project is now reaching completion. One has been designated to both the tiled roof repair fund, and the organ fund. A third large legacy remains without a specific designation pending a review and consideration by the PCC.

As a result of these legacies we have over half a million pounds on deposit with the CCLA, (Charities, Churches and Local Authorities) investment fund. This has and continues to boost our interest income, but not sufficiently to cover deficits incurred due to falling regular planned giving.

Roger Horne
31st January 2026

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2025

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Notes to the Financial Statements for the year ended December 31, 2025

I. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation when facts are uncertain in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2008, the Charities Act 2011, and with the Charities Statement of Recommended Practice and Financial Reporting Standard (FRS102). The financial statements have been prepared in pounds sterling, under the historical cost convention, and include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of Church groups which owe their main affiliation to another body nor those that are informal gatherings of Church members. Figures have been rounded to the nearest £.

The Parochial Church Council of St. Mary, Harrow on the Hill, is a corporate body established by the Church of England. The consecrated property, the Church, is located at Church Hill, Harrow on the Hill, HA1 3HL, in the United Kingdom of Great Britain and Northern Ireland.

It is the policy of the PCC to keep financial viability constantly under review, and in this regard the PCC considers that there are no material uncertainties and that the Church is a going concern.

The PCC meets the definition of a public benefit body under FRS 102.

Funds held by the PCC are:

Unrestricted Funds – the General Fund and the Reserve Fund represents the funds of the PCC that are not subject to any restrictions regarding their use and are available for application to the general purposes of the PCC.

Designated Funds – these are monies set aside by the PCC out of unrestricted funds for specific future purposes.

Restricted Funds –

- a) Income from trusts or endowments which may be expended only on those restrictive objects provided in terms of the trust or bequest
- b) Donations, collections or grants received for a specific designated object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

Endowment Funds – funds the capital of which must be maintained; only income arising from the investment of the endowment may be used, either as restricted or unrestricted funds, depending on the purpose set out in the original document. The PCC has no endowments at present.

Income

All income is accounted for gross.

Donations and Legacies

Collections are recognised when received by or on behalf of the PCC.

Planned giving is recognised when receivable by or on behalf of the PCC.

Income tax recoverable on Gift Aid donations is recognised on an accruals basis matched to the period when the donation was received. It will therefore include claims made after the year end relating to donations received in the year.

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

Other trading activities

Trading income is recognised on an accruals basis when its ultimate receipt is reasonably certain.

Income from investments

Dividends and bank interest are accounted for on an accruals basis.

Other income

All other income is recognised when it is received.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31st December.

Expenditure

Expenditure is accounted for on an accruals basis and is accounted for gross.

Grants

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

Church activities

The diocesan parish contribution is accounted for when paid. Any parish levy unpaid at 31st December is provided for in the accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by virtue of the Charities Act 2011.

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's Inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000

there is insufficient cost information available and therefore such assets are not valued in the accounts

All expenditure incurred in the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of movable church furnishings acquired before 1 January 2000 is written off.

Depreciation

The Church Room was built in 1960 at a cost of £9,965 including architect's fees: this is now depreciated on a straight line basis, having been on a reducing balance basis until 2021.

The Lenovo computer purchased on 29th December 2023 is being depreciated over 3 years on a straight-line basis.

Other furniture and equipment, if applicable, is depreciated over 5 years on a straight line basis.

Investments

Investments are valued at market value at 31st December.

Current Assets

Income tax recoverable and other debtors are included at the settlement amount due. Prepayments are stated at the amount prepaid. Cash at bank includes cash and short-term liquid assets with a maturity of less than 3 months from the date of opening the deposit, and, short term liquid assets of between 3 and 12 months maturity which are stated at the balance on the account at the accounting date.

Creditors

Creditors and provisions are recognised where the Church has a present obligation arising from a past event that can be measured or estimated reliably. Creditors are stated at their settlement amount.

Investment Policy

Funds in excess of immediate working capital requirement are placed in a bank deposit account.

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted Funds - 2025 £	Restricted Funds - 2025 £	Designated Funds -2025 £	Total Funds - 2025 £	Unrestricted Funds - 2024 £	Restricted Funds - 2024 £	Designated Funds -2024 £	Total Funds - 2024 £
Income from:									
Donations and legacies	2a	88413	12008	208402	308823	106173	229963	30500	366636
Trading activities	2b	13057			13057	11347			11347
Investments	2c	11457			11457	6625			6625
Other income	2d	15592			15592	14887			14887
Total income		128519	12008	208402	348929	139032	229963	30500	399495
Expenditure on:									
Church activities	3	157480	32585	917	190982	143139	284304	185600	613043
Transfer from Spire to Tiled Roof			865	-865	0				
Surplus or deficit before Extraordinary item		-28961	-21441	208350	157947	-4107	-54341	-155100	-213548
Extraordinary item	2e	294881			294881				
Investment Loss									
Fall in value of investments	5	-4188			-4188	2344			2344
Surplus or deficit after Extraordinary item		261732	-21441	208350	448640	-1763	-54341	-155100	-211204
Total Funds b/f at 1 January		154499	45860	31346	231705	156262	100201	186446	442909
Total Funds c/f 31 December		416231	24419	239696	680345	154499	45860	31346	231705

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex Parish Ref 24.01

BALANCE SHEET AT 31 DECEMBER 2025

	Notes	2025 £	2024 £
Fixed Assets	5		
Investments with CCLA		100576	104764
Church Room		1209	1512
Office Computer		213	427
Total Fixed Assets		101998	106703
Current Assets			
CBF Deposit Account		515500	55500
HSBC Current Account		59916	1856
HSBC Roof and Spire Fund Account		0	95
Natwest Current Account		360	100
Sundry Debtors (Accounts Receivable)	6	8139	72547
		583915	130098
Sundry Creditors (Accounts Payable)	7	-5567	-5095
Net Current Assets		578348	125003
Net Assets	8	<u>680346</u>	<u>231706</u>
Funds			
<i>Restricted Funds</i>	9		
Memorial Garden Fund		351	351
Spire Fund		13947	37950
Organ Fund		2561	
Peachey Stone		7165	7165
Lawn Mower		395	395
Total Restricted Funds		24420	45861
<i>Designated Funds</i>			
Sound System		34682	21346
Tiled Roof Fund		104754	0
Organ Fund		100260	0
Spire Fund - see restricted fund above		0	10000
Total Designated Funds		239696	31346
<i>Unrestricted Funds</i>			
Accumulated General Funds	9	416231	154499
Total Funds		<u>680346</u>	<u>231706</u>

Approved by Parochial Church Council

Rev James Mosher

Matthew Biggs - Churchwarden

Lynne Grout - Churchwarden

Date: 27th April 2026

The accompanying notes form part of these financial statements

Notes to the Financial Statements for the Year ended 31 December 2025

2 Income from:-

	Unrestricted Funds - 2025 £	Restricted Funds - 2025 £	Designated Funds - 2025 £	Total Funds - 2025 £	Unrestricted Funds - 2024 £	Restricted Funds - 2024 £	Designated Funds - 2024 £	Total Funds - 2024 £
2a Donations and Legacies								
Charitable Fundraising		1287		1287		1289		1289
Planned Giving	45699			45699	54111			54111
Collections	7624			7624	6353			6353
Income Tax Recovered	11640			11640	14055			14055
Miscellaneous Income	25			25	138			138
Donations (see below) 2e	23424	10721	208402	242547	31516	228674	30000	290190
	88413	12008	208402	308823	106173	229963	30000	366136
2b Trading activities								
Summer Fete and Christmas Fayre	9931			9931	9431			9431
Other Church activities	3126			3126	1916			1916
	13057			13057	11347			11347
2c Investments								
Dividend and Interest Income	11457			11457	6625			6625
	11457			11457	6625			6625
2d Other income								
Filming Rights	0			0	0		500	500
Fees for Weddings and funerals	3842			3842	2516			2516
Rental Income	11750			11750	12371			12371
	15592	0	0	15592	14887	0	500	15387
Total income	128519	12008	208402	348929	139032	229963	30500	399495

	Unrestricted	Restricted	Designated	Total	Unrestricted	Restricted	Designated	Total
2e Details of Donations								
Unallocated Legacy from C.Bednell	<u>294881</u>			<u>294881</u>	0			0
Legacy from G.Wilson for Tiled Roof			94609	94609	0			0
Legacy from G.Wilson for Organ Fund			100457	100457	0			0
Legacy from M.Small for Sound System			13336	13336	0			0
Donations to Spire		660		660				
Donation from Spirewatch				0		128000		128000
Interest on deposit				0		6090		6090
Diocesan Building Fund				0		25000		25000
The John Lyon Charity				0		25000		25000
Harrow School Contribution	11500	7500		19000	11500	17500		29000
Chris Bennett estate				0			10000	10000
Individual donations	9924	2561		12485	7016	24016	20000	51032
Fund raising events				0		2948		2948
Diocesan Moving Grant	2000			2000	13000			13000
Lawn Mower				0		120		120
Totals excluding unallocated	23424	10721	208402	242547	31516	228674	30000	290190

Notes to the Financial Statements for the Year ended 31 December 2025 (continued)

3 Expenditure on:

	Unrestricted Funds - 2025 £	Restricted Funds - 2025 £	Transfer	Designed Funds -2025 £	Total Funds - 2025 £	Unrestricted Funds - 2024 £	Restricted Funds - 2024 £	Designed Funds -2024 £	Total Funds - 2024 £
<i>Church Activities</i>									
Charitable Giving (see below)		1287			1287		1289		1289
Church Services	979				979	954			954
Altar Linen	0				0	1082			1082
Churchyard	0				0	1920			1920
Depreciation	517				517	517			517
Diocesan Fund	68898				68898	68898			68898
Fabric	3362				3362	4313			4313
Fees to Diocese and Bell ringers	1685				1685	1211			1211
Insurance	11690				11690	12043			12043
Maintenance & Services	12394				12394	5466			5466
Spire		31298	-865	0	30433		283015	185600	468615
Tiled Roof			865	720	1585				0
Organ Fund				197	197				0
Music	18596				18596	10465			10465
Advertising for new Vicar	674				674	0			10465
Advertising for new Director of Music	0				0	599			599
Office Expenses	18219				18219	15722			15722
Office moving expenses	0				0	550			550
Examiner's Fee	1500				1500	1500			1500
Bank and Sum Up charges	341				341	273			273
Parochial Expenses	1482				1482	448			448
Utilities	16807				16807	16682			16682
Subscriptions	337				337	496			496
Total expenditure	157480	32585	0	917	190982	143139	284304	185600	613043

Distribution of Charitable Giving

Charity	2025	2024
<i>Overseas Charities</i>		
Christian Aid week	146	354
Sub-total Overseas	146	354
<i>Home Charities</i>		
Cardiomyopathy Association	246	203
Myanmar Earthquake	188	
Parkinson's UK	223	225
Multiple Schlerosis	332	84
Mayor's Charity	152	189
British Legion Poppy Appeal		112
The Children's Society		40
Lent Appeal		82
Sub-total Home	1141	935
Total Charitable Giving	1287	1289

Notes to the Financial Statements for the Year ended 31 December 2025 (continued)

4 Staff Costs

a Wages and salaries

The average number of employees during the year was 3. They were the Organist/Director of Music, a Parish Secretary and a cleaner. The Director of Music was appointed in January 2025. As in 2024 no employee receives benefits in excess of £60,000. As a micro employer the amount of Employers' NI is covered by a Government Allowance. The PCC is registered with the Pensions Regulator and employees may join at their discretion.

	2025	2024
	£	£
Wages and salaries	24187	15501
Pension Contributions	353	-
Totals	<u>24540</u>	<u>15501</u>

b Transactions with PCC members

Parish Secretary Keith Grout is a member of the PCC. He was paid the sum of £7,842 (without pension contribution or any other benefit) during the year. The total donations made by PCC members during the year were £12,497 (2024: £18,503). There were no other disclosable transactions in respect of PCC members, nor persons closely connected to them, nor other related parties.

5 Investments, Fixed & Capital Assets and unrealised gain/(loss) thereon.

CBF Investment Income shares:

Date		no. shares	Price/pence	Value £
31/12/2024	Holding	4530.78	2312.27	104764
31/12/2025	Unrealised loss		-92.44	-4188
31/12/2025	Holding	<u>4530.78</u>	<u>2219.83</u>	<u>100576</u>

	Freehold Property £	Office Computer
Cost 1st January 2025	9965	641
Depreciation		
At 1st January 2025	8453	214
Charge for the year	303	214
At 31st December 2025	<u>8756</u>	<u>428</u>
Net book value		
At 31/12/2025	<u>1209</u>	<u>213</u>
At 31/12/2024	<u>1512</u>	<u>427</u>

6 Debtors: amounts falling due within one year

	2025	2024
	£	£
Income Tax Recoverable on Gift Aid	2626	3269
VAT refunds on Spire work		28165
Accrued investment income	4232	2073
Diocesan Building Fund		25000
Chris Bennett legacy		10000
Other debtors and prepayments	1281	4040
Total	<u>8139</u>	<u>72547</u>

Notes to the Financial Statements for the Year ended 31 December 2025 (continued)

7 Creditors: amounts falling due within one year

	2025 Unrestricted £	2025 Restricted £	2025 Total £
Charity collections		430	430
Utilities	2463		2463
Other Church expenses	2674		2674
Total	<u>5137</u>	<u>430</u>	<u>5567</u>
	2024 Unrestricted £	2024 Restricted £	2024 Total £
Charity collections	0	411	411
Utilities	2171		2171
Other Church expenses	2513		2513
Total	<u>4684</u>	<u>411</u>	<u>5095</u>

8 Analysis of Asset by Fund

	Unrestricted £	Restricted £	Designated £	Total £
Investment	100576			100576
Church Room	1209			1209
Office Computer	213			213
Net Current Assets	314233	24420	239696	578348
	<u>416231</u>	<u>24420</u>	<u>239696</u>	<u>680346</u>

9 Statement of Funds

	Balance b/f 1 Jan 2025 £	Income plus gain on revaluation of shares £	Transfer	Expenditure plus fall in value of investments £	Balance c/f 31 Dec 2025 £
Unrestricted Funds					
Reserves	154499	128519		161668	121350
Unallocated Funds		294881			294881
designation to be decided					0
	<u>154499</u>	<u>423400</u>	<u>0</u>	<u>161668</u>	<u>416231</u>
Restricted Funds					
Spire see below *	37950	8160	-865	31298	13947
Peachey Stone	7165	0			7165
Lawnmower	395			0	395
Memorial Garden	351			0	351
Organ Fund		2561			2561
Charitable Fundraising	0	1287		1287	0
Total Restricted	45861	12008	-865	32585	24420
Designated Funds					
Spire see above *	10000		-10000		0
Sound System	21346	13336		0	34682
Tiled Roof		94609	10865	720	104754
Organ Fund		100457		197	100260
Total Designated	31346	208402	865	917	239696
	<u>77207</u>	<u>220410</u>	<u>0</u>	<u>33502</u>	<u>264115</u>
Total Funds	<u>231706</u>	<u>643810</u>	<u>0</u>	<u>195170</u>	<u>680346</u>

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex

Parish ref 24.01

Independent examiner's report to the Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex.

This report on the accounts of the Parochial Church Council (PCC) for the year ended 31 December 2025 which are set out in the Annual Report and Statement of Financial Activities, is in respect of an examination carried out under the Church Accounting Regulations 2016 ("the Regulations") and sections 144 and 145 of the Charities Act 2011 ("the Act").

Respective responsibilities of members of the PCC and examiner

As members of the PCC you are responsible for the preparation of financial accounts; you consider that the audit requirement of the Regulations and section 144 of the Act do not apply. It is our responsibility to issue this report on those accounts in accordance with the terms of the Regulations.

Basis of this Report

Our examination was carried out in accordance with the General Directions given by the Charity Commissioners under section 145 of the Act and to be found in the Church guidance, 2016 edition. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanation from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

We have completed our examination. We confirm that no material matters have come to our attention in connection with the examination which give us cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Sandra Sweeney
A-spire Business Partners
Chartered Accountants
32, Byron Hill Road
Harrow on the Hill
HA20HY

Dated 13th March 2026

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Statement of responsibilities of the Parochial Church Council (“the PCC”)

The trustees are responsible for preparing the PCC report and the financial statements in accordance with applicable law in the United Kingdom including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the members of the PCC to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period. In preparing these financial statements, the members of the PCC are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The members of the PCC are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, and the Charity (Annual Return) Regulations 2024. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the provision and detection of fraud and other irregularities.

VICAR AND CHURCH WARDENS' CHARITY ACCOUNTS

	2025 £	2024 £
Charles Burt Legacy		
balance bfwd 1 January 2025	35791	33855
Income	974	1936
Expenditure - bank charges	-21	0
Fall in value of investments	-1613	
balance cfwd 31 December 2025	35131	35791
The Dell Charity		
balance bfwd 1 January 2025	31840	30526
Income	740	1340
Expenditure - bank charges	-16	-26
Fall in value of investments	-1065	0
balance cfwd 31 December 2025	31499	31840
Woolley Choir Memorial Scholarship		
balance bfwd 1 January 2025	3809	3668
Income	79	146
Expenditure - bank charges	-2	-5
Fall in value of investments	-113	0
balance cfwd 31 December 2025	3773	3809
Chester Trust Fund		
balance bfwd 1 January 2025	1308	1410
Income	27	51
Expenditure - bank charges	-1	-150
Expenditure - award to choristers	-75	-3
Fall in value of investments	-39	0
balance cfwd 31 December 2025	1220	1308
Associated Funds not controlled by PCC		
Flower Fund	2025	2024
Assets brought forward 1 January 2025	278	440
Income	0	0
Expenditure - Easter Sunday and induction of Rev'd J Mosher	278	162
Assets carried forward 31 Decembser 2025 - account closed	0	278
Ringling Guild		
Assets brought forward 1 January 2025	9377	9135
Income	846	408
Expenditure	110	166
Assets carried forward 31 Decembser 2025	10113	9377
Handbell Ringers		
Assets brought forward 1 January 2025	2101	1967
Income	0	134
Expenditure	12	0
Assets carried forward 31 Decembser 2025	2089	2101

Accounts

The Parish and Borough Church of

St Mary, Harrow on the Hill

Report of the Parochial Church Council January to December 2024

St Mary's is part of the Diocese of London within the Church of England

Vicar:

The Revd J E Power (until 4th July 2024)

Vacancy (from 4th July 2024)

Correspondence address:

St Mary's Parish Office, Church Hill, Harrow on the Hill, HA1 3HL

Charity Commission Registration Number: 1130328

Structure, Governance and Management

The Parochial Church Council of the Ecclesiastical Parish of St Mary, Harrow on the Hill, (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council (Powers) Measure 1956. It is supported by a number of committees which make recommendations for its consideration. The method of appointment of PCC members is set out in the current Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC. The PCC met 5 times during the year.

The PCC is a charity registered with the Charity Commission; each PCC member is a trustee.

PCC Officers

Chairman	The Revd J E Power (until 4 th July 2024) <i>Vacant</i> (from 4 th July 2024)
Vice Chairman	P Chandler
Hon. Secretary	K Grout
Hon. Treasurer	R Horne
Church Electoral Roll Officer	J Rankin

PCC Elected Members

R Blank (from 21st April 2024)	
P Chandler	
K Crotty	
D Dodd	
K Grout	
L Grout	
R Horne	
J Hurley	
D Muriss	
K Reilly (until 21st April 2024)	
J Shepherd	
C Williams	
	Deputy Churchwarden (from 11 th July 2024)

PCC Members *ex officio*

The Revd A Christian	Associate Priest
The Revd G Dale	Associate Priest
M Biggs	Churchwarden

PCC sub-committees and Chair

Finance and General Purposes	P Chandler
Worship	The Revd A Christian
Education	<i>Vacant</i>
Care and Outreach	L Grout
Communications	The Revd G Dale
Stewardship	C Williams

Bank

HSBC, 31 Holborn Circus, London EC1N 2HR

Hon. Legal Adviser

J E. Kennedy & Co., Solicitors, 59-61 High Street, Harrow, HA1 3HT

Independent Examiner

A-spire Business Partners Ltd, Chartered Accountants, 32 Byron Hill Road, Harrow, HA2 0HY

Quinquennial Inspecting Architect

Cerowski Architects Ltd, Chartered Architects, 14 Crossways Avenue, East Grinstead, RH19 1HZ

Reserve Fund Policy

In the Statement of Financial Activity funds are defined as Restricted or Unrestricted, and within the latter there are designated and general funds. The keeping of reserves is part of our commitment to maintain St Mary's (a Grade I listed building) as a place of worship and it is PCC policy to maintain a general unrestricted reserve of at least one year's current expenditure (c£140,000). After adjusting for the year's surplus on current account, and revaluation of the value of investments, accumulated unrestricted funds amount to £154,000

Objectives and Activities

- Our primary objective is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England.
- Mindful of being the Borough Church we aim to demonstrate Christ's love by showing our concern in a variety of ways for the wider community in the London Borough of Harrow recognising its multi-faith identity, our parishioners and the congregation.
- Promoting, within the parish, the whole mission of the Church: liturgical, spiritual, educational, pastoral, evangelistic, social and ecumenical.
- Seeking to work in partnership with other churches and institutions but most particularly with Harrow School recognising the historical relationship
- The maintenance and development of a Grade I listed building and churchyard as a house of peace and prayer for all people.

Report of the PCC Lay Vice Chair for 2024

In many ways 2024 was a momentous year in the long and ever-changing life of St. Mary's.

In April the long-awaited repairs to the spire began with the erection of the scaffolding which engulfed the tower and spire in a blue shroud making them look more like a pagoda than our beloved spire. Work continued steadily with the contractors Stone Edge Conservation being supervised by St. Mary's inspecting architect, Heather Cerowski. Stone Edge proved to be a considerate and skilful work force. Not only did they keep to budget but the spire, as it began to emerge from its shroud at the end of the year looked even more elegant and sleek than before. Our thanks go to Stone Edge for all its work and to our architect, Heather, for her meticulous oversight of the project. Thanks must also go to all of you for your patience and forbearance as the churchyard turned into a building site.

My sincere gratitude goes to everyone who helped to fundraise for the repairs and who made many personal donations. Mention must be made of Spirewatch, chaired by John Campbell, for its tireless efforts to raise a large contribution to the funds. Substantial donations were also made by Harrow School, the John Lyon Charity and the Diocese of London's Willesden Area Building Fund. Without their support our task would have been considerably more difficult.

In June our Vicar for the last nine years, Fr. James Power, left to begin a new ministry in Templebreedy near his home in Ireland. We were sorry to say 'good bye' to him, Fiona, Huw and Kitty but we were very grateful to him for his lively ministry at St. Mary's and wished him well in his new life.

St. Mary's then entered an 'interregnum' fending for ourselves without a Vicar at the helm. How fortunate that God has blessed us with two self-funding Associate Priests, Rev Alison Christian and Rev Graham Dale, who have taken over all the regular services at St. Mary's. We are more grateful to them than words can express. A small group of lay people agreed to maintain an Evening Service at 6pm every Sunday for which we are also very grateful.

The work of St. Mary's is now being overseen by our two Churchwardens, Matthew Biggs and Lynne Grout, joined by Alison and Graham and ably supported by Roger Horne, the treasurer, Keith Grout, the PCC Secretary, and all members of the PCC. The result has been a magnificent growth not only in the size of the congregation but in its members volunteering to take on new responsibilities such as leading intercessions, stewarding, serving at the altar and many other 'behind the scenes' tasks including the management of the website and other forms of communication and the inspired running of our Sunday School. All this has been achieved with smiles and a sense of us all working together to carry out God's purpose in this place.

In September our Director of Music, Tim Smith, who had developed the standard of music at St. Mary's with expertise and energy for twenty years, left to take up a new appointment as Director of Music at St. Mary's, Rickmansworth, close to his home. Very sadly, however, Tim was taken ill and died in December before he was able to begin his new work. The sense of sadness and loss was immeasurable and our hearts went out to Brita, Judy and Tom in their sudden bereavement. There will be a Memorial Service at St. Mary's on 22nd March, 2025, when Tim's great achievements at St. Mary's can be acknowledged and celebrated.

We were extremely grateful to Victoria Simmonds who directed the choir, to Mervyn Hogg and Yasar Cohen Shah who stood in as organists, to Lynne Grout and Cathy Danks who played the piano and to the choir who kept on singing so that the music at St. Mary's could continue during this difficult time. Thanks to all of them and to all of you the feast of Christmas was celebrated with joy and thanksgiving. A new Director of Music, Izzy Mohan, has been appointed to start in January, 2025.

And so this busy year drew to a close with Spire Café, thanks to Sarah Foster and Nick Jones-Ford, and St. Mary's Bellringers saying farewell to 2024 and welcoming 2025 which will, I am sure, be an equally momentous, exciting and challenging year.

With gratitude to God for his ever-present love and guidance we can enter 2025 with confidence in Him and in each other. A new Vicar and a new Director of Music, a growing congregation and an ever-increasing group of lay leaders herald the next chapter in the life of this great church.

Pauline Chandler
February, 2025

London Diocese Report 2024

The Diocese of London is the largest and most diverse in the Church of England. We have over 500 churches and 750 licensed clergy. We are able to have a church in almost every community, supporting the vision for every *Londoner to encounter the love of God in Christ*. In 2024, 50 new deacons were ordained and early draft statistics indicate that Average Weekly Attendance in London grew by 7.5% to over 60,000.

During 2024, we have continued working towards our priorities of becoming a younger, safer and more racially just Church. For example:

- 19 London Youth Apprentices engaged 715 young people weekly and funding was granted to enable the launch of five youth ministers in Hackney and Islington.
- In a challenging year for safeguarding, referrals to the Diocesan Safeguarding Team increased substantially, indicating more trust and confidence in the safeguarding service. 789 people were given safeguarding leadership training, and 3,808 DBS checks were carried out.
- Churches across the Diocese engaged with Race Equality Week, Racial Justice Sunday, and Black History Month last year, reflecting on racial justice and committing to action.

The breadth of parishes and Bishop's Mission Orders in London nurtured confident disciples, compassionate communities and creative growth in an amazing variety of ways. They also contributed over £23m in Common Fund, an increase of almost £1m. Alongside £13.2m income raised by the London Diocesan Fund (LDF) and £3.6m from LDF reserves, this paid to provide ministry and support parishes across the Diocese.

Safeguarding Report 2024

I. Introduction

- a) Safeguarding is a standing agenda item at meetings of the Parochial Church Council (PCC) and an up-to-date Safeguarding Action Plan is presented at every PCC meeting. PCC's responsibility for safeguarding compliance derives from members' duties as trustees of a charity supervised by the Charity Commission of England & Wales, viz; to adopt a safeguarding policy and establish an action plan to implement it.
- b) The licensed clergy, and particularly the incumbent, are responsible with the PCC and the assistance of the Church Safeguarding Officer, for ensuring that the correct policies, guidance and procedures are in place and for developing a "safer culture" in their churches.
- c) The Church Safeguarding Officer is responsible for ensuring the coordination of any concerns about a child, young person or vulnerable adult, or the behaviour of an adult working with vulnerable groups. Her/ his role is to ensure that these are appropriately reported both to the statutory agencies and to the Diocesan Safeguarding Team. She/ he should attend the PCC at least twice a year and work with it to ensure the proper implementation of the safeguarding policy.
- d) The Children's Champion is the voice of the children within the parish at PCC meetings. He/ she does not have a direct role in safeguarding but is expected to work closely and confidentially with the Church Safeguarding Officer and parish clergy to inform/ report/ discuss any concerns, seeking their support and advice when necessary.
- e) The Diocesan Safeguarding Adviser is a member of the Diocesan Safeguarding Team which manages and coordinates the day-to-day operational mechanisms for safeguarding practice across the Diocese. This is achieved by the provision of advice on safeguarding concerns, support for parishes in managing concerns, overseeing safeguarding training and monitoring safeguarding issues in parishes.
- f) The licensed clergy, Church Safeguarding Officer, DBS Verifier, Children's Champion and Parochial Church Council work firmly within the parameters of the Church of England's Safeguarding Policy and Practice Guidance.

2. Formal Obligations

The Parochial Church Council is obliged by law to confirm to the Annual Parochial Church Meeting that it has complied with its statutory duty under section 5 of the Safeguarding & Clergy Discipline Measure 2016, and section M5(3) of the Church Representation Rules 2020 that:

The Parochial Church Council has had due regard to the House of Bishops' Guidance on Safeguarding Children & Vulnerable Adults.

3. Safeguarding Roles

- a) The Church Safeguarding Officer is Matthew Biggs
- b) The DBS Recruiter & Verifier was Fiona Power until 4th July 2024. The role is now vacant.
- c) The Children's Champion is Kellie Reilly
- d) The Chair of the Care & Outreach Subcommittee is Lynne Grout

4. Safeguarding Policy, Guidance & Information

- a) The Diocese of London suggests a draft Parish Safeguarding Policy for adoption. The draft policy is available on the diocesan website. The Parochial Church Council adopted the draft policy without amendment at its first meeting on 22nd May 2022.
- b) The "Promoting a Safer Church" policy must be promoted in all churches in the Diocese; the relevant posters are displayed in the Church Room, Vestry and South Porch for public reference and consultation, and also on the parish website.
- c) The PCC re-assessed and re-affirmed its procedure for dealing promptly with any safeguarding concern or allegation (or suspicion of abuse).
- d) The official policy guidance and procedures for Church Safeguarding Officers are kept in the Church of England's "Parish Safeguarding Handbook" and "Code of Safer Working Practice." A copy of the Code of Safer Working Practice is posted in the Church Room. A "hard" reference copy of the Parish Safeguarding Handbook is available upon request.
- e) All Church Activities involving Children or Young People were issued with a first draft of a Risk Assessment which will be discussed in 2025.
- f) All Non-Church Activities involving Children & Young People have signed a Hall Hire Agreement which obliges them to either conform to the Diocesan policy or a policy of their own.
- g) The Diocese deployed the "National Safeguarding Standards" in 2024. These attempt to demonstrate what good Safeguarding practice should look like, rather than just becoming a "tick box" compliance exercise. Parishes who have met all compliance targets are required to move forward to reviewing their commitment to best practice in various ways over a three year cycle. This will begin for us in 2025.
- h) All Stewards and the Parish Safeguarding Officer now wear lanyards at Sunday services in order to identify themselves to worshippers and to act as points of contact

5. Safeguarding Learning and Development

- a) All three members of licensed clergy have completed their full safeguarding training requirements and were officially "in good standing" with the Bishop of London, as evidenced

by their inclusion in the online National Register of Clergy. This was checked at random moments throughout the year.

- b) All Activity Leaders all PCC Members fully completed the requisite training as required for their roles in 2024. There were no exceptions.
- c) The Parish Safeguarding Officer attended a “Parish Safeguarding Officers’ Workshop” administered by the Diocesan Safeguarding Team. Useful details were learned.
- d) The Diocesan Safeguarding Team continues to run monthly “drop-in” Zoom meetings. The Parosh Safeguarding Officer attended four of these in 2024.
- e) The training requirements for all relevant church officers were reviewed in June and August 2024.

6. Safer Recruitment and People Management

- a) The clergy are fully Safely Recruited by virtue of their inclusion on the National Register of Clergy.
- b) The Church Safeguarding Officer and DBS Verifier have been fully Safely Recruited as part of their appointment to role.
- c) PCC Members and Church Activity Leaders continued to be Safely Recruited. Exception Reports are generated and shared periodically with the PCC.
- d) All PCC Members and all Church Activity Leaders have completed their individual Confidential Declarations in 2022 as required by the “Safer Recruitment” Guidance.
- e) Job Descriptions for the various Church Activity Leader roles (e.g. Sunday School Leader, Tower Captain, etc.) are necessary and these were updated throughout the year.
- f) The availability and support of key personnel to undertake these checks is vital; without their engagement, advancing in safeguarding compliance is difficult.
- g) The generation of Job Descriptions enables the PCC to look again at these relevant roles and re-assess them for the future.

7. Concerns Raised

- a) Number of safeguarding concerns shared with Parish Safeguarding Officer: One
- b) Number of Referrals made to Diocesan Safeguarding Team: One.

8. Additional Information

The resignation of the Most Revd & Rt Hon. Justin Welby from his role as Archbishop of Canterbury triggered a written statement by Head of Safeguarding of the Diocese of London which was read from the lectern on Safeguarding Sunday/ The statement reassured worshippers that all safeguarding workers were committed to the task at hand.

9. Next Steps

- a) The Parish Safeguarding Dashboard tool for St Mary's, officially supplied and encouraged for use across the Diocese, is currently set at Level 3, focussed on compliance with "Safer Practices". All mandatory objectives were met in 2024
- b) Work will continue in 2024 to ensure that PCC officially approves a list of Church and Non-Church Activities, and that those individual activities have Risk Assessments, DBS check and Safer Recruitment checks are fulfilled for each of them.

10. Acknowledgements

- a) "Safer churches" is a key priority for the Diocese of London's 2030 vision: welcoming everyone into the life of the diocese, into a community where the value and dignity of everyone is valued and respected, is not only core to the Gospel and our calling but to safeguarding. Everyone should know that they are as safe as they can be: safeguarding is an integral part of our life and ministry.
- b) The PCC is adamant that St Mary's Church will be a place where children, young people and vulnerable adults can worship and grow in Christ safely.
- c) The Safeguarding Team gratefully acknowledges the support, patience and prayers of clergy and congregation in 2024.

M K Biggs
Church Safeguarding Officer
31st January 2025

Stewardship Committee Report January-December 2024

The Stewardship Committee currently had two aims during 2024:

- To increase the income into the general funds in order to support the church ministry within St. Mary's Church Harrow on the Hill.
- Raise money with Spirewatch to replace the lead tiles and undertake other structural repairs to the spire of St. Mary's Church.

A number of activities have been undertaken during this period and include:

- Summer Fete which resulted in profit of £5,043.
- Christmas Fair 2024 which exceeded the budget assigned and raised a profit of £5,158 an increase of 18% on the previous year.
- Continued to promote opportunities to donate money electronically to the church within church and at all events.
- Received funding from the F&GP Committee to purchase more banqueting tables to avoid hiring them for large events. This has saved £750 this year alone.
- Implemented an online service to promote events and issue tickets. This has proven to be extremely useful for the following reasons;
 - Tracking of sales for each event which supports planning the resources needed for the event as well as providing intelligence for the level of further promotion required.
 - Collation of a waiting list for each event where spaces are limited. This feature has resulted in making more sales in tickets than expected as those unable to attend an event after purchasing tickets, allowed the church to keep the money and the tickets were then able to be resold to those on the waiting list.
 - Good value for money, each online ticket sale costs approximately £0.56.
 - Ability for those purchasing tickets to leave a further donation
 - The ability to collate and receive Gift Aid.
 - Provides a data base of those attending events and logging of their agreement to be notified of future events.
- Ran campaigns to advertise the support needed for the Spire fund with positive results.
- Organised a Cheese and Wine event which raised £1,578, largely helped by the online ticketing service with resales of tickets and a raffle which took about £500.
- Continued to work alongside Spirewatch to co-ordinate fund raising events.
- Organised a concert with St. Mary's Strings and conducted by Owain Arwel-Hughes CBE which raised almost £1,000, although there were some expenses for refreshments on the night and for the Birthday Service. Net profit £795.
- Undertook two open days of the church and tower to raise funds for the Church in conjunction with the Spire Café.
- Reviewed the stewardship undertaken in the church against a checklist provided by the Church of England. This has shown elements that the church does well, those that could be improved and those that are not undertaken and would help in our

efforts to raise funds for our ministry. This will be discussed at the PCC on 20 March 2025 to agree objectives for the coming year.

- An evening with the Chaplain-in-Chief of the RAF is being held on 25 April 2025 and we hope this will be well supported.

Whilst one project finishes, others commence! There are several projects requiring funding going forward and these will be prioritised over the coming months and will include the restoration of the organ and support for our musical lives at church. The stewardship checklist to support the church ministry will also be discussed by the PCC and those agreed taken forward in 2025.

In writing this report, the church community will know that all the funds required for the restoration of the spire have been raised. It is extraordinary to think the church has managed to raise £441,000 to complete this restoration over the last 4 years.

The Stewardship Committee would like to give a sincere thank you to all involved in the various activities to raise money for the church and in particular committee members of Spirewatch.

Christine Ward
16 March 2025
Chair Stewardship Committee

St Mary's Communication Group 2024 Report

Communications group members met and planned throughout the year - mainly Graham, Judith, Lisa and Elias - with occasional other for specific matters.

St Mary's Website

Throughout the year the website was updated and improved - mainly by Lisa and Elias - and in particular, the sermon/blog pages were updated - and the 'getting to church' routes updated. Following the departure of James Power, there was a tidying exercise required on various pages - in part to remove JP and to include our Associate Priests - the Rev'd Alison Christian and Reverend Graham Dale. There was also an editing of the presentation of the Spire fundraising with additional photographs.

Weekly Spire Comms email

Perhaps the most positive development was the creation of a weekly email Spire Comms - mainly by Judith. This has enabled Church members, wider parishioners and the house-bound to keep in touch, especially during the interregnum, and the recipients tick up every week (Feb 2025, 83 people). We are currently investigating moving this to weekly email onto the MailChimp system - and already beginning to think about engaging with and integrating the new Vicar into this email. This email communication is gold dust for more immediate news/events - as well as a sense of connection and support from St Mary's. In light of this success - and because Judith's time is limited - we reluctantly agreed to stop the production of the quarterly Spire magazine - to instead focus on this more immediate communication.

Wider Community Communication

Wider communication includes Judith's heritage walks/talks to showcase the history/relevance of church and churchyard. In 2024 Judith did three walks with collections taken in aid of Spire funds. These walks complement the Spire Cafe, draw local people in and promote interest in Church Fields, where local councillors lead some wider work. Judith also did presentations/talks to local groups such as Headstone Manor, Harrow WI and Ealing Retirement Forum, who paid a speaker fee which went to Spire funds (thanks Judith!).

Religious Art

In 2024 we were grateful for the art work of Jonathan Hutchins in creating Stations of the Cross paintings displayed at Easter in St Mary's. This will happen again in 2025.

2025

The group - chaired by Graham - will continue to meet and support each other in 2025 and we already have some exciting plans ahead. This includes tackling some themes on our website - for example, how to present the stewardship/fundraising now the immediate Spire Project is done, yet still with the challenge of maintaining an old building. Also, discussion has started about how we present the 'spirituality' and 'faith' of St Mary's to those who never come to Church but do visit our website (this is a conversation to be had with the

new Vicar). Both of these themes are already being supported in the way we present fundraising/social events on the website - and how we present our special services around Church seasons.

Choir Promotion

A more immediate challenge for 2025 is how to support our new Director of Music to profile/advertise the Choir to schools, young people and families in Harrow. This could be done on the website and also through social media - where we use platforms such as X or Meta to drive interest.

Judith Shepherd 13th February 2025

Flower Arrangers Report 2024

We have managed to provide flower arrangements every week throughout the last year and there is a larger regular team who decorate the church for Easter, Harvest and Christmas. The 'regulars' include those who only come to St. Mary's to arrange flowers and catch up with the news over coffee. It is gratifying that they find fulfilment and pleasure at these festivals and we are always delighted to welcome them.

The arrangers have presented wonderful displays, which is our way making our church feel welcoming and cared for and to appreciate and give thanks for the wonders of nature.

We asked if people would like to donate a lily in memory of loved ones for our Easter celebrations. It worked very well and all the names were displayed next to the arrangements.

We made posies for Mothering Sunday, a very lovely opportunity to socialise and enjoy each other's company. The baskets of flowers were taken into the church for distribution during the services.

It is always a pleasure to welcome Sunday School and they made some lovely arrangements in beautifully decorated jars to present at Harvest Festival.

We have made several tributes to remember anniversaries during the year and are always happy to mark special events. Just let us know if we can help you.

We are extremely grateful to Giles, John, Christopher and Keith for their hard work behind the scenes, Thank you so much.

We are always looking to encourage those who have never tried arranging before, do come along and join in, everyone is very welcome.

Lynne Grout 26th February 2025

Music Report 2024

This last year has been a difficult year for St. Mary's music.

Our Director of Music for the past twenty years, Tim Smith, decided to retire from St. Mary's and accept a position at St. Mary's Rickmansworth which was much nearer to his home. It was planned for him to leave in September, and he gave three months' notice in June. We had very exciting news that Tim had been awarded the British Empire Medal in the June Birthday Honours List for his services to music.

Unfortunately, it became apparent that Tim was unwell and as June progressed, he became increasingly poorly. He struggled on, always professional and giving of his very best. He was eventually unable to continue, and it was wonderful that he made it to his retirement party on 8th September.

We were very fortunate to have help and support from a number of musicians who kept things going for the rest of the year.

Mervyn Hogg and Yasar Cohen- Shah played the organ for services and helped the choir between them. Cathy Danks did a wonderful job at the piano when the organists were unable to play, and we couldn't have managed without the help and skill of Victoria Simmonds who took charge of the choir practices and organising the repertoire.

At the beginning of December we received the very sad news that Tim had died, and everyone was shocked and deeply saddened. However, it was decided to continue with preparations for the Christmas music as it was felt that it was Tim would have wanted, and his family were in agreement.

We managed to provide music for all the usual services and were extremely fortunate to be supported by past members and friends of the choir and 30 singers sang at the Carol Service. It was joyous and uplifting and most beautifully performed. The Handbell Ringers also took part, and it was really delightful to hear the delicate playing of two lovely carols. It was particularly lovely to welcome Tom Smith to the service, and everyone was delighted that he felt able to be with us.

The attendance at all the services was extremely good. There were 200 at the Carol Service, 80 at Midnight Mass and 200 adults and 40 children on Christmas morning. We would like to thank everyone for their support, and the choir for their wonderful singing.

We are very blessed at St. Mary's to have several young choristers who are dedicated to the choir and give up a lot of their time to practising and attending the services. They are a very important part of our church youth outreach, and they are highly valued. They sing a choral evensong every month and have a social pizza gathering afterwards, it is a really lively and heartwarming to see them having fun together.

We have great pleasure in announcing the appointment of Izzy Mohan as our new Director of Music. We are delighted to welcome her and hope she will feel fulfilled in her new role as she leads our music making in the future.

Lynne Grout – Churchwarden 6th March 2025

Handbell Report 2024.

The Handbells did not perform in the first half of the year, owing to health and mobility problems of some members. We did meet socially, as we enjoy each others' company.

However, in the Autumn, we were able to rehearse a programme of Christmas Carols and performed on six occasions during Nov/Dec, -- twice giving the audience members a chance to "have a go" themselves, always a popular option!

We are really short of players now with two unable to play through health issues. Without new blood the future for the Handbell Group is extremely uncertain

Jean Pearson 10th March 2025

Sunday School Report 2024

The Sunday School continued to meet on the 1st and 3rd Sundays of the month throughout 2024. We have increased in number and have a few families who regularly attend. The children are growing in confidence and some of the older children have started to read on Sundays when we do not have Sunday School and a couple of them were delighted to read at the Nine Lessons and Carols service. Our Nativity was also written and directed by one of the children and we are hoping to make this happen again next Christmas. They enjoy our discussions about bible stories and presenting their creations to the congregation.

Kellie Reilly 18th March 2025

Care and Outreach Report 2024

We have done our best to keep in touch with anyone who needs practical help, emotional support or a friendly chat.

We now have a team of five trained bereavement counsellors who work within the congregation and in other areas. We are a corporate member of Harrow Bereavement Care and are often contacted to visit on their behalf.

We held our annual Bereavement Service on May 5th. It was very sensitively led by Alison Christian and much appreciated by those who attended.

We have given a lot of thought to our charitable giving which has not really recovered since Covid. We realise that there are many calls on people's funds, so have decided to implement a regular monthly donation of products needed by the Harrow Food Bank. Details will shortly be available.

We will continue to support the British Legion on Remembrance Sunday and Christian Aid that Douglas Dodd organises so efficiently.

We are very grateful to Jane Hurley and Pauline Chandler for organising the monthly cake sale. It is extremely successful supporting the MS Society, Parkinson's UK and Cardiomyopathy UK.

There was a very encouraging response to Harvest lunch when forty congregation and friends met in the church room. It was lovely to have such a wide age range and to welcome those who had not attended before.

Our latest venture is the parish coffee morning on Thursdays between 10 and 12 noon in the church room. It is very informal and a great opportunity to have time get to know each other better. The parish office is also open and Keith, the parish secretary, is available to answer any queries. The numbers attending are growing and we had a very happy Christmas get together when Liviu Zoika kindly offered a taxi service to those who find travel difficult and would not normally have been able to attend,

We look forward to the challenges ahead and are always pleased to receive ideas on how we can be of service.

Lynne Grout – 28th February 2025

Tower Captain's Report 2024

Bell Ringing Guild, St Mary's, Harrow on the Hill

The main aims of my work as Tower Captain continue to be:

First: to ensure that there is bell ringing for Sunday morning services, and for other special occasions, particularly such occasions for St Mary's Church;

Second: bell ringers have appropriate training for their own ringing advancement, for the improved quality of band bell ringing, and for the sustainability of future bell ringing at St Mary's; bell ringers have undertaken the required Safeguarding training

Third: bell ringing at St Mary's is enjoyable and welcoming to visitors and to newcomers;

Fourth: to encourage St Mary's ringers to contribute to the wider ringing community.

The first aim has been achieved throughout 2024 due to the continued commitment of our ringers to ring for Sunday service. The number of ringers has varied due to holidays, illness, and other commitments, but we have occasionally rung nine or ten bells on a Sunday morning. It is often the case there are more Sunday ringers than the number at Monday practices which have occasionally been cancelled. All church events requesting ringing have been supported.

During the year we have managed to ring for the following special occasions and annual occasions:

- Ringing in the New Year
- St Mary's 930th birthday in January, and a Quarter Peal rung
- Harrow School Speech Day in May with all ten bells ringing
- The departure of Fr James Power, and a Quarter Peal rung
- Ringing for St Mary's summer fete in June
- Prior to the Civic Service at St Mary's
- Funerals/memorial services, weddings, and open days during the year
- Birthdays acknowledged
- John Lyon Founders Day Service in September
- Remembrance Sunday in November, and a Quarter Peal rung
- Ringing for service Bishop of Willesden visit
- Christmas Eve Midnight Mass
- New Year's Eve ringing

The New Year's Eve band rang out the old year and then rang in the new, followed by panoramic views of the fireworks across London from the tower roof. The long-standing tradition of a get together took place earlier in the evening in the form of a sit-down meal, with others joining later for the ringing. The recent tradition of the Spire Café opening late evening ready for the midnight fireworks was also maintained giving the Hill residents an opportunity to celebrate the New Year together. We said farewell to our Vicar, James Power, and rang a Quarter Peal in May to acknowledge his nine years of dedicated service and support to the church and to the bell ringers of St Mary's.

The second aim is being achieved by our continued focus on our learners. My thanks go to our regular team of experienced ringers who enable each learner to practice within a secure band. Our regular helper, Paul Daybell, has supported us when possible, during the year but the band has made sufficient progress with him to run practices effectively with fewer ringers. Ringers are encouraged to lead the ringing at their level of expertise. During 2024 some of the band have participated in training events, bell ringing outings, and Quarter Peal attempts, to help consolidate their skills and understanding. Clear progress is being made by each ringer and it is hoped that

this progress can be consolidated in Quarter Peal attempts in future. Unfortunately, our latest learner, Nick Deal, has stopped attending practices due to work commitments and another learner only joined briefly due to health issues. Our thanks to Audrey Wakeling and Douglas Dodd who join us for service ringing whenever possible. Last June, we entered a band for the S&W District Striking Competition held at Norwood Green but did not manage to complete the set ringing and so we did not secure a place in the next round in October. Ringers have been asked to undertake the appropriate Safeguarding Training. Ringers are keeping Matthew Biggs, Church Warden, informed when they successfully complete a unit.

The third aim has been achieved, evidenced again by the regular attendance for Monday night practices and for Sunday morning service ringing. St Mary's hosted three S&W 10 bell practices during the year and these were well attended. We are grateful to outside ringers supporting our Quarter Peal attempts when we cannot provide a full home band. We welcomed a few visitors during the year. A visiting band rang a successful Peal in April; Christopher O'Mahony, a past Ringing Master, joined us for Sunday service ringing in July during a visit from Australia; Marc Kasfiner arranged a visit to St Mary's for Bedfordshire ringers on a ringing outing in August; local schools made their annual visits; and Simon Baxter joins us on Sundays when visiting his mother. Thanks also go to Pauline for arranging the well attended Guild Annual Dinner at The Grove on the Hill in September, to which past ringers, family, and friends, are welcome. The Tower Open Days and Fete Day attract many visitors who are most impressed with seeing the bells and the views from the top of the tower and find the talks by Michael most informative and interesting. Many thanks to Pauline and Michael for organizing these and to all who provide support.

The fourth aim has also been achieved in several ways. I have been re-elected as S&W District Secretary and as Safeguarding Contact for the Middlesex Association. As part of my District Secretary role, I arrange and co-ordinate several monthly practice sessions for the S&W District to enable ringers to maintain and improve their ringing skills, and to learn from other more experienced ringers. In October, a ringing outing to five towers in and around Bray gave the opportunity for wider experience of ringing. Caspar and I went on the outing. I hold the appropriate Safeguarding awards to support Michael and Pauline Chandler and Henry Johnson, in training any Harrow pupils and adults wishing to learn to ring. Many thanks to Steeple Keepers Michael Chandler, Caspar Kennedy, and Camille Berrido for their regular maintenance of the bells and for prompt repairs. Thanks to them also for raising the bells on Saturday mornings. Many thanks also to Michael and his team for managing the installation and removal of the muffles during the year.

As Tower Captain, I continue to be delighted with the commitment from our ringers to attending practice nights and Sunday service ringing especially during the period of re-tiling of the spire since spring 2024. I am also grateful for the continued support of the church and I wish Fr James Power every success in his new post. I am hopeful about our band maintaining ringing to an improving standard at St Mary's during 2025, and that our band can continue to take part in District ringing events and to commemorate national and local events. However, we also must continue to seriously focus on attracting and training new members to maintain this progress in the longer term.

Bridget Campbell, Tower Captain, 7 February 2025

Finance and General Purposes 2024 Report

The committee met monthly throughout the year (except in August) mostly via Zoom.

General income, mostly through Planned Giving, is not increasing and remains a cause for concern. The income from new members and rises in payments from existing members does not match the income from members leaving Planned Giving. The use of card readers is increasing steadily. St. Mary's is still not covering regular expenditure i.e. Vicar's stipend, energy bills, funding Church Services etc, through regular income and has to rely too much on ad hoc donations, legacies and bequests. These, though most welcome, are not a reliable source of income for regular expenditure.

Spire Repairs: The main work during the year was the re-leading of the spire with associated timber and stonework which continued in 2025. The contractors were Stone Edge Conservation and the supervising architect was Heather Cerowski (until December 2024) and Francis Maude (from December 2024) of Donald Insall Associates. The overall cost will be in the region of £500,000 and the fund is now ready to meet the costs. Sincere thanks must go to all who contributed to raising this amount. A magnificent achievement. At the completion of the repairs a full report of the project will be lodged in the church safe.

Quinquennial Inspection: took place during August, 2024. The main finding was the need to survey and repair all the tiled roofs. This had been expected. The other recommendations concerned routine repairs. The church was complimented on its care of the building and the record keeping. The full report is available on request from the Parish Office.

Quinquennial Architect: In December the architect, Heather Cerowski, left Donald Insall Associates to set up Cerowski Associates. In agreement with the Diocese Heather will continue as St. Mary's Inspecting Architect but the completion of the spire repairs will continue under the supervision of Donald Insall Associates.

The routine maintenance of and non-routine work on the buildings is shown in the list below.

(The numbers refer to the Contractors which are named after the list.)

- Security:** The Fire Alarm, detectors and extinguishers were checked routinely. (5)
The Intruder Alarm was checked routinely (5)
The Fire Alarm was tested weekly. (9)
The Lightning Conductors checked and found satisfactory and the certificates issued. (4)
The white line edging to external steps was repainted. (9)
Internal and external light bulbs were replaced as required. (9)
- Electrical:** Routine Circuit Inspections took place, identified faults rectified and the relevant certificate issued. (1)
Some repairs to external lighting were carried out at a cost of £141.60
- Fabric:** All gutters, downpipes and drains were inspected and cleared at regular intervals. (2 & 10)
Minor repairs and maintenance were undertaken as required. (2 & 9)
The number of death watch beetles was not checked this year due to the inaccessibility of the inside of the spire because of the spire repairs
A grant of £10,000 was received from Harrow Council towards the cost of the renovation of the Peachey Stone. The Architect has drawn up the specification. The cost is likely to be considerably more than the grant so the matter is on hold for the time being.
- Heating:** Boilers in Church and the Church Room boiler were serviced. Gas Safety Certificate were issued. (3)
- Churchyard:** The volunteer gardeners continued to maintain the upper and lower Churchyard (9)
Harrow School Conservation Group continued to work, when possible, in the lower Churchyard. (10)

The handrail by the steps was repaired. (2)
Recommended safety work on trees in the upper churchyard (8) was carried out by Haywards at a cost of £1,920.00

Miscellaneous: The organ and organ blower were routinely inspected (6 and 10). Some faults were identified which, if all were rectified, would cost about £80,000. No action has been taken and the matter will be reviewed periodically.

A Defibrillator in a cabinet was installed (1) on the exterior wall of Church Room at a cost of £485. Harrow Hill Trust has generously offered to cover the cost of the annual maintenance (c£100)

Contractors

1. JB Electrical, 11, Seven Acres, Northwood, HA6 3JZ
2. P&J Enterprises, 2, Old Grove Close, EN7 6UN
3. G&D Higgins, Masters House, Marlborough Hill, Harrow, HA1 1UX
4. Omega Red Group Ltd. Blenheim Industrial Estate, Nottingham, NG6 8WA
5. Technica Systems Ltd, Technica House, 3-7, Clifford Road, Alperton, HA0 1BZ
6. Watkins & Watson Ltd. 141, Blandford Road, Poole, BH15 4AT (Organ Blower)
7. Hockley and Dawson, Consulting Engineers
8. Arbol Euro Consulting Ltd.
9. In house volunteers
10. Bishop & Son, 58, Beethoven Street, London, W10 4LG (Organ Tuner)

Future Plans

During 2025 the Committee, apart from its on-going responsibilities for monitoring income and expenditure and for maintaining the buildings and grounds, consider the following to be the priorities:-

- a) To carry out the main recommendations in the Quinquennial Report
- b) To install a new sound system in the Church and, if possible, a sound system in the Church Room.
The cost will be met by a bequest.

Pauline Leslie Chandler
3rd February 2025.

Deanery Synod Care Report 2024

The Harrow Deanery Synod met for three sessions during the year with a time of worship led by the hosts. Judith Shepherd represented St Mary's at each session, a summary of the sessions in below.

The first meeting was held on 6 February at the London School of Theology in Northwood with the theme of "Engaging with our Communities". Revd Julian Gadsby, Church Engagement Specialist of the London Institute for Contemporary Christianity spoke on discipleship, making a difference where we are, and shared the 6 Ms of Discipleship. These are: Model a godly character, Make good work, Minister grace and love, Mould Culture, Mouthpiece for truth and justice, Messenger for the Gospel.

The second meeting was held on 13 June at All Saints Harrow Weald. The meeting started in the Forest School which is located to the North of the church. Revd John Barker gave a brief profile of the church. He said that there were four parts of the church and its worship:- the Forest School, the Pre-School, the Church Hall, and the Parish. Revd Dave Bookless, Head of Theology of A Rocha International, spoke about the ECO-Church programme in England and Wales which was started by A Rocha 8 years ago and 7,000 churches are already enrolled in it.

In July, Clive Scowen was elected as Lay Chair, Revd David Green as Treasurer, Revd Sarah Archer and Revd Jon Lindsay-Scott as Clergy Representatives on the Standing Committee, Robert May, Toby Partridge and Judith Shepherd were appointed as Lay Representatives on the Standing Committee, and Mike Still was appointed the third Deanery representative on Harrow Standing Advisory Committee for Religious Education. Matthew Szurgot, the Head of School at Holy Trinity Northwood Church of England School was co-opted to Synod.

The third meeting was held on 23 November at St Jerome's Bilingual Church of England School in Harrow on the theme "Growing Younger: Improving our Provision for Children and Youth in our parishes". Synod members had been asked to submit questions for a panel of practitioners consisting of Sarah Agnew, Children and Families Ministry Advisor for the Diocese; Carol Sormaz, Children Families and Community Worker Christ Church Roxeth; Andy Carson, Youth Worker Christ Church Roxeth and Harley Lloyd-Fix, Re: Generation Harrow Schools Worker.

Judith Shepherd 9th March

Financial Review - 2024

The Statement of Financial Activities for the year 2024 forms part of this report.

In financial terms, as in many other ways, the commencement and completion on 21st February 2025 of the renewal of the Spire was the dominant activity.

Over the last 4 years up to 31st December 2024 sums have been raised or set aside as follows:

	'£'000
Donated by: Spirewatch	168
Harrow School	25
The John Lyon Charity	28
London Diocese	25
Individuals	40
Raised at events	11
Interest on deposit	7
Sub-total	304
 Legacies to Church designated to Spire	 103
Filming income designated to Spire	36
 From Reserves	 50
Surplus from Roof Fund	52
 Total	 <u>545</u>

Up to 31st December 2024 expenses have been:

Stone Edge Conservation Limited	529
Professional Fees	20
Insurance	13
Other incidentals	25
VAT recovered	-90
 Total	 497
 Leaving in the Fund at 31 st December	 <u>48</u>

As has been the case for some years now the General Fund continues to suffer deficits (this year of c£4,107) as Planned Giving and collections continue to decline in real terms after inflation. And in 2024 we had a diocesan grant for moving costs of £13,000 which will not be repeated in 2025. Costs are only going to increase, although we did manage to control energy bills well, which were £16,682 against a budget of £21,554, but well up on 2023 - £13,108. So we are going to have to find a way to increase income. Fetes and Fayre have been a success, raising over £11,000 in 2024. Thanks to all who work so hard to make these occasions a success. After the deficit referred to above, alleviated by a revaluation of investments (£2344), reserves at 31st December stood at £154,499

Roger Horne: Treasurer 13th March 2025

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2024

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Notes to the Financial Statements for the year ended December 31, 2024

I. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation when facts are uncertain in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2008, the Charities Act 2011, and with the Charities Statement of Recommended Practice and Financial Reporting Standard (FRS102). The financial statements have been prepared in pounds sterling, under the historical cost convention, and include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of Church groups which owe their main affiliation to another body nor those that are informal gatherings of Church members. Figures have been rounded to the nearest £.

The Parochial Church Council of St. Mary, Harrow on the Hill, is a corporate body established by the Church of England. The consecrated property, the Church, is located at Church Hill, Harrow on the Hill, HA1 3HL, in the United Kingdom of Great Britain and Northern Ireland.

It is the policy of the PCC to keep financial viability constantly under review, and in this regard the PCC considers that there are no material uncertainties and that the Church is a going concern.

The PCC meets the definition of a public benefit body under FRS 102.

Funds held by the PCC are:

Unrestricted Funds – the General Fund and the Reserve Fund represents the funds of the PCC that are not subject to any restrictions regarding their use and are available for application to the general purposes of the PCC.

Designated Funds – these are monies set aside by the PCC out of unrestricted funds for specific future purposes.

Restricted Funds –

- a) Income from trusts or endowments which may be expended only on those restrictive objects provided in terms of the trust or bequest
- b) Donations, collections or grants received for a specific designated object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund. The Roof and Spire Fund is the most significant example.

Endowment Funds – funds the capital of which must be maintained; only income arising from the investment of the endowment may be used, either as restricted or unrestricted funds, depending on the purpose set out in the original document. The PCC has no endowments at present.

Income

All income is accounted for gross.

Donations and Legacies

Collections are recognised when received by or on behalf of the PCC.

Planned giving is recognised when receivable by or on behalf of the PCC.

Income tax recoverable on Gift Aid donations is recognised on an accruals basis matched to the period when the donation was received. It will therefore include claims made after the year end relating to donations received in the year.

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

Other trading activities

Trading income is recognised on an accruals basis when its ultimate receipt is reasonably certain.

Income from investments

Dividends and bank interest are accounted for on an accruals basis.

Other income

All other income is recognised when it is received.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31st December.

Expenditure

Expenditure is accounted for on an accruals basis and is accounted for gross.

Grants

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

Church activities

The diocesan parish contribution is accounted for when paid. Any parish levy unpaid at 31st December is provided for in the accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by virtue of the Charities Act 2011.

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's Inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000

there is insufficient cost information available and therefore such assets are not valued in the accounts

All expenditure incurred in the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of movable church furnishings acquired before 1 January 2000 is written off.

Depreciation

The Church Room was built in 1960 at a cost of £9,965 including architect's fees: this is now depreciated on a straight line basis, having been on a reducing balance basis until 2021.

The Lenovo computer purchased on 29th December 2023 will be depreciated over 3 years on a straight-line basis.

Other furniture and equipment, if applicable, is depreciated over 5 years on a straight line basis.

Investments

Investments are valued at market value at 31st December.

Current Assets

Income tax recoverable and other debtors are included at the settlement amount due. Prepayments are stated at the amount prepaid. Cash at bank includes cash and short-term liquid assets with a maturity of less than 3 months from the date of opening the deposit, and, short term liquid assets of between 3 and 12 months maturity which are stated at the balance on the account at the accounting date.

Creditors

Creditors and provisions are recognised where the Church has a present obligation arising from a past event that can be measured or estimated reliably. Creditors are stated at their settlement amount.

Investment Policy

Funds in excess of immediate working capital requirement are placed in a bank deposit account.

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Funds - 2024 £	Restricted Funds - 2024 £	Designated Funds -2024 £	Total Funds - 2024 £	Unrestricted Funds - 2023 £	Restricted Funds - 2023 £	Designated Funds -2023 £	Total Funds - 2023 £
Income from:									
Donations and legacies	2a	106173	229963	30500	366636	119306	51177	73778	244261
Trading activities	2b	11347			11347	11314			11314
Investments	2c	6625			6625	7062			7062
Other income	2d	14887			14887	17446			17446
Total income		139032	229963	30500	399495	155128	51177	73778	280083
Expenditure on:									
Church activities	3	143139	284304	185600	613043	138733	11935	13778	164446
Net Income/(Expenditure) before Investment Gains		-4107	-54341	-155100	-213548	16395	39242	60000	115637
Increase in value of investments	5	2344			2344	8877			8877
Net deficit (2023: income)		-1763	-54341	-155100	-211204	25272	39242	60000	124514
Total Funds b/f at 1 January		156262	100201	186446	442909	130989	60959	126446	318394
Total Funds c/f 31 December		154499	45860	31346	231705	156261	100201	186446	442908

BALANCE SHEET AT 31 DECEMBER 2024

	Notes	2024 £	2023 £
Fixed Assets	5		
Investments with CCLA		104764	102420
Church Room		1512	1815
Office Computer		427	641
Total Fixed Assets		106703	104876
Current Assets			
Methodist Chapel Aid Deposit Account		0	52580
CBF Deposit Account		55500	175500
HSBC Current Account		1856	72340
HSBC Roof and Spire Fund Account		95	36223
Natwest Current Account		100	400
Sundry Debtors (Accounts Receivable)	6	72547	7613
		130098	344656
Sundry Creditors (Accounts Payable)	7	-5095	-6624
Net Current Assets		125003	338032
Net Assets	8	<u>231706</u>	<u>442908</u>
Funds			
<i>Restricted Funds</i>	9		
Memorial Garden Fund		351	351
Spire Fund -see designated fund below		37950	92411
Peachey Stone		7165	7165
Lawn Mower		395	275
<i>Total Restricted Funds</i>		45861	100202
<i>Designated Funds</i>			
Sound System		21346	21346
Spire Fund - see restricted fund above		10000	165100
		31346	186446
<i>Unrestricted Funds</i>			
Accumulated General Fund	9	154499	156260
Total Funds		<u>231706</u>	<u>442908</u>

Approved by Parochial Church Council

Matthew Biggs - Churchwarden

Lynne Grout - Churchwarden

Date: 27th April 2025

The accompanying notes form part of these financial statements

Notes to the Financial Statements for the Year ended 31 December 2024 (continued)

2 Income from:-

	Unrestricted Funds - 2024 £	Restricted Funds - 2024 £	Designated Funds - 2024 £	Total Funds - 2024 £	Unrestricted Funds - 2023 £	Restricted Funds - 2023 £	Designated Funds - 2023 £	Total Funds - 2023 £
2a Donations and Legacies								
Charitable Fundraising		1289		1289		1060		1060
Planned Giving	54111			54111	53264			53264
Collections	6353			6353	8321			8321
Income Tax Recovered	14055			14055	13951			13951
Miscellaneous Income	138			138	327			327
Donations (see below) 2e	31516	228674	30000	290190	43443	50117	73778	167338
	106173	229963	30000	366136	119306	51177	73778	244261
2b Trading activities								
Summer Fete and Christmas Fayre	9431			9431	9418			9418
Other Church activities	1916			1916	1896			1896
	11347			11347	11314			11314
2c Investments								
Dividend and Interest Income	6625			6625	7062			7062
	6625			6625	7062			7062
2d Other income								
Filming Rights	0		500	500	0			0
Fees for Weddings and funerals	2516			2516	5577			5577
Rental Income	12371			12371	11869			11869
	14887	0	500	15387	17446	0	0	17446
Total income	139032	229963	30500	399495	155128	62491	73778	280083

	Unrestricted	Restricted	Designated	Total	Unrestricted	Restricted	Designated	Total
2e Details of Donations								
Donation from Spirewatch		128000		128000		40000		40000
Interest on deposit		6090		6090		1176		1176
Diocesan Building Fund		25000		25000		3000		3000
The John Lyon Charity		25000		25000				0
Harrow School Contribution	11500	17500		29000	11500			11500
Chris Bennett estate			10000	10000			60000	60000
Individual donations	7016	24016	20000	51032	31943	1930		33873
Fund raising events		2948		2948		4011		4011
Diocesan Moving Grant	13000			13000				0
Church Room Refurbishment				0			13778	13778
Lawn Mower		120		120				0
Totals	31516	228674	30000	290190	43443	50117	73778	167338

Notes to the Financial Statements for the Year ended 31 December 2024 (continued)

3 Expenditure on:

	Unrestricted Funds - 2024 £	Restricted Funds - 2024 £	Designed Funds -2024 £	Total Funds - 2024 £	Unrestricted Funds - 2023 £	Restricted Funds - 2023 £	Designed Funds -2023 £	Total Funds - 2023 £
<i>Church Activities</i>								
Charitable Giving (see below)		1289		1289		1060		1060
Church Services	954			954	2040			2040
Altar Linen	1082			1082				
Churchyard	1920			1920	0			0
Depreciation	517			517	303			303
Diocesan Fund	68898			68898	65648			65648
Fabric	4313			4313	5126			5126
Fees to Diocese and Bell ringers	1211			1211	2452			2452
Insurance	12043			12043	11534			11534
Maintenance & Services	5466			5466	2263			2263
Spire		283015	185600	468615		8040		8040
Peachey Stone				0		2835		2835
Church Room Refurbishment				0			13778	13778
Christmas Concert				0	660			660
Music	10465			10465	11162			11162
Advertising for new Director of Music	599			599				
Office Expenses	15722			15722	18139			18139
Office moving expenses	550			550	1856			1856
Examiner's Fee	1500			1500	1500			1500
Bank and Sum Up charges	273			273	386			386
Parochial Expenses	448			448	2022			2022
Utilities	16682			16682	13125			13125
Subscriptions	496			496	517			517
Total expenditure	143139	284304	185600	613043	138733	11935	13778	164446

Distribution of Charitable Giving

Charity	2024	2023
Overseas Charities		
Christian Aid week	354	530
Sub-total Overseas	354	530
Home Charities		
Cardiomyopathy Association	203	208
Firm Foundation		252
Parkinson's UK	225	36
Multiple Schlerosis	84	34
Mayor's Charity	189	
British Legion Poppy Appeal	112	
The Children's Society	40	
Lent Appeal	82	
Warm spaces for winter 2022/23		
Sub-total Home	935	530
Total Charitable Giving	1289	1060

Notes to the Financial Statements for the Year ended 31 December 2024 (continued)

4 Staff Costs

a Wages and salaries

The average number of employees during the year was 3. They were the Organist/Choirmaster, a Parish Secretary and a cleaner. The Organist left in September 2024. No payment was large enough to attract social security costs. The PCC is registered with the Pensions Regulator and employees may join at their discretion. No employee receives employee benefits of more than £60,000 (2023: the same).

	2024	2023
	£	£
Wages and salaries	15501	17522
Pension Contributions	-	-
Totals	<u>15501</u>	<u>17522</u>

b Transactions with PCC members

Parish Secretary Keith Grout is a member of the PCC. Under the Charities Act 2006 he was paid the sum of £7,614 (without pension contribution or any other benefit) during the year. The total donations made by PCC members during the year were £18,503 (2023: £31,306). There were no other disclosable transactions in respect of PCC members, nor persons closely connected to them, nor other related parties.

5 Investments, Fixed & Capital Assets and unrealised gain/(loss) thereon.

CBF Investment Income shares:

Date		no. shares	Price/pence	Value £
31/12/2023	Holding	4531	2260.53	102420
31/12/2024	Unrealised gain		51.74	2344
31/12/2024	Holding	<u>4531</u>	<u>2312.27</u>	<u>104764</u>

	Freehold Property £	Office Computer
Cost 1st January 2024	9965	641
Depreciation		
At 1st January 2024	8150	0
Charge for the year	303	214
At 31st December 2024	<u>8453</u>	<u>214</u>
Net book value		
At 31/12/2024	<u>1512</u>	<u>427</u>
At 31/12/2023	<u>1815</u>	<u>641</u>

A new Lenovo computer was purchased on 30/12/2023 for £641.

6 Debtors: amounts falling due within one year

	2024	2023
	£	£
Income Tax Recoverable on Gift Aid	3269	3392
VAT refunds on Spire work	28165	0
Accrued investment income	2073	2721
Diocesan Building Fund	25000	0
Chris Bennett legacy	10000	0
Other debtors and prepayments	<u>4040</u>	<u>1500</u>
Total	<u>72547</u>	<u>7613</u>

Notes to the Financial Statements for the Year ended 31 December 2024 (continued)

7 Creditors: amounts falling due within one year

	2024 Unrestricted £	2024 Restricted £	2024 Total £
Charity collections	0	411	411
Utilities	2171		2171
Other Church expenses	2513		2513
Total	<u>4684</u>	<u>411</u>	<u>5095</u>
	2023 Unrestricted £	2023 Restricted £	2023 Total £
Charity collections	0	118	118
Utilities	2256		2256
Other Church expenses	4250		4250
Total	<u>6506</u>	<u>118</u>	<u>6624</u>

8 Analysis of Asset by Fund

	Unrestricted £	Restricted £	Designated £	Total £
Investment	104764			104764
Church Room	1512			1512
Office Computer	427			427
Net Current Assets	47796	45861	31346	125003
	<u>154499</u>	<u>45861</u>	<u>31346</u>	<u>231706</u>

9 Statement of Funds

	Balance b/f 1 Jan 2024 £	Income plus gain on revaluation of shares£	Expenditure £	Balance c/f 31 Dec 2024 £
Unrestricted Funds				
General Fund	156262	141376	143139	154499
	<u>156262</u>	<u>141376</u>	<u>143139</u>	<u>154499</u>
Restricted Funds				
Spire see below *	92411	228554	283015	37950
Peachey Stone	7165	0	0	7165
Lawnmower	275	120	0	395
Memorial Garden	351	0	0	351
Charitable Fundraising	0	1289	1289	0
Total Restricted	100202	229963	284304	45861
Designated Funds				
Spire see above *	165100	30500	185600	10000
Sound System	21346	0	0	21346
Total Designated	186446	30500	185600	31346
	<u>286648</u>	<u>260463</u>	<u>469904</u>	<u>77207</u>
Total Funds	<u>442910</u>	<u>401839</u>	<u>613043</u>	<u>231706</u>

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex

Parish ref 24.01

Independent examiner's report to the Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex.

This report on the accounts of the Parochial Church Council (PCC) for the year ended 31 December 2024 which are set out in the Annual Report and Statement of Financial Activities, is in respect of an examination carried out under the Church Accounting Regulations 2016 ("the Regulations") and sections 144 and 145 of the Charities Act 2011 ("the Act").

Respective responsibilities of members of the PCC and examiner

As members of the PCC you are responsible for the preparation of financial accounts; you consider that the audit requirement of the Regulations and section 144 of the Act do not apply. It is our responsibility to issue this report on those accounts in accordance with the terms of the Regulations.

Basis of this Report

Our examination was carried out in accordance with the General Directions given by the Charity Commissioners under section 145 of the Act and to be found in the Church guidance, 2016 edition. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanation from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

We have completed our examination. We confirm that no material matters have come to our attention in connection with the examination which give us cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Sandra Sweeney
A-spire Business Partners
Chartered Accountants
32, Byron Hill Road
Harrow on the Hill
HA20HY

Dated 1st March 2025

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Statement of responsibilities of the Parochial Church Council (“the PCC”)

The trustees are responsible for preparing the PCC report and the financial statements in accordance with applicable law in the United Kingdom including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the members of the PCC to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period. In preparing these financial statements, the members of the PCC are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The members of the PCC are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the provision and detection of fraud and other irregularities.

Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex, Parish Reference 24.01

Associated Funds & Charities not controlled by the PCC at 31 December 2024

	2024	2023
St. Mary's Church Flower Fund	£	£
Assets brought forward 1 January 2024	440	440
Income	0	0
Expenditure	162	0
Assets carried forward 31 December 2024	<u>278</u>	<u>440</u>

St. Mary's Ringing Guild		
Assets brought forward 1 January 2024	9135	9162
Income	408	273
Expenditure	166	300
Assets carried forward 31 December 2024	<u>9377</u>	<u>9135</u>

St. Mary's Handbells		
Assets brought forward 1 January 2024	1967	1967
Income	134	0
Expenditure	0	0
Assets carried forward 31 December 2024	<u>2101</u>	<u>1967</u>

CHARITY ACCOUNTS (Vicars and Churchwardens)

	2024	2023
	£	£
Charles Burt Legacy		
balance bfwd 1 January 2024	33855	30058
Income including re-investment of dividends and change in investment value	1936	3797
Expenditure - bank charges	0	0
balance cfwd 31 December 2024	<u>35791</u>	<u>33855</u>

The Dell Charity		
balance bfwd 1 January 2024	30526	27570
Income and change in investment value	1340	2956
Expenditure - bank charges	-26	0
balance cfwd 31 December 2024	<u>31840</u>	<u>30526</u>

Woolley Choir Memorial Scholarship		
balance bfwd 1 January 2024	3668	3342
Income and change in investment value	146	326
Expenditure - bank charges	-5	0
balance cfwd 31 December 2024	<u>3809</u>	<u>3668</u>

Chester Trust Fund		
balance bfwd 1 January 2024	1410	1295
Income and change in investment value	51	115
Expenditure - award to choristers	-150	0
Expenditure - bank charges	-3	0
balance cfwd 31 December 2024	<u>1308</u>	<u>1410</u>

Accounts

The Parish and Borough Church of

St Mary, Harrow on the Hill

Report of the Parochial Church Council January to December 2023

St Mary's is part of the Diocese of London within the Church of England

Vicar: The Revd James Power, BSc, BA.

Correspondence address:

St Mary's Parish Office, Church Hill, Harrow on the Hill, HA1 3HL

Charity Commission Registration Number: 1130328

Structure, Governance and Management

The Parochial Church Council of the Ecclesiastical Parish of St Mary, Harrow on the Hill, (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. It is supported by a number of committees which make recommendations for its consideration. The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC. The PCC met 5 times during the year.

The PCC is a charity registered with the Charity Commission; each PCC member is a trustee.

Officers of the PCC

Clergy: Chairman	The Revd James Power
Clergy	The Revd Alison Christian
Clergy	The Revd Graham Dale
Lay Vice Chairman	Pauline Chandler
Churchwardens	Matthew Biggs
Hon. Secretary	Keith Grout
Hon. Treasurer	Roger Horne
Parish Safeguarding Officer	Matthew Biggs

Members of the PCC

Douglas Dodd
Lynne Grout
David Muriss
Christine Williams
Kellie Reilly
Jonathan Burns – resigned 23/04/2023
Judith Shepherd
Jane Hurley – appointed 23/04/2023
Kay Crotty

Committees and Chair

Standing and Policy	The Revd James Power
Finance and General Purposes	Pauline Chandler
Worship and Education	The Revd Alison Christian
Care and Outreach	Lynne Grout
Stewardship	Christine Williams

Banks

HSBC, 31 Holborn Circus, London EC1N 2HR

Hon. Legal Adviser

J. Kennedy Solicitors, 59-61 High Street, Harrow, HA1 3HT

Independent Examiner

A-spire business partners, 32 Byron Hill Road, Harrow-on-the-Hill, HA2 0HY

Reserve Fund Policy

In the Statement of Financial Activity funds are defined as Restricted or Unrestricted, and within the latter there are designated and general funds. The keeping of reserves is part of our commitment to maintain St Mary's (a Grade I listed building) as a place of worship and it is PCC policy to maintain a general unrestricted reserve of at least one year's current expenditure (c£138,000). After adjusting for the year's surplus on current account, and revaluation of the value of investments, accumulated unrestricted funds amount to £156,260

Objectives and Activities

- Our primary objective is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England.
- Mindful of being the Borough Church we aim to demonstrate Christ's love by showing our concern in a variety of ways for the wider community in the London Borough of Harrow recognising its multi-faith identity, our parishioners and the congregation.
- Promoting, within the parish, the whole mission of the Church: liturgical, spiritual, educational, pastoral, evangelistic, social and ecumenical.
- Seeking to work in partnership with other churches and institutions but most particularly with Harrow School recognising the historical relationship
- The maintenance and development of a Grade I listed building and churchyard as a house of peace and prayer for all people.



Vicar's Report for 2023

The Diocese of London 2030 Vision banner logo has three churches incorporated into the stylised map of London – St Paul's Cathedral, St Brides, Fleet Street and, in the centre, St Mary's Harrow on the Hill. At a time when there is significant emphasis placed on church planting, alternative styles of worship and "Fresh Expressions" as essential keys to church growth, it is encouraging to find a traditional, liturgical and eucharistic church at the centre of this banner.....a church which over 2023 has begun to see signs of growth in both numbers and depth of faith.

In as far as numbers can offer any indication of that growth, the data for St Mary's recorded with the Diocese for 2023 was as follows: across three services on a "normal" Sunday (8.00 a.m. BCP Eucharist, 10.30 a.m. Sung Eucharist, 6.00 p.m. BCP Evening Prayer - 3rd Sunday, Choral Evensong) 70 adults attend with an average of 25 children. The entire worshipping community representing a significant number who come regularly but not weekly (including boys and staff from Harrow School) is made up of approximately 155 souls (age 0-10, 10; age 11-17, 45; age 18-50, 50; age 50 upwards, 40). At Christmas the total attendance across Christmas Eve and Christmas Day was 405 with 143 communicants. At Easter the total attendance (5.45 a.m. Dawn Service, 8.00 a.m. & 10.30 a.m. Eucharist. 6.00 p.m. Evening Prayer) was 449 with 238 communicants. Over the year, 5 baptisms took place (4 children, 1 adult); there were three weddings and eight funerals in church with six ceremonies at the crematorium which, in the case of bereavement ministry, represents a significant increase over 2022. Four burials of ashes took place in the Garden of Remembrance.

It has been the intention for some time to re-instate the Annual Bereavement Service and following much thought and discussion it was decided to hold it during Eastertide. It attracted a congregation of 40 suggesting that it was appreciated by those who felt they wished to attend and it will be repeated in a similar way in future years.

The year will be remembered as that of the first coronation for seventy years. Harrow School gathered on the eve of the Coronation at St Mary's and the Eucharist on the Sunday following was offered in the thanksgiving for the King. A Borough Service to mark the event took place on 11 June. The Annual Borough Civic Service to mark the beginning of the new Mayoral Year took place on 2 July. Both services acknowledged the multi-faith nature of our Borough and included strong representation from Harrow Interfaith.

It has been gratifying to see the gradual development of use of the Peace Chapel. There is now a weekly inter-faith meditation group meeting on Wednesday evenings. In November during the National Interfaith Week, it was good to welcome members of Harrow Interfaith for one of a number of gatherings across the Borough.

Within the local community, St Mary's has been at the forefront of supporting a new initiative by our local councillors to form a "Friends of Churchfields". The main purpose would be to "manage" the main Churchfields open space but there would be a direct significance for the lower churchyard. A very well-attended initial meeting took place in the Church Room on 14 October and the PCC have committed to offer this space free of charge while the group gets going.

It has been good to see Spire Café re-emerge in a more sustainable form, operating less frequently but no less appreciated by those who attend when it is open. It is often the case that it operates in conjunction with Church Open Days or for other particular occasions. I remain enormously grateful to Nick and Sarah Jones-Ford for heading up the very dedicated and willing team.

While numbers attending and occasions when the church is "used" are indicative in part of the place it holds in the "local mind", church growth is more fully focused on growth in personal faith and commitment, what is often described as "discipleship". I am hugely grateful to the Revd Alison Christian who has continued to lead the development of our study groups. A mix of on-line and face-to-face opportunities seeks to include as wide a cross section of the congregation as possible.

The Revd Graham Dale, Assistant Curate, led a second pilgrimage to Walsingham in conjunction with other local parishes and this has become a valued experience for a small number of male members of the congregation. It has proved instrumental in the gradual renewal of the serving team (currently Jonathan Burns & Brad Pack) which remains small but foundations are being laid for further growth and I am hopeful that this will see some further development in the year ahead.

St Mary's remains proud of its musical and choral heritage and it has been very encouraging to see new members, including a number of younger ones, join the ranks of the choir. The Deanery Choir Festival took place at St John, Greenhill on Saturday 14 October and the RSCM Awards Evensong took place at St Paul's Cathedral on Saturday 18 November. A separate report on the Music and Choir is included in this Annual Report.

While the Creation Group which operated prior to the pandemic has yet to be fully reconstituted the challenges made to parish churches through membership of Eco Church, operated through the A Rocha charity, have not been ignored and I am grateful to Matthew Biggs, the Church Warden, for having made sure that we have met sufficient of them to have achieved a Silver Award.

The care of the churchyard not just as "sacred space" but also as recreational space is now overseen by local residents, Giles Quinan and Robert Lemon. Their commitment and willing service to the church and indeed to all who enjoy the churchyard is without value.

All the activities reported on so far have been included in some way in the final Mission Action Plan for the parish. It has been a long process finalising a framework which has sought to honour both the Anglican Five Marks of Mission:

- To proclaim the Good News of the Kingdom – TELL
- To teach, baptise and nurture new believers – TEACH
- To respond to human need by loving service – TEND
- To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation – TRANSFORM
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth – TREASURE

.....and the Diocesan London 2030 Vision, already referred to and which identifies three Ambitions and three Priorities

Ambitions

Confident Disciples - Compassionate Communities - Creative Growth

Priorities

Growing Younger – Safer Churches – Racial Justice.

All that said, the Plan is “organic” and is open for alteration and amendment as circumstances and developments dictate. What became very clear was the desire amongst the youngest members of St Mary’s to play a more visible part in our worship. This remains work in progress. This level of enthusiasm is a powerful tribute to the work of the Sunday School under Kellie Reilly and Kay Crotty and to Tim Smith in his role as Director of Music. I am very grateful to them for their care and guidance of our young people and for their inspiration.

This year has seen the death of a number of key members of the parish. Amongst them are Don Walter, Irene Greenwell, Beryl Broughton and John Lampitt. Don Walter was our parish “historian”, author of *The Most Visible Church*, written to mark the 900th anniversary. Irene Greenwell was in church every Sunday without fail, assisting with refreshments on a Sunday morning and a key member of the old gardening team. Beryl Broughton had overseen the gardening team in the past, a key member of the original Bible Study Group, a regular flower arranger and carer for the parish linen. John Lampitt was a “giant” of the Hill, associated with the church for almost all of his more than 100 years serving as Church Warden, Chairman of the Finance and General Purpose Committee and “leader” of the Bible Study Group. We are still struggling to fill the roles they all fulfilled for so many years. May they rest in peace and rise in glory,

I remain indebted to all members of the PCC and the many others who contribute to the running of the church. Particular mention should be made of Roger Horne, whose work most of this report is, not least in his role as Treasurer; his attention to detail, endless patience and wisdom are truly beyond value. Pauline Chandler, ably supported by her husband Michael, remains pivotal to our ministry and I was delighted that her work was

recognised by the Bishop of London in the award of a Mellitus Medal – richly deserved. To make mention of specific names is in no way to undervalue any others; the family which is St Mary's is slowly becoming more diverse giving real substance to our claim to be a house of peace and prayer for all people. We all play a part in making it a place of welcome and I am grateful for that. While there is no room for complacency, the signs of growth continue and we should thank God for that: Paul "planted, Apollos watered, but God gave the growth. So neither the one who plants nor the one who waters is anything, but only God who gives the growth." *1 Corinthians 3:6-9*

Rev. James Power

March 2024

Finance and General Purposes Report 2023

The committee met monthly throughout the year (except in August) mostly via Zoom.

General income, mostly through Planned Giving, is not increasing and remains a cause for concern. The income from new members and rises in payments from existing members does not match the income from members leaving Planned Giving. The ad-hoc green Gift Aid envelopes are used fairly extensively. The use of card readers is increasing steadily and the Stewardship Campaign engendered a small rise. St. Mary's is still not covering regular expenditure ie. Vicar's stipend, energy bills, funding Church Services etc, through regular income and has to rely too much on ad hoc donations, legacies and bequests. These, though most welcome, are not a reliable source of income for regular expenditure. Until this situation is remedied St. Mary's will be unable to fund a full-time Vicar which has now become a current concern as the Vicar will be ceasing his incumbency at St. Mary's on 30th June, 2024.

The routine maintenance of and non-routine work on the buildings is shown in the list below.

(The numbers refer to the Contractors which are named after the list.)

- Security:** The Fire Alarm, detectors and extinguishers were checked routinely . (5)
The Intruder Alarm was checked routinely (5)
The Fire Alarm was tested weekly. (10)
The Lightning Conductors were checked and found satisfactory and the certificates issued. (4)
- The white line edging to external steps was repainted. (10)
Internal and external light bulbs were replaced as required. (10)
- Electrical:** Routine Circuit Inspections took place, identified faults rectified and the relevant certificate issued. (1)
The Electrician has advised that, due to the age and complexity of the cabling, routine Inspections should be carried out every three years rather than the statutory five years.
The Chancel uplighters were repaired with the installation of six new fittings with led bulbs at a cost of £1,056. (11)
- Fabric:** All gutters, downpipes and drains were inspected and cleared at regular intervals. (2 & 10)
Minor repairs and maintenance were undertaken as required. (2 & 10)
The number of death watch beetles was checked (10)
A rope handrail was installed on the tower staircase at a cost of £5,793.88 partly funded by a Health & Safety grant of £3,000 from the Diocese. (2)
*A purpose built 'shed' was erected behind the Church Room to accommodate the marquee, sideshows and gardening equipment previously stored in the hay loft which had to be vacated once the Vicarage was sold. (2)
The Church Room flue was replaced following damage by person (s) unknown. The cost was recovered from Ecclesiastical Insurance. (3)
A grant of £10,000 was received from Harrow Council towards the cost of the renovation of the Peachey Stone. The Architect has drawn up the specification. The cost is likely to be considerably more than the grant so the matter is on hold for the time being.
Following a bequest Church Room was redecorated at a cost of £6,900.
- Heating:** Boilers in Church and the Church Room boiler were serviced. Gas Safety Certificate were issued. (3)
- Churchyard:** The volunteer gardeners continued to maintain the upper and lower Churchyard (10)
Harrow School Conservation Group continued to work, when possible, in the lower Churchyard. (10)

Miscellaneous: The organ and organ blower were routinely inspected (6 and 12). Some faults were identified which, if all were rectified, would cost about £80,000. No action has been taken and the matter will be reviewed periodically.

*The Parish Office was cleared and vacated after the Vicarage was bought by Harrow School. The Church Room loft and the Choir loft were cleared of unwanted items to make room for the storage of necessary records etc from the Parish Office. The Parish Office has now been installed in the Churchwardens' Vestry with the printer/copier in the Choir Vestry. As part of the refurbishment of the Vicarage, now called 'Lanfranc', by Harrow School the old hay loft will be converted into the Parish Office.

*The Diocese is paying St. Mary's a maximum of £15,000 towards costs associated with moving the Parish Office out of the Vicarage.

Contractors

1. MRD Electrical Services, 25, Acacia Avenue, Ruislip, HA4 8RQ
2. P&J Enterprises, 2, Old Grove Close, EN7 6UN
3. G&D Higgins, Masters House, Marlborough Hill, Harrow, HA1 1UX
4. Omega Red Group Ltd. Blenheim Industrial Estate, Nottingham, NG6 8WA
5. Technica Systems Ltd, Technica House, 3-7, Clifford Road, Alperton, HA0 1BZ
6. Watkins & Watson Ltd. 141, Blandford Road, Poole, BH15 4AT (Organ Blower)
7. DBR Ltd. Scaffold House, Consort Road, London, SE15 2PH
8. Hockley and Dawson, Consulting Engineers
9. Arbol Euro Consulting Ltd.
10. In house volunteers
11. J.B. Electrical, 11, Seven Acres, Northwood, HA6 3JZ
12. Bishop & Son, 58, Beethoven Street, London, W10 4LG (Organ Tuner)

Future Plans

During 2024 the Committee, apart from its on-going responsibilities for monitoring income and expenditure and for maintaining the buildings and grounds, consider the following to be the priorities:-

- a) To begin the repairs to the Spire – for which Fundraising must continue
- b) To install a new sound system in the Church and, if possible, a sound system in the Church Room.
The cost will be met by a bequest.

PLC

16th January 2024

Annual Report of the Parochial Church Council Stewardship Committee Report January-December 2023

The Stewardship Committee currently has two aims:

- To increase the income into the general funds in order to support the church ministry within St. Mary's Church Harrow on the Hill.
- Raise money with Spirewatch to replace the lead tiles and undertake other structural repairs to the spire of St. Mary's Church.

A number of activities have been undertaken during this period and include:

- Summer Fete which resulted in profit of £5,043
- Christmas Fair 2023 which exceeded the budget assigned and raised a profit of £4,365 an increase of 20% on the previous year.
- Increased the opportunities to donate money electronically to the church within church. This was extremely valuable during large events.
- Requested funding for the purchase of more banqueting tables for the church room. Anticipated to save over £500 per annum.
- Received external funds to purchase tablecloths for the banqueting tables to save organisers time in preparing for events.
- Requested a series of sermons to promote planned giving supported by adverts in the weekly bulletin and on the website.
- Provided information to the general public on the work of the Stewardship Committee and how they may donate to the general work of the church and the replacement of the lead tiles on the spire.
- Continued to work alongside Spirewatch to co-ordinate fund raising events.
- Organised 3 concert which raised £2,282.
- Undertook two Open days to raise funds for the Church in conjunction with the Spire Café which raised £1,140

During the next 12 months, a number of events are being planned to raise the £600,000 required to repair the spire as well as generating the funds to support the ministry of the church. This includes a series of lectures on areas of local interest and also asking individuals to share their interesting skills and knowledge.

The Committee is also considering further methods of raising funds for the Spire including support from Harrow School, other charities and sponsored events such as a marathon

The Committee would like to give a sincere thank you to all involved in the various activities to raise money for the church and in particular members and the Committee of Spirewatch.

Christine Ward
3 February 2024
Chair Stewardship Committee

Safeguarding Report 2023

1) At 31st December 2023, the PCC reached a compliance mark of 94% at Level 3 on the Parish Dashboard;

2) Two tasks are pending for 2024:

- i) writing and agreeing Risk Assessments for Church Activities; and
- ii) concluding Hall Hire Agreements with two Non-Church Activities.

3) Vacancies as DBS Evidence Checker and Parish Safeguarding Officer will need to be filled.

1. Introduction

- Safeguarding is a standing agenda item at meetings of the Parochial Church Council (PCC) and an up-to-date Safeguarding Action Plan is presented at every PCC meeting. PCC's responsibility for safeguarding compliance derives from members' duties as trustees of a charity supervised by the Charity Commission of England & Wales, viz; to adopt a safeguarding policy and establish an action plan to implement it. Day-to-day supervision of safeguarding within the parish church, the Parish Safeguarding Officer and the DBS Evidence Checker was passed to the Care & Outreach subcommittee of the PCC in May 2023.
- The licensed clergy, particularly the incumbent, and the churchwarden(s) are responsible with the PCC with the assistance of the Church Safeguarding Officer, for ensuring that the correct policies, guidance and procedures are in place and for developing a "safer culture" in their churches.
- The Parish Safeguarding Officer is responsible for ensuring the co-ordination of any concerns about a child, young person or adults at risk of harm, or the behaviour of an adult who is working with vulnerable groups. Her/ his role is to ensure that these are appropriately reported both to the statutory agencies and to the Diocesan Safeguarding Team. She/ he should attend the PCC at least twice a year and work with it to ensure the proper implementation of the safeguarding policy.
- The Children's Champion is the voice of the children within the parish at PCC meetings. He/ she does not have a direct role in safeguarding but is expected to work closely and confidentially with the Church Safeguarding Officer and parish clergy to inform/ report/ discuss any concerns, seeking their support and advice when necessary.
- The Diocesan Safeguarding Adviser is a member of the Diocesan Safeguarding Team which manages and coordinates the day-to-day operational mechanisms for safeguarding practice across the Diocese. This is achieved by the provision of advice on safeguarding concerns, support for parishes in managing concerns, overseeing safeguarding training and monitoring safeguarding issues in parishes.

- The licensed clergy, churchwarden, Parish Safeguarding Officer, DBS Verifier, Children's Champion and Parochial Church Council work firmly within the parameters of the Church of England's Safeguarding Policy and Practice Guidance.

2. Formal Obligations

The Parochial Church Council is obliged by law to confirm to the Annual Parochial Church Meeting that it has complied with its statutory duty under section 5 of the Safeguarding & Clergy Discipline Measure 2016, and section M5(3) of the Church Representation Rules 2020 that:

The Parochial Church Council has had due regard to the House of Bishops' Guidance on Safeguarding Children & Adults at Risk of Harm.

3. Safeguarding Roles

- The Parish Safeguarding Officer is Matthew Biggs
- The DBS Recruiter & Verifier is Fiona Power
- The Children's Champion is Kellie Reilly
- The Chair of the Care & Outreach PCC Subcommittee is Lynne Grout

4. Safeguarding Policy, Guidance & Information

- The Diocese of London suggests a draft Parish Safeguarding Policy for adoption. The draft policy is available on the diocesan website. The Parochial Church Council adopted the draft policy without amendment on 22nd May 2022.
- The "Promoting a Safer Church" policy must be promoted in all churches in the Diocese; at St Mary's Church, the relevant posters are displayed in the Church Room, Ringing Chamber, Vestry and South Porch for public reference and consultation, and there is information available on the parish website.
- The PCC (re-)adopted further procedures related to safeguarding, especially in "Responding to Concerns or Allegations" in June 2023, and the "Management and Monitoring of Known Offenders" in November 2023. The PCC confirmed that it formally complied with GDPR legislation and data retention guidance in October 2023. Suitable arrangements were additionally discussed for the secure storage of any safeguarding records during a clergy vacancy.
- The PCC reviewed, authorised and accepted the definitive List of Church Activities involving Children & Adults at Risk of Harm in March 2023.
- The PCC reviewed, authorised and accepted the definitive List of Non-Church Activities involving Children & Adults at Risk of Harm in November 2023.
- The official policy guidance and procedures for Parish Safeguarding Officers are kept in the Church of England's "Parish Safeguarding Handbook" and "Code of Safer Working

Practice.” A copy of the Code of Safer Working Practice is posted in the Church Room. A “hard” reference copy of the Parish Safeguarding Handbook is available upon request.

5. Safeguarding Learning and Development

- All three members of clergy have completed their full safeguarding training requirements. All three were officially “in good standing” with the Rt Revd & Rt Hon. the Lord Bishop of London, as evidenced by their inclusion in the online National Register of Clergy; their status was formally re-confirmed on 31st December 2023.
- All of the Safeguarding Key Roles (Parish Safeguarding Officer, Churchwarden(s), Lead Recruiter and PCC Members) fully met their safeguarding training obligations in 2023.
- All of the leaders and helpers of Church Activities had fully met their safeguarding training requirements in 2023.

6. Safer Recruitment and People Management

- The clergy are fully Safely Recruited by virtue of their inclusion on the National Register of Clergy.
- The Parish Safeguarding Officer and DBS Verifier were fully Safely Recruited as part of their appointment to role.
- All Safeguarding Key Roles fully met their safeguarding vetting requirements, in addition to their training, in 2023 and are therefore Safely Recruited.
- All Church Activity and helpers fully met their safeguarding vetting requirements, in addition to their training, in 2023 and are therefore Safely Recruited.
- Basic Job Descriptions for the various Church Activity leader and helper roles (e.g. Sunday School Leader, Tower Captain, etc.) were written and agreed in 2023.

7. Concerns Raised

- Number of safeguarding concerns shared with Parish Safeguarding Officer: Zero
- Number of Referrals made to Diocesan Safeguarding Team: One.

8. Additional Information

None.

9. Next Steps

- The Diocesan Safeguarding Team supplies the "Parish Dashboard" software for the use of the PCC and the Safeguarding Key Roles. The Dashboard ensures a consistent diocese-wide approach to reporting and tracks routine compliance with the various timing requirements and schedules. The Diocesan Safeguarding Team encourages all PCCs to progress through the dashboard but only at a speed appropriate to each parish. The Dashboard groups safeguarding compliance activities around three main themes (Level 1 = "Safer Foundations"; Level 2 = "Safer Activities"; Level 3 = "Safer Practices"). The Dashboard allows PCCs to advance through the themes whilst ensuring that earlier achievements are not lost or forgotten.
- On 31st December 2023, the Parish Dashboard marked 94% compliance at Level 3.
- PCC is aware that the DBS Evidence Checker will resign in June 2024 and her post will become vacant. A Job Description for this "5 hours a year" post has been prepared; applications will be sought from amongst the congregation.
- The job of Parish Safeguarding Officer is currently shared with that of Churchwarden; both have been demanding roles. Much of the time as Parish Safeguarding Officer has been invested in creating new processes and creating compliance out of nothing. As most of the initial work has now been completed, the time required to undertake the role should reduce significantly: the role will return to a "Maintenance/ Business As Usual/ 2 hours a month" status. PCC plans to advertise the revised reduced role in 2024.
- There are two as-yet-unstarted tasks which will need to be tackled in 2024:
 - Risk Assessments will need to be written and approved for all nine approved Church Activities;
 - Formal Hire Agreements on the standard Terms & Conditions must be concluded with two of the approved Non-Church Activities

10. Acknowledgements

- "Safer churches" is a Priority in the Diocese of London's "2030 Vision": welcoming everyone into the life of the diocese, a community where the value and dignity of everyone is valued and respected, is not only core to the Gospel and to our calling but to safeguarding. Everyone should know that they are as safe as they can be: safeguarding is an integral part of our life and ministry.
- The PCC is adamant that St Mary's Church will be a place where all children, young people and adults at risk of harm can worship and grow in Christ safely.
- PCC is pleased to report substantial achievements in improving safeguarding practice and compliance this year. The holders of the Safeguarding Key Roles gratefully acknowledge the support, patience and prayers of clergy and parishioners in 2023.

Matthew K Biggs
 Churchwarden & Parish Safeguarding Officer
 17th January 2024

Communications Report

We have routinely produced the parish magazine, The Spire, publishing ten issues per year.

In early 2023 we had some tuition from Lisa Malki on how to maintain Saint Mary's website. Since then, we have been updating the events page regularly and have added sections about St Mary's Heritage Walks and updated Safeguarding and Stewarding. We now have a website that reasonably reflects the activities of the church. However, we could do with more help as technical skills are limited.

Through both The Spire and the website it has been possible to support the much appreciated and much needed work of Spirewatch in the fundraising for the re-leading of the spire.

The weekly Bulletin has been expanded although with the replacement of the photocopier and some teething issues associated with it, this has been halted temporarily.

There has been much discussion about the management of notice boards around the parish and it is envisaged that some of them may be replaced next year.

The Vicar has continued to manage his own X (Twitter) account posting St Mary's news and the St Mary's Spire Instagram account which is dedicated in full to images of the spire. The Church X account is currently "dormant" and could do with a willing volunteer to take it on.

Judith Shepherd – March 2024

Heritage Work

In 2023 Judith Sheherd delivered three talks to the Ealing Retirement Forum, the Pinner Women's Institute and the Pinner Local History Society raising £200 for Spire Funds. In March she worked with St Dominic's Sixth Form College to showcase their work in excavating an Elizabethan tower and beacon. This had amazing links to Saint Mary's in that, according to legend, the tower was built by Friar Bolton, Rector of Harrow, who built it to avoid the London floods of 1500!

In September the Heritage Open Day Festival's theme was "Arts and Creativity". A walk took place to the West Street Mission Hall where Michael Gollings, the current architect, was able to talk to us about the work of E.W. Prior and the restoration work taking place on the building. Moving on to Bowden House Clinic Jonathan Hutchins talked about the amazing artist David Jones who was admitted to the clinic. We now have some links with Jonathan who has been painting a version of the Stations of the Cross for St Mary's.

During the same walk, we were able to hear from the Revd Alison Christian about her memories of Arthur Gardener whose family was key to the development of Orley Farm School and a very influential local family at the beginning of the last century. For 2024 Judith has been invited to speak again at the Ealing Retirement Forum and will also be speaking to the Harrow WI in April. She is also liaising with Headstone Manor to deliver a Tuesday talk there.

Judith Shepherd – March 2024

Deanery Synod

As Deanery Synod representative along with Matthew Biggs, I have continued to go to regular meetings in various locations across the Deanery. This has helped to understand the strands of the Bishop's new strategic policy which focuses on discipleship, safety within the church and young people. I have now met a key section of the youth workers in the Deanery and now understand how they operate. In October I was able to go on the Pilgrimage for Racial justice led by the Bishop of Willesden which was an all-day six mile walk across central London from the Windrush Memorial in Waterloo to the Grenfell Tower in Ladbroke Grove.

Judith Shepherd – March 2024

Six Crown Street Endowment Fund

The Church of England Six Crown Street Endowment Fund Charity no. 208395 is a stand-alone charity managing the endowment created from the sale of the old temperance house on Crown Street and making grants to local charities (situated or working within the London Borough of Harrow) whose work involves them in drug and alcohol issues and prevention, often including homelessness. The Vicar of St Mary's appoints the trustees.

We continue to explore how we can support the anti-drugs strategy of Harrow Council and I have attended a Westminster Forum on the Government drugs policy. Harrow Street Pastors have spoken in Church following which Douglas Dodd, Graham Dale and I have been out with them and seen their work on the streets of Harrow.

Judith Shepherd – March 2024

Music Report 2023

Following our gradual return to normal activity in 2022, 2023 was a year of consolidation and some significant growth.

The Choir continues to make invaluable contributions to our liturgy, though sometimes more supportive attendance from the congregation would be welcomed. We're there week in, week out, at Parish Eucharist services, but it would be rewarding to share our musical contributions more widely at Choral Evensongs and other evening services such as on Maundy Thursday and Ascension Day.

In October we were at St John's Greenhill for the annual Harrow Deanery Choirs Festival – the 2024 festival will be at St Edmund the King, Northwood Hills on 12th October, and will be directed by our former head chorister, Andrew Carwood who is now Director of Music at St Paul's Cathedral.

Our annual awards for young choristers are a valuable part of encouraging our junior singers to high levels of achievement. This year our Chester Award winners, Sofia and Harriet, both went on to achieve their RSCM Silver Awards in October. I'm confident others will follow in their footsteps soon. We were also delighted to welcome new choristers who are already making good progress and making significant contributions to our music making.

As ever, the Christmas services were a highlight of the year. At the Carol Service we were again joined by members of Kids Choir Harrow, who sang both on their own and with our Choir. We were glad to perform the world premiere of *The Gift* by Pete Shelley, and a local premiere of *O Nata lux* by Jamie W Hall (a member of the BBC Singers) which was written in aid of Choirs Against Cancer.

As ever, I close with a reminder that we are open to new members in the Choir (young or slightly less so!) and if you have other musical gifts you would like to share, please let me know.

Tim Smith
Director of Music
February 2024

Tower Captain's Report 2023

Bell Ringing Guild, St Mary's, Harrow on the Hill

The main aims of my work as Tower Captain continue to be:

First: to ensure that there is bell ringing for Sunday morning services, and for other special occasions, particularly such occasions for St Mary's Church;

Second: bell ringers have appropriate training for their own ringing advancement, for the improved quality of band bell ringing, and for the sustainability of future bell ringing at St Mary's; bell ringers have undertaken the required Safeguarding training

Third: bell ringing at St Mary's is enjoyable and welcoming to visitors and to newcomers;

Fourth: to encourage St Mary's ringers to contribute to the wider ringing community.

The first aim has been achieved for 2023 through the continued commitment of our ringers to ring for Sunday service. The number of ringers has varied due to holidays, illness, and other commitments, but we have occasionally ten bells ringing on a Sunday morning.

During the year we have managed to ring for the following special occasions and annual occasions:

- Ringing in the New Year (1 January)
- St Mary's 929th birthday (8 January)
- Celebrating the birth of Emmie, granddaughter of Bridget with ringing for service (12 February)
- Rang a Quarter Peal prior to Evensong – church choir singing “Litany of the Thorns” by John Harper
- Ringing for the Coronation of King Charles III and Queen Camilla (6 May)
- Harrow School Speech Day, (27 May)
- Celebrated Pauline's 80th birthday with ringing for service (11 June)
- Ringing for St Mary's summer fete (17 June)
- Prior to the Civic Service at St Mary's (2 July)
- Funerals/memorial services, weddings, and open days during the year
- John Lyon Founders Day Service (29 September)
- QP prior to Evensong for 75th birthday of King Charles III; belated QP for Coronation (19 November)
- Morning service and 900 Plain Bob Doubles prior to Evensong on Remembrance Sunday (12 Nov)
- Ringing for service Bishop of Willesden visit (19 November)
- Christmas Eve Midnight Mass (24 December)
- New Year's Eve ringing (31 December)

The special ringing marked an historical occasion for the country with the Coronation of King Charles III and Queen Camilla. All our members had the opportunity to ring for special services or for QP attempts during the year. Regarding the annual ringing, it was a pleasure to have a New Year's Eve band ringing to ring out the old year and ring in the new with a view of the fireworks from the tower roof. The long standing tradition of a get together took place earlier in the evening in the form of a sit-down meal, with others joining later for the ringing. The recent tradition of the Spire Café opening late evening ready for the midnight fireworks was also maintained giving the Hill residents an opportunity to celebrate the New Year together.

The second aim is being achieved by our continued focus on our learners. My thanks go to our regular team of experienced ringers, including our weekly helper, Paul Daybell, who enable each learner to practise within a secure band. During 2023 some of the band have participated in training events, outings and Quarter Peal attempts, to help consolidate their skills and understanding. Clear progress is being made by each ringer and it is hoped that this progress can be consolidated in Quarter Peal attempts in future. This year, congratulations to Camille Berrido for his first inside ringing of Grandsire Doubles at St Mary's, and to Rachel Seghers for ringing treble in a Minor QP and inside for Plain Bob Doubles at Harrow Weald. Nick Deal has joined the band as a learner but our other established learner, Marc Kasfiner, who was making good progress, has moved from Harrow to live in Bedfordshire where he now rings. Our thanks to Audrey Wakeling and Douglas Dodd who join us for service ringing whenever possible. Last June, we entered a band for the S&W District Striking Competition held at Norwood Green and we successfully rang 240 Plain Bob Doubles resulting in a 4th place out of five. Unfortunately we did not secure a place in the next round in October. Ringers have been asked to undertake the appropriate Safeguarding Training which was introduced during a ringing practice visit by Matthew Biggs, Church Warden and Safeguarding Lead at St Mary's. Ringers are keeping Matthew informed when they successfully complete a unit.

The third aim has been achieved, evidenced again by the regular attendance for Monday night practices and for Sunday morning service ringing. St Mary's hosted three S&W 10 bell practices during the year and these were well attended. We welcomed a few visitors during the year. A visiting band rang a successful Quarter Peal to celebrate the 90th birthday of Dame Janet Baker who lives nearby; Henry Johnson brought his mum to ring for Sunday Service; Christopher O'Mahony, a past Ringing Master, joined us for Sunday service ringing during a visit from Australia in the summer; members of the U3A were given an introduction to the tower; and local schools made their annual visits; and in December Simon Baxter and his partner, Linda, now located in the Lake District joined a practice. Simon had learnt to ring at St Mary's in the 1970s and he enjoyed discussing photos of that time period with Douglas. Newcomers comment on the well kept and recently decorated ringing chamber, the result of Pauline and Michael's commitment. Thanks also go to Pauline for arranging the well attended Guild Annual Dinner at The Grove on the Hill in September, to which past ringers, family, and friends, are welcome. The Tower Open Days and Fete Day attract many visitors who are most impressed with seeing the bells and the views from the top of the tower and find the talks by Michael most informative and interesting. Many thanks to Pauline and Michael for organizing these and to all who provide support.

The fourth aim has also been achieved in a number of ways. I have been re-elected as S&W District Secretary and as Safeguarding Contact for the Association. As part of my District Secretary role, I arrange and co-ordinate a number of monthly practice sessions for the S&W District to enable ringers to maintain and improve their ringing skills, and to learn from other more experienced ringers. In October, a ringing outing to St Albans gave the opportunity for wider experience of ringing. Caspar, Camille, Doug and I went on the outing. I hold the appropriate Safeguarding awards in order to support Michael and Pauline Chandler and Henry Johnson, in training any Harrow pupils and adults wishing to learn to ring. The committee I serve on arranged a London's Bell Ringers' Advent Carol Service at St Vedast, Foster Lane, on 27 November 2023. We are delighted with the new hand rail which enables more ringers to manage the fifty two steps safely.

Many thanks to Michael Chandler, Steeple Keeper, and to Caspar Kennedy, Assistant Steeple Keeper, for their regular maintenance of the bells and for prompt repairs. Thanks to them also for raising the bells on Saturday mornings and to Camille giving support when possible. Many thanks also to Michael and his team for managing the installation and removal of the muffles during the year.

As Tower Captain, I continue to be delighted with the commitment from our ringers to attending practice nights and Sunday service ringing. I am also grateful for the continued support and help from Fr James Power. In this context, I am optimistic about our band maintaining ringing to an improving standard at St Mary's during 2024, and that our band can continue to take part in District ringing events and to support national and local events. However, we also have to seriously focus on attracting and training a few new members to maintain this progress in the longer term.

Bridget Campbell, Tower Captain, 9 February 2024

Handbell Ringers report for 2023

On January 5th, 7 members played four carols at St. Mary's Christingle Service. It was a delightful occasion. We did not perform again until December, although we enjoyed meeting together through the Summer.

The occasion was the Christmas Tree Festival in All Saints Church, Harrow Weald on 9th. The programme of 9 carols was much appreciated by the visitors there.

Our usual request to perform for Harrow Philharmonic's Choir carols in December was nearly scuppered when Jean contracted Covid at the last moment. Very fortunately, Sonia's son, Chris, (who was coming to the afternoon anyway), agreed to step in to play Jean's bells. A choir member (and all-round musician) Christian Schumacher filled in some lower bells for us.

Huge thanks to them

Jean Pearson

Sunday School Report 2023

The Sunday School continued to meet on the 1st and 3rd Sundays of the month in 2023. We have a small, regular group of children who actively participate in Sunday School.

The children are growing in understanding and enjoy reading the bible stories and having lively discussions. They have great fun with the craft projects and are very keen to share their work with the congregation.

The highlight of the year is always the Nativity and now that the children are getting older and more confident, there were many more speaking parts than we had the previous year. They gave a marvellous performance for the congregation.

Kellie Reilly

February 2024

Care and Outreach report 2023

Last year we managed to achieve all the plans we had in place and this has given us great determination to try and expand our activities for the future.

We organised a Lent Lunch which was the first time one had taken place. Those who attended enjoyed the chance to reflect on the season and meet together socially.

The Harvest lunch was well attended and again, it was such a lovely occasion to meet friends and share time together.

We held the first Bereavement Service since the pandemic and the Vicar and Alison Christian put a tremendous amount of hard work and preparation into the format of the service and in contacting all those who had lost loved ones over the previous 3 years. We are extremely grateful to them and there were 45 in the congregation which was very encouraging. Holding it in the spring seemed to be a much better time of year for people to attend. We plan to make this an annual service.

Since last year Jane has completed her bereavement training and has joined Matthew and myself as the Bereavement Team. We are always available to offer help and support by telephone, face to face or zoom and can be contacted through the Parish office.

Matthew is St. Mary's Safeguarding Officer and he is very diligent in keeping Care and Outreach up to date with all the necessary requirements. All the details are in the Safeguarding Report and we are grateful to him for his tireless efforts on our behalf.

We were very aware that our charitable giving had been neglected since Covid and thought of several ways we could try to reinstate our giving.

We acknowledge that we live in difficult monetary times and hope that we have found an acceptable way of helping others. We have chosen 6 charities to support bi-monthly and the details are on the new Charitable Giving notice board. The donations can be made in the brown envelopes and cash is preferred as its is impossible to differentiate between gifts to the church and money for charities by using the sum up card reader. Our first charity in January is The Children's Society to be supported at the Christingle Service.

Jane has organised our monthly cake sales and we have added Parkinson's Disease to Cardiomyopathy and the Harrow MS Therapy Centre as the nominated charities. The amounts collected will be announced in the Bulletin and displayed on the notice board.

We are always very pleased to have suggestions and ideas as to what you might like us to do and organise, we look forward to hearing from you.

Lynne Grout
February 2024

Flower Report

2023 was yet another busy year for the flower arrangers. We decorated the church for the three main festivals, Easter, Harvest and Christmas and enjoyed a happy morning making posies for Mothering Sunday.

We are very fortunate in having a team of willing and talented arrangers who do a wonderful job. Several are newcomers to floral art and they have made a fantastic contribution, thank you to all.

We are grateful to the helpers who forage for greenery, prepare the refreshments and clear the debris. We couldn't manage without you.

We decided to try a new way of remembering loved ones at Easter by decorating the church with stems of lilies. The congregation was invited to sponsor a lily and the names of those remembered were displayed by the arrangements. It was a great success and we will hope to do the same next year.

Harvest was again saved by Peter Weller and his amazing dahlias grown on his allotment. Last year he overcame the drought and this year managed to rescue the blooms from the heavy and continuous rain in August. He generously gives us all his flowers and we are extremely grateful to him. The Sunday School also contributed some very pretty vases of flowers and had decorated the jars most beautifully. It is really very special to have the youngest members of the church taking part and everyone loves to see them.

We had two Civic Services, the annual one and a special celebratory one to commemorate the Coronation of King Charles III and we provided arrangements for both.

We also had our own service to mark the Coronation and patriotically used red, white and blue blooms.

There have been several requests to do flowers to mark special birthdays and anniversaries and it is a great pleasure to mark these occasions.

We will do our best to continue our floral tradition during the coming year and are always delighted to welcome arrangers and helpers. It is a very convivial morning and lovely to meet everyone in a relaxed and friendly atmosphere.

Lynne Grout
February 2024

ANNUAL REPORT FOR 2023

The Deanery Synod met for three sessions during the year with a time of worship led by the host church or school, who were invited to give a profile of the parish or school and its mission and ministries before the Synod prayed for them. Hosts also kindly provided refreshments. At each meeting reports were tabled or presented on the recent sessions by those elected to the Diocesan and General Synods. There was also a short business meeting held using the Zoom Software. During the year a new triennium started, and elections were held in preparation for the opening meeting.

The first meeting was held on 8 February at St Alban's North Harrow with the theme of "Modern Slavery – what is it and what can we do about it?". Pattie Gercke, Development Worker for the Compassionate Communities Team of the Diocese, gave a presentation on Modern Slavery. Modern Slavery is a serious crime in which people are coerced or deceived into a situation where they are exploited for the purpose of making a profit. The offence is punishable by up to life imprisonment under the 2015 Modern Slavery Act. She described the various forms of slavery, the victims, the signs to look out for, the resources available, and what we in the parishes can do about it. She then answered questions.

At the Parish APCMs new lay representatives on the Synod were elected. Elections were made for the Triennium. John Dolling was elected as Lay Chairman; Robert May as Secretary; David Green, Barry Hingston, Ajay More and Emma Webber as Clergy Members of the Standing Committee; Mary Abbott, Toby Partridge and Clive Scowen as Lay Members of the Standing Committee; Derek Taylor-Mew as Independent Examiner; John Spencer as Representative on Bereavement Care Management Committee and Clementina Pagano as Foundation Governor of St John's School Stanmore. The three representatives on Harrow SACRE (Standing Advisory Committee for Religious Education) had agreed to continue and were confirmed (Revd James Power, Alison Stowe, and Mary Abbott).

A meeting to discuss Synod business was held using the Zoom software on 15 June. Five applications for a grant from the Deanery Mission Fund had been received from St Mary's Kenton for notice boards, All Saints Harrow Weald for sound system improvements, St Peter's West Harrow for Messy Church equipment, Re: Generation Schools Work for equipment and materials and Holy Trinity Wealdstone for outreach events.

These were all approved. The Deanery Accounts for 2022 were received and approved, subject to Independent Examination. Toby Partridge was confirmed as the Deanery representative on the Area Finance Committee.

The triennium opened with the 4 July session, which was held at St Mary the Virgin Kenton and started with a Eucharist. Bishop Lusa Nsenga-Ngoy addressed the Synod and answered questions. Synod agreed to coopt the Headteachers of two Church of England Schools to be members of the Synod. – Jo Hester at St John's Stanmore and Daniel Norris at St Jerome's Harrow.

The third meeting was held on 23 November at Bishop Ramsey Church of England School Ruislip. Dr Hilary Macaulay, Headteacher, gave an introduction to the school and its vision and activities. These included three projects:- *The Big Feast* providing a different experience of worship; the *Willesden Area Church of England Choir Project* where over two days twelve schools in the Area worked with the London Gospel Community Choir; *Common Good Schools* which was designed through the lessons and assemblies to get schools working with their community. Synod was then given fifteen minutes for conversation in groups to consider three questions:- "What is your response to these projects?", "What volunteering opportunities could your church offer for students in your community?" and "Do you have any other ideas for how your church community could link with your local schools?". Alison Stowe gave a

report from Harrow SACRE (Standing Advisory Committee for Religious Education). Ann Lynes announced that she is stepping down as Area Dean and the Bishop will appoint a successor. A By-Election had been held to fill a vacancy for a Lay Representative of the Synod on the London Diocesan Synod. Noah Kelly of St Alban's North Harrow had been elected to fill this vacancy.

Robert May
Honorary Secretary

Financial Review - 2023

The Statement of Financial Activities for the year 2023 forms part of this report.

The running of our day to day activities (the general fund) saw a surplus of £16,395 for the year, (£6,471 for 2022). Income exceeded our budget due to an exceptional and generous donation, without that we would have just covered our costs. Investment income was also over budget due to the recovery of interest rates. Our summer and Christmas Fairs raised a total of over £9,400. However, planned giving has been flat for the third year in a row; it would assist the mission of the Church were members to increase their planned giving in line with inflation. Expenditure was also over budget due to higher energy costs which will continue into 2024, and higher music and office expenses. Also, bear in mind that the Parish does not pay its full share of the Common Fund as we do not have a full-time vicar and associated vicarage costs. Were it to do so we would without doubt be running a deficit. There was an increase in the value of our investments with the Church Board of Finance of £8,877 (2022: loss £12,560) So,

Surplus on day to day activities as mentioned above	£16,395
Increase in value of investments	£8,877
Increase in Reserves	£25,272

Value of Reserves 31/12/2023	£156,260
------------------------------	----------

An unrestricted legacy of £60,000 was designated to the Spire Fund. The Fund also received £40,000 from Spirewatch, £4,011 from concerts and specific events, £1,930 in small individual donations, and £1,176 in interest on deposit. Expenditure of £8,040 was incurred on stair ropes and Professional Fees. The fund now stands at £257,511 on 31st December 2023.

The Sound System Fund (£21,346), the Lawn Mower Fund (£275) and the Memorial Garden Fund (£351) remain the same as at the end of 2022. After charging professional fees the Peachey Stone Fund is £7,165 on 31st December 2023.

Roger Horne
Treasurer January 2024.

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2023

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Notes to the Financial Statements for the year ended December 31, 2023

I. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation when facts are uncertain in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2008, the Charities Act 2011, and with the Charities Statement of Recommended Practice and Financial Reporting Standard (FRS102). The financial statements have been prepared in pounds sterling, under the historical cost convention, and include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of Church groups which owe their main affiliation to another body nor those that are informal gatherings of Church members. Figures have been rounded to the nearest £.

The Parochial Church Council of St. Mary, Harrow on the Hill, is a corporate body established by the Church of England. The consecrated property, the Church, is located at Church Hill, Harrow on the Hill, HA1 3HL, in the United Kingdom of Great Britain and Northern Ireland.

It is the policy of the PCC to keep financial viability constantly under review, and in this regard the PCC considers that there are no material uncertainties and that the Church is a going concern.

The PCC meets the definition of a public benefit body under FRS 102.

Funds held by the PCC are:

Unrestricted Funds – the General Fund and the Reserve Fund represents the funds of the PCC that are not subject to any restrictions regarding their use and are available for application to the general purposes of the PCC.

Designated Funds – these are monies set aside by the PCC out of unrestricted funds for specific future purposes.

Restricted Funds –

a) Income from trusts or endowments which may be expended only on those restrictive objects provided in terms of the trust or bequest

b) Donations, collections or grants received for a specific designated object.

The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund. The Roof and Spire Fund is the most significant example.

Endowment Funds – funds the capital of which must be maintained; only income arising from the investment of the endowment may be used, either as restricted or unrestricted funds, depending on the purpose set out in the original document. The PCC has no endowments at present.

Income

All income is accounted for gross.

Donations and Legacies

Collections are recognised when received by or on behalf of the PCC.

Planned giving is recognised when receivable by or on behalf of the PCC.

Income tax recoverable on Gift Aid donations is recognised on an accruals basis matched to the period when the donation was received. It will therefore include claims made after the year end relating to donations received in the year.

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

Other trading activities

Trading income is recognised on an accruals basis when its ultimate receipt is reasonably certain.

Income from investments

Dividends and bank interest are accounted for on an accruals basis.

Other income

All other income is recognised when it is received.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31st December.

Expenditure

Expenditure is accounted for on an accruals basis and is accounted for gross.

Grants

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

Church activities

The diocesan parish contribution is accounted for when paid. Any parish levy unpaid at 31st December is provided for in the accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by virtue of the Charities Act 2011.

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's Inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000

there is insufficient cost information available and therefore such assets are not valued in the accounts

All expenditure incurred in the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of movable church furnishings acquired before 1 January 2000 is written off.

Depreciation

The Church Room was built in 1960 at a cost of £9,965 including architect's fees: this is now depreciated on a straight line basis, having been on a reducing balance basis until 2021.

The Lenovo computer purchased on 29th December 2023 will be depreciated over 3 years on a straight-line basis.

Other furniture and equipment, if applicable, is depreciated over 5 years on a straight line basis.

Investments

Investments are valued at market value at 31st December.

Current Assets

Income tax recoverable and other debtors are included at the settlement amount due. Prepayments are stated at the amount prepaid. Cash at bank includes cash and short-term liquid assets with a maturity of less than 3 months from the date of opening the deposit, and, short term liquid assets of between 3 and 12 months maturity which are stated at the balance on the account at the accounting date.

Creditors

Creditors and provisions are recognised where the Church has a present obligation arising from a past event that can be measured or estimated reliably. Creditors are stated at their settlement amount.

Investment Policy

Funds in excess of immediate working capital requirement are placed in a bank deposit account.

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Funds - 2023 £	Restricted Funds - 2023 £	Designated Funds -2023 £	Total Funds - 2023 £	Unrestricted Funds - 2022 £	Restricted Funds - 2022 £	Designated Funds -2022 £	Total Funds - 2022 £
Income from:									
<i>Donations and legacies</i>	2a	119306	51177	73778	244261	96684	9331	20000	126015
<i>Other trading activities</i>	2b	11314			11314	11921	0		11921
<i>Investments</i>	2c	7062			7062	4025	0		4025
<i>Other income</i>	2d	17446			17446	14647	0		14647
Total income		155128	51177	73778	280083	127277	9331	20000	156608
Expenditure on:									
<i>Church activities</i>	3	138733	11935	13778	164446	120806	12269	0	133075
Net Income/(Expenditure) before Investment Gains		16395	39242	60000	115637	6471	-2938	20000	23533
Loss (-) /gain on investments	5	8877			8877	-12560			-12560
Net Income		25272	39242	60000	124514	-6089	-2938	20000	10973
Net movement in funds		25272	39242	60000	124514	-6089	-2938	20000	10973
Total Funds b/f at 1 January		130989	60959	126446	318394	187078	63897	56446	307421
Transfer to designated (Spire Fund)						-50000		50000	0
Total Funds c/f 31 December		156261	100201	186446	442908	130989	60959	126446	318394

BALANCE SHEET AT 31 DECEMBER 2023

	Notes	2023 £	2022 £
Fixed Assets	5		
Investment		102420	93543
Church Room		1815	2118
Office Computer		641	0
Total Fixed Assets		104876	95661
Current Assets			
Methodist Chapel Aid Deposit Account		52580	51341
CBF Deposit Account		175500	65500
HSBC Current Account		72340	63883
HSBC Roof and Spire Fund Account		36223	41023
Natwest Current Account		400	160
Sundry Debtors (Accounts Receivable)	6	7613	5893
		344656	227800
Sundry Creditors (Accounts Payable)	7	-6624	-5067
Net Current Assets		338032	222733
Net Assets	8	<u>442908</u>	<u>318394</u>
Funds			
<i>Restricted Funds</i>	9		
Memorial Garden Fund		351	351
Spire Fund		92411	50334
Peachey Stone		7165	10000
Lawn Mower		275	275
<i>Total Restricted Funds</i>		100202	60960
<i>Designated Funds</i>			
Sound System		21346	21346
Spire Fund		165100	105100
		186446	126446
General Fund - unrestricted	9	156260	130988
Total Funds		<u>442908</u>	<u>318394</u>

Approved by Parochial Church Council

James Power
Vicar

Date

21st April 2024

The accompanying notes form part of these financial statements

Notes to the Financial Statements for the Year ended 31 December 2023 (continued)

2 Income from:-

	Unrestricted Funds - 2023 £	Restricted Funds - 2023 £	Designated Funds - 2023 £	Total Funds - 2023 £	Unrestricted Funds - 2022 £	Restricted Funds - 2022 £	Designated Funds - 2022 £	Total Funds - 2022 £
2a Donations and Legacies								
Charitable Fundraising		1060		1060		1271		1271
Planned Giving	53264			53264	54046			54046
Collections	8321			8321	6594			6594
Income Tax Recovered	13951			13951	14548			14548
Miscellaneous Income	327			327	391			391
Donations (see below) 2e	43443	50117	73778	167338	21105	8060	20000	49165
	119306	51177	73778	244261	96684	9331	20000	126015
2b Other trading activities								
Summer Fete and Christmas Fayre	9418			9418	8883			8883
Other Church activities	1896			1896	3038			3038
	11314			11314	11921			11921
2c Investments								
Dividend and Interest Income	7062			7062	4025			4025
	7062			7062	4025			4025
2d Other income								
Filming Rights	0			0	500			500
Fees for Weddings and funerals	5577			5577	2085			2085
Rental Income	11869			11869	12062			12062
	17446	0	0	17446	14647	0	0	14647
Total income	155128	62491	73778	280083	127277	9331	20000	156608

	Unrestricted	Restricted	Designated	Total	Unrestricted	Restricted	Designated	Total
2e Details of Donations								
Individual donations	31943			31943	11105			11105
Spire Individual donations		1930	60000	61930		6079	20000	26079
Concert		2676		2676		0		0
Tower Open Day		1335		1335		750		750
War Graves Tour				0		331		331
Harrow Hill Trust				0		400		400
Donation from Spirewatch		40000		40000		0		0
Interest on deposit		1176		1176		0		0
Diocesan Building Fund		3000		3000		0		0
Sub total for Spire		50117	60000	142060		7560	20000	38665
Harrow School Contribution	11500			11500	10000			10000
Church Room Refurbishment			13778	13778				0
Lawn Mower				0		500		500
Totals	43443	50117	73778	167338	21105	8060	20000	49165

Notes to the Financial Statements for the Year ended 31 December 2023 (continued)

3 Expenditure on:

	Unrestricted Funds - 2023 £	Restricted Funds - 2023 £	Designed Funds -2023 £	Total Funds - 2023 £	Unrestricted Funds - 2022 £	Restricted Funds - 2022 £	Designed Funds -2022 £	Total Funds - 2022 £
<i>Church Activities</i>								
Charitable Giving (see below)		1060		1060		1271		1271
Church Services	2040			2040	887			887
Churchyard	0			0	305			305
Depreciation	303			303	302			302
Diocesan Fund	65648			65648	63648			63648
Fabric	5126			5126	1755			1755
Fees to Diocese and Bell ringers	2452			2452	590			590
Insurance	11534			11534	10807			10807
Maintenance & Services	2263			2263	2310			2310
Spire		8040		8040		10423		10423
Peachey Stone		2835		2835		0		0
Church Room Refurbishment			13778	13778		0		0
Lawn Mower		0		0		575		575
Christmas Concert	660			660	570			570
Music	11162			11162	10803			10803
Office Expenses	18139			18139	17061			17061
Office moving expenses	1856			1856	0			0
Examiner's Fee	1500			1500	0			0
Bank and Sum Up charges	386			386	203			203
Parochial Expenses	2022			2022	1343			1343
Utilities	13125			13125	9924			9924
Subscriptions	517			517	298			298
Total expenditure	138733	11935	13778	164446	120806	12269	0	133075

Distribution of Charitable Giving

Charity	2023	2022
<i>Overseas Charities</i>		
Christian Aid week	530	87
Sub-total Overseas	530	87
<i>Home Charities</i>		
Cardiomyopathy Association	208	0
Firm Foundation	252	0
Parkinson's UK	36	0
Multiple Schleroso=is	34	0
Mayor's Charity		378
British Legion Poppy Appeal		112
Ukrainian Charities		367
Harrow Food Bank		200
Warm spaces for winter 2022/23		127
Sub-total Home	530	1184
Total Charitable Giving	1060	1271

Notes to the Financial Statements for the Year ended 31 December 2022#3 (continued)

4 Staff Costs

a Wages and salaries

The average number of employees during the year was 3. They were the Organist/Choirmaster, a Parish Secretary and a cleaner. No payment was large enough to attract social security costs. The PCC is registered with the Pensions Regulator and the employees may join the scheme at their discretion. No employee received employee benefits of more than £60,000 during the year (2022: the same).

	2023	2022
	£	£
Wages and salaries	17522	17037
Pension Contributions	-	-
Totals	<u>17522</u>	<u>17037</u>

b Transactions with PCC members

Parish Secretary Keith Grout is a member of the PCC. Under the Charities Act 2006 he was paid the sum of £7,392 (without pension contribution or any other benefit) during the year. The total donations made by PCC members during the year were £31,306 (2022: £15782). There were no other disclosable transactions in respect of PCC members, nor persons closely connected to them, nor other related parties.

5 Investments, Fixed & Capital Assets and unrealised gain/(loss) thereon.

CBF Investment Income shares:				
Date		no. shares	Price/pence	Value £
31/12/2022	Holding	4531	2064.59	93543
31/12/2023	Unrealised gain		195.94	8877
31/12/2023	Holding	<u>4531</u>	<u>2260.53</u>	<u>102420</u>
		Freehold Property		
		£		
Cost 01/01/2023 and 31/12/2023		<u>9965</u>		
Depreciation				
At 1st January 2023		7847		
Charge for the year		<u>303</u>		
At 31st December 2023		<u>8150</u>		
Net book value				
At 31/12/2023		<u>1815</u>		
At 31/12/2022		<u>2118</u>		

A new Lenovo computer was purchased on 30/12/2023 for £641.

6 Debtors: amounts falling due within one year	2023	2022
	£	£
Income Tax Recoverable on Gift Aid	3392	3192
Accrued Investment income	2721	1028
Other debtors and prepayments	<u>1500</u>	<u>1673</u>
Total	<u>7613</u>	<u>5893</u>

Notes to the Financial Statements for the Year ended 31 December 2023 (continued)

7 Creditors: amounts falling due within one year

	2023 Unrestricted £	2023 Restricted £	2023 Total £
Charity collections		118	118
Utilities	2256		2256
Other Church expenses	4250		4250
Total	<u>6506</u>	<u>118</u>	<u>6624</u>
	2022 Unrestricted £	2022 Restricted £	2022 Total £
Charity collections		505	505
Utilities	3131		3131
Other Church expenses	1430		1430
Total	<u>4561</u>	<u>505</u>	<u>5066</u>

8 Analysis of Asset by Fund

	Unrestricted £	Restricted £	Designated £	Total £
Investment	102420			102420
Church Room	1815			1815
Net Current Assets	51384	100202	186446	338032
	<u>155619</u>	<u>100202</u>	<u>186446</u>	<u>442267</u>

9 Statement of Funds

	Balance b/f 1 Jan 2023 £	Income plus gain on revaluation of shares£	Expenditure £	Balance c/f 31 Dec 2023 £
Unrestricted Funds				
General Fund	130988	164005	138733	156260
Reserve Fund	0			0
	<u>130988</u>	<u>164005</u>	<u>138733</u>	<u>156260</u>
Restricted Funds				
Memorial Garden	351			351
Spire see below *	50334	50117	8040	92411
Lawnmower	275	0	0	275
Peachey Stone	10000		2835	7165
Charitable Fundraising		1060	1060	0
Total Restricted	60960	51177	11935	100202
Designated Funds				
Sound System	21346			21346
Spire see above *	105100	60000		165100
Church Room Redecoration		13778	13778	0
Total Designated	126446	73778	13778	186446
	<u>187406</u>	<u>124955</u>	<u>25713</u>	<u>286648</u>
Total Funds	<u>318394</u>	<u>288960</u>	<u>164446</u>	<u>442908</u>

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Independent examiner's report to the Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex.

This report on the accounts of the Parochial Church Council (PCC) for the year ended 31 December 2023 which are set out in the Annual Report and Statement of Financial Activities, is in respect of an examination carried out under the Church Accounting Regulations 2016 ("the Regulations") and sections 144 and 145 of the Charities Act 2011 ("the Act").

Respective responsibilities of members of the PCC and examiner

As members of the PCC you are responsible for the preparation of financial accounts; you consider that the audit requirement of the Regulations and section 144 of the Act do not apply. It is our responsibility to issue this report on those accounts in accordance with the terms of the Regulations.

Basis of this Report

Our examination was carried out in accordance with the General Directions given by the Charity Commissioners under section 145 of the Act and to be found in the Church guidance, 2016 edition. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanation from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

We have completed our examination. We confirm that no material matters have come to our attention in connection with the examination which give us cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Sandra Sweeney
A-spire Business Partners
Chartered Accountants
32, Byron Hill Road
Harrow on the Hill
HA20HY

Dated 1st March 2024

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Statement of responsibilities of the Parochial Church Council (“the PCC”)

The trustees are responsible for preparing the PCC report and the financial statements in accordance with applicable law in the United Kingdom including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the members of the PCC to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period. In preparing these financial statements, the members of the PCC are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The members of the PCC are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the provision and detection of fraud and other irregularities.

Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex, Parish Reference 24.01

Associated Funds & Charities not controlled by the PCC at 31 December 2023

	2023	2022
St. Mary's Church Flower Fund	£	£
Assets brought forward 1 January 2023	440	440
Income	0	0
Expenditure	0	0
Assets carried forward 31 December 2023	<u>440</u>	<u>440</u>

St. Mary's Ringing Guild		
Assets brought forward 1 January 2023	9162	8374
Income	273	3487
Expenditure	300	-2699
Assets carried forward 31 December 2023	<u>9735</u>	<u>9162</u>

St. Mary's Handbells		
Assets brought forward 1 January 2023	1967	1847
Income	0	180
Expenditure	0	-60
Assets carried forward 31 December 2023	<u>1967</u>	<u>1967</u>

CHARITY ACCOUNTS (Vicars and Churchwardens)

	2023	2022
	£	£
Charles Burt Legacy		
balance bfwd 1 January 2023	30058	37805
Income including re-investment of dividends and change in investment value	3797	-3347
Expenditure	0	-4400
balance cfwd 31 December 2023	<u>33855</u>	<u>30058</u>

The Dell Charity		
balance bfwd 1 January 2023	27570	30141
Income and change in investment value	2956	-2431
Expenditure	0	-140
balance cfwd 31 December 2023	<u>30526</u>	<u>27570</u>

Chester Trust Fund		
balance bfwd 1 January 2023	1295	1386
Income and change in investment value	115	-91
Expenditure	0	0
balance cfwd 31 December 2023	<u>1410</u>	<u>1295</u>

Woolley Choir Memorial Scholarship		
balance bfwd 1 January 2023	3342	3605
Income and change in investment value	326	-263
Expenditure	0	0
balance cfwd 31 December 2023	<u>3668</u>	<u>3342</u>

Accounts

The Parish and Borough Church of

St Mary, Harrow on the Hill

Report of the Parochial Church Council January to December 2022

St Mary's is part of the Diocese of London within the Church of England

Vicar: The Revd James Power, BSc, BA.

Correspondence address:

St Mary's Parish Office, Church Hill, Harrow on the Hill, HA1 3HL

Charity Commission Registration Number: 1130328

Structure, Governance and Management

The Parochial Church Council of the Ecclesiastical Parish of St Mary, Harrow on the Hill, (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. It is supported by a number of committees which make recommendations for its consideration. The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC. The PCC met 5 times during the year.

The PCC is a charity registered with the Charity Commission; each PCC member is a trustee.

Officers of the PCC

Clergy: Chair
Clergy
Clergy
Lay Vice Chair

The Revd James Power
The Revd Alison Christian
The Revd Graham Dale
Pauline Chandler

Churchwardens

Matthew Biggs
Jane Hurley – *left office 31st August 2022*

Hon. Secretary
Hon. Treasurer
Parish Safeguarding Officer

Keith Grout
Roger Horne
Matthew Biggs

Members of the PCC

Kim Barlow *resigned May 2022*
Douglas Dodd
Lynne Grout
David Muriss
Christine Williams
Kellie Reilly
Jonathan Burns
Judith Shepherd
Emma Marfe *resigned May 2022*

Committees and Chair

Standing and Policy
Finance and General Purposes
Worship and Education
Care and Outreach
Stewardship

The Revd James Power
Pauline Chandler
The Revd Alison Christian
Lynne Grout
Christine Williams

Banks

HSBC, 31 Holborn Circus, London EC1N 2HR

Hon. Legal Adviser

J. Kennedy Solicitors, 59-61 High Street, Harrow, HA1 3HT

Independent Examiner

Michael Liddiard, 12 The Gardens, Peterborough Road, Harrow on the Hill

Reserve Fund Policy

In the Statement of Financial Activity funds are defined as Restricted or Unrestricted, and within the latter there are designated and general funds. The keeping of reserves is part of our commitment to maintain St Mary's (a Grade I listed building) as a place of worship and it is PCC policy to maintain a general unrestricted reserve of at least one year's current expenditure (c£130,000). After adjusting for the year's surplus on current account, write down of the value of investments, and a transfer to the Spire Fund accumulated unrestricted funds amount to £130,988.

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Objectives and Activities

- Our primary objective is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England.
- Mindful of being the Borough Church we aim to demonstrate Christ's love by showing our concern in a variety of ways for the wider community in the London Borough of Harrow recognising its multi-faith identity, our parishioners and the congregation.
- Promoting, within the parish, the whole mission of the Church: liturgical, spiritual, educational, pastoral, evangelistic, social and ecumenical.
- Seeking to work in partnership with other churches and institutions but most particularly with Harrow School recognising the historical relationship
- The maintenance and development of a Grade I listed building and churchyard as a house of peace and prayer for all people.

VICAR'S REPORT

The year of a Lambeth Conference, of the Queen's Platinum Jubilee and, on the feast of the Nativity of the Blessed Virgin Mary, the death of Queen Elizabeth II, not to mention the invasion of Ukraine – 2022 proved to be a year of some note. Rather more locally, but of no less note, it was the year that the Revd Graham Dale, Assistant Curate at St Mary's was made a priest which was particularly significant for him but also for the whole worshipping community at St Mary's. Graham was ordained priest by the Bishop of London at St Peter's Ealing on Friday 1 July before presiding at the Eucharist for the first time on Sunday 3 July, the Feast of St Thomas the Apostle.

Also of significance for whole worshipping community but of particular note for the individuals involved, on Holy Saturday at the Easter Vigil Service at St Paul's Cathedral nine parishioners from St Mary's were confirmed by the Bishop of London. They were Lisa Malki, Bradley Pack and Alasdair Reilly, who were baptised as well as confirmed and Debora Catherall, Liviu, Flavia and Eric Zoica and Anoushka and Neve Sharma. This was the first set of confirmations for St Mary's since 2016 which also took place at the Easter Vigil at St Paul's Cathedral that year. They were then welcomed in a very special outdoor Easter Eucharist in the Churchyard on Easter Sunday. We need to find ways of worshipping outside more frequently, not just because of the beauty of the gardens around the building but because the path, a public right of way, exposes those who pass by more directly to the worship of God. Indeed, it was also one of the activities identified for further development by the Creation Group shortly after its formation.

Each year, the parish submits to the Diocese figures which reflect the mission of the church. Across three services on a "normal" Sunday (8.00 a.m. BCP Eucharist, 10.30 a.m. Sung Eucharist, 6.00 p.m. BCP Evening Prayer - 3rd Sunday, Choral Evensong) 60 adults attend with an average of 10 children. The entire worshipping community representing a significant number who come regularly but not weekly (including boys and staff from Harrow School) is made up of approximately 145 souls (age 0-10, 10; age 11-17, 45; age 18-50, 50; age 50 upwards, 40). At Christmas the total attendance across Christmas Eve and Christmas Day was 298 with 137 communicants. This year saw the return of the first Eucharist of Christmas (Midnight Mass) for the first time since 2019. At Easter the total attendance (5.45 a.m. Dawn Service, 8.00 a.m. & 10.30 a.m. Eucharist. 6.00 p.m. Evening Prayer) was 262 with 163 communicants. Over the year, 8 baptisms took place (3 children, 2 teenagers, 3 adults), there were no weddings and two funerals with two ceremonies at the crematorium. Six burials of ashes took place in the Garden of Remembrance.

As it happened, St Mary's did host a service of Confirmation in May for pupils from Harrow School which marked the first occasion on which we welcomed Bishop Lusa, our new Bishop of Willesden. This was because the School Chapel had been adversely affected by one of the events celebrating Harrow 450, the 450th anniversary of the granting of the Charter for the Foundation of the School to John Lyon in 1572. St Mary's played a full part in the School's Community Celebration Day in April becoming a focus for "the Tudor years" in the history of the School. Indeed, John Lyon (Douglas Milsom), Henry (the Vicar) & Macharie (Eric Zoica) Wildblud and Elizabeth I (Judith Shepherd) all appeared on the day

with an assortment of other traders and ecclesiastics including, a little “out of time”, St Anselm (the Curate)!! On the same day, local primary schools collaborated to put on a production of “Noye’s Fludde” under the direction of the Heads of Music and Drama at Harrow School. St Mary’s Hand Bell Ringers were also involved as was the Vicar playing.....the voice of God!

The relationship between St Mary’s and the schools of the John Lyon Foundation - Harrow & John Lyon – remains strong with both schools commemorating their Founder in October, Harrow continuing the popular Tuesday Lunchtime Concerts throughout the school year and John Lyon using the church as a venue for their Spring Concert.

The status of St Mary’s as the Borough Church has found particular focus this year. The outgoing Mayor, Cllr Ghazanfar Ali, had always been very keen to hold a Civic Service at some point in his year of office initially prevented by the pandemic lockdowns. Cllr Ali achieved his ambition at the beginning of April which included the usual exchange of sacred texts – the Mayor being presented with a copy of the Bible while he presented the Vicar with a copy of the Qur’an. The “usual” service to welcome the new Mayor, this year Cllr Janet Mote, took place at the end of June but in addition there were two further services, one in thanksgiving for the Platinum Jubilee and one to mark the death of Queen Elizabeth II. On every occasion, the church was full including uniformed organisations from across the Borough being well represented.

I am grateful to the bell ringers (see separate report) for demonstrating their commitment to national initiatives marking major events “on the bells”, notably, of course both the Platinum Jubilee and the subsequent change of monarch.

I want to acknowledge with gratitude the work of the choir (see separate report), not only in its role in leading worship at the main Eucharist on a Sunday morning and on other Feast Days but also as our main activity with young people. Young and “not-so-young” continue to work for RSCM Awards and contribute to events within the Deanery and at St Paul’s Cathedral.

Our small Sunday School (see separate report) (8-10 children) meets twice a month and makes a contribution well beyond their numerical size, reporting back on activities at the end of the service. Kellie Reilly and Kay Crotty with occasional assistance from Ginny Gilbert, especially at Christmas, are to be congratulated.

I want to give my particular thanks to those who decorate the church for our major festivals – Easter, Christmas and Harvest, primarily. They do so under the leadership of Lynne Grout who is responsible for the flowers week-by-week. They are supported by the somewhat reduced “gardening team” who I am sure would be very willing for me to identify Giles Quinan and Robert Lemon as local stalwarts who gives hours of time to maintain the churchyard. A mere expression of gratitude is hardly adequate but no less sincere. There is a hidden issue here that needs recording: the Churchyard is “closed” meaning that we are no longer able to use it for full burials (burial of ashes is unaffected by this). Once a churchyard is closed its upkeep becomes the responsibility of the local authority.

The “pandemic years” have interrupted the work on renewing the Mission Action Plan but this has been revived over the past year beginning with a PCC Away Day in March before a

series of Sundays when in place of the sermon, the wider congregation have been involved in the process. This continues with the real hope that we will have concluded the work during 2023 with some clearly identifiable and measurable targets.

No church is worthy of its task in revealing the Kingdom of God unless it is rooted in prayer. St Mary's has begun to address this challenge in a number of ways, some of which build on previous or existing practice but also by exploring new initiatives. The development of small study groups resulted in three separate groups undertaking the Prayer Course, part of the 24-7 Prayer Initiative. In parallel, the monthly Julian Meeting, meets in the Peace Chapel on the second Saturday of the month for silent prayer. Further work is required in developing a group of regular intercessors to lead the prayers each week at the Eucharist. These small steps are being taken forward by identifying 2023 as a "year of prayer" for St Mary's.

Spire Café continues to operate but concentrates on specific occasions – New Year's Eve, the summer fete, open afternoons and most impressively serving over 100 breakfasts on Easter morning. Sarah Foster and Nick Jones-Ford are tireless in the work they put into making the Spire Café such valuable instrument of mission and community engagement.

Tots on the Hill, our weekly carers, baby and toddler group has continued to meet on Friday mornings in term time and I remain grateful to Naj Anand for overseeing the arrangements. It undoubtedly provides a much appreciated space for a large number of families. It remains to be explored as to how we might incorporate at least some of those who attend into the wider life of the church.

The issue of homelessness remains significant. In recent years the church has provided space for two long-term homeless people. One was eventually given secure accommodation as result of the initiative to take people off the streets at the beginning of the pandemic. The other refused help at that point but continues to reside in and around the church which has led to increased expenditure resulting from damage caused and need to change locks. Police, local Social Services, homeless charities and mental health services are aware.

In July St Mary's hosted the Deanery Archdeacon's Visitation at which Churchwardens were sworn in and other officers received formal appointment. In December, the Archdeacon conducted her own triennial visitation to the parish to check the records and policies. All was found to be compliant and I am very grateful to Matthew Biggs (Churchwarden), Roger Horne (Treasurer) and Pauline Chandler (Chair of F&GP) for the necessary preparation.

I record the ongoing unsatisfactory situation regarding the sale of the Vicarage. The property remains unsold. I marked seven years as incumbent in October.

I record my enormous gratitude to our staff, Tim Smith, Director of Music, Keith Grout, Parish Secretary and Maria Theresa Pereira, our cleaner, as I do to all the PCC and others who take on the daily task of conducting the ministry of St Mary's. Last but by no means least, I extend particular thanks to the Revd Graham Dale, Assistant Curate, and the Revd Canon Alison Christian, Associate Priest for their ministries especially during this past year when I have also carried out the role of Master of the Haberdashers Company in the City of London. Their ongoing support and willingness to fill-in has been much appreciated.

James Power – March 2023

Finance and General Purposes Report to APCM 2023
Covering January to December 2022

The committee met monthly throughout the year (except in August) mostly via Zoom.

General income, mostly through Planned Giving, is not increasing and is a cause for concern. All Planned Giving is now by standing order and none by weekly envelopes which is very helpful for budget planning. The ad-hoc green Gift Aid envelopes are used fairly extensively. St. Mary's is not covering regular expenditure that is the Vicar's stipend, energy bills, funding Church Services etc, through regular income. Until this situation is remedied St. Mary's will be unable to fund a full-time Vicar. The Stewardship Committee is planning a Campaign during 2023. Please see the Treasurer's Report for full details.

A Giving Station is now permanently available by the south door for donations by card. There is evidence that this is being used by casual visitors. Two card readers are also available for use during Services.

The routine maintenance of and non-routine work on the buildings is shown in the list below.

(The numbers refer to the Contractors which are named after the list.)

- Security:** The Fire Alarm, detectors and extinguishers were checked routinely. (5)
Faults in the connectivity between the Fire Alarm and the Monitoring Service were rectified by BT
The Intruder Alarm was checked routinely (5)
The Fire Alarm was tested weekly. (10)
The Lightning Conductors were checked and found satisfactory and the certificates issued. (4)
The white line edging to external steps was repainted. (10)
Internal and external light bulbs were replaced as required. (10)
- Electrical:** Routine Circuit Inspections took place, identified faults rectified and the relevant certificate issued. (1)
The Electrician has advised that, due to the age and complexity of the cabling, routine Inspections should be carried out every three years rather than the statutory five years.
A fault in the main inlet cable was investigated and repaired by UK Power Networks.
A low-powered electrical socket has been installed by the south door for the Giving Station. (1)
- Fabric:** All gutters, downpipes and drains were inspected and cleared at regular intervals. (2 & 10)
Minor repairs and maintenance were undertaken as required. (2 & 10)
The number of death watch beetles was checked (10)
Crumbling stonework in the tower staircase newel; post was replaced. (7)
The Ringing Chamber was redecorated and recarpeted. The cost was met by the Ringing Guild of St. Mary. (2)
The Icon was installed in the Anselm Chapel following the granting of a Faculty. The fixings were approved by Ecclesiastical Insurance to meet their anti-theft requirements. (2)
Purpose built shelving and a table were installed by the south door. The cost being met from the Burt Bequest by kind permission of the Trustees. (11)
The Beacon lights on the spire were repaired by the RAF, Northolt
The tower staircase was replastered and repainted (2) following major repairs to the newel post (8)
- Heating:** Boilers in Church and the Church Room boiler were serviced. Gas Safety Certificate were issued. (3)
- Churchyard:** The volunteer gardeners continued to maintain the upper and lower Churchyard (10)
Following the 5 yearly Tree Inspection necessary safety work was carried (9 and 10)
A new mower has been purchased with the cost being covered by generous donors.

Harrow School Conservation Group continued to work, when possible, in the lower Churchyard. (10)

Miscellaneous: The organ and organ blower were routinely inspected (6)

The WiFi connection in both Church and Church Room has been enhanced by BT

Contractors

1. MRD Electrical Services, 25, Acacia Avenue, Ruislip, HA4 8RQ
2. P&J Enterprises, 2, Old Grove Close, EN7 6UN
3. G&D Higgins, Masters House, Marlborough Hill, Harrow, HA1 1UX
4. Omega Red Group Ltd. Blenheim Industrial Estate, Nottingham, NG6 8WA
5. Technica Systems Ltd, Technica House, 3-7, Clifford Road, Alperton, HA0 1BZ
6. Watkins & Watson Ltd. 141, Blandford Road, Poole, BH15 4AT
7. DBR Ltd. Scaffold House, Consort Road, London, SE15 2PH
8. Hockley and Dawson, Consulting Engineers
9. Arbol Euro Consulting Ltd.
10. In house volunteers
11. Sam Marchant, Master Carpenter and Furniture Maker
12. Bishop & Son, 58, Beethoven Street, London, W10 4LG (Organ Tuner)

Future Plans

During 2023 the Committee will, apart from its on-going responsibilities for monitoring income and expenditure and for maintaining the buildings and grounds, consider the following:-

- a) Repairs to the Spire.
- b) Introduction of a rope handrail in the tower staircase.
- c) The repaving of the south porch
- d) Plans to increase the number of spaces for plaques in the Garden of Remembrance as and when this becomes necessary, and funds become available.
- e) Repairs to the 'Peachey Stone' towards which a grant of £10,000 has been received from Harrow Council.
- f) The replacement of the current sound system in Church funded through a legacy for that purpose
- g) The provision of a sound system in the Church Room
- h) The redecoration of the Church Room
- i) Repairs to the Lych Gate (Requested by and to be funded by Spirewatch)
- j) The lighting in the Chancel
- k) Repairs to the organ.

Sale of the Vicarage

One of the main tasks during 2023 will be to vacate the current Parish Office and 'Hay Loft' storage area when Harrow School begin building works on the whole of the Vicarage site. We will then give a temporary home to the Parish Office in the Wardens' Vestry and the Choir Vestry until a new, purpose built office is ready in the old hay loft with the door opening onto the Graveyard. A covered storage area will be built between the Church Room and the perimeter wall to house the marquee and the gardening equipment.

This project will demand a lot of organisation and many volunteers!

PLC

10th February 2023

Safeguarding Report

I. Introduction

- a) Safeguarding is a standing agenda item at meetings of the Parochial Church Council (PCC) and an up-to-date Safeguarding Action Plan is presented at every PCC meeting. PCC's responsibility for safeguarding compliance derives from members' duties as trustees of a charity supervised by the Charity Commission of England & Wales, viz; to adopt a safeguarding policy and establish an action plan to implement it.
- b) The licensed clergy, and particularly the incumbent, are responsible with the PCC and the assistance of the Church Safeguarding Officer, for ensuring that the correct policies, guidance and procedures are in place and for developing a "safer culture" in their churches.
- c) The Church Safeguarding Officer is responsible for ensuring the coordination of any concerns about a child, young person or vulnerable adult, or the behaviour of an adult working with vulnerable groups. Her/ his role is to ensure that these are appropriately reported both to the statutory agencies and to the Diocesan Safeguarding Team. She/ he should attend the PCC at least twice a year and work with it to ensure the proper implementation of the safeguarding policy.
- d) The Children's Champion is the voice of the children within the parish at PCC meetings. He/ she does not have a direct role in safeguarding but is expected to work closely and confidentially with the Church Safeguarding Officer and parish clergy to inform/ report/ discuss any concerns, seeking their support and advice when necessary.
- e) The Diocesan Safeguarding Adviser is a member of the Diocesan Safeguarding Team which manages and coordinates the day-to-day operational mechanisms for safeguarding practice across the Diocese. This is achieved by the provision of advice on safeguarding concerns, support for parishes in managing concerns, overseeing safeguarding training and monitoring safeguarding issues in parishes.
- f) The licensed clergy, Church Safeguarding Officer, DBS Verifier, Children's Champion and Parochial Church Council work firmly within the parameters of the Church of England's Safeguarding Policy and Practice Guidance.

2. Formal Obligations

The Parochial Church Council is obliged by law to confirm to the Annual Parochial Church Meeting that it has complied with its statutory duty under section 5 of the Safeguarding & Clergy Discipline Measure 2016, and section M5(3) of the Church Representation Rules 2020 that:

The Parochial Church Council has had due regard to the House of Bishops' Guidance on Safeguarding Children & Vulnerable Adults.

3. Safeguarding Roles

- a) The Church Safeguarding Officer is Matthew Biggs
- b) The DBS Recruiter & Verifier is Fiona Power
- c) The Children's Champion is Kellie Reilly
- d) The Chair of the Care & Outreach Subcommittee is Lynne Grout

4. Safeguarding Policy, Guidance & Information

- a) The Diocese of London suggests a draft Parish Safeguarding Policy for annual adoption each year. The draft policy is available on the diocesan website. The Parochial Church Council adopted the draft policy without amendment at its first meeting on 22nd May 2022.
- b) The "Promoting a Safer Church" policy must be promoted in all churches in the Diocese; the relevant posters are displayed in the Church Room, Vestry and South Porch for public reference and consultation, and also on the parish website.
- c) The PCC adopted further policies related to safeguarding, especially in the Recruitment of Ex-Offenders at its meeting in September 2022. The Recruitment of Ex-Offender policy statement must again be adopted annually and copies are available for public inspection and reference in the Church Room and South Porch.
- d) The official policy guidance and procedures for Church Safeguarding Officers are kept in the Church of England's "Parish Safeguarding Handbook" and "Code of Safer Working Practice." A copy of the Code of Safer Working Practice is posted in the Church Room. A "hard" reference copy of the Parish Safeguarding Handbook is available upon request.

5. Safeguarding Learning and Development

- a) All three members of clergy have completed their full safeguarding training requirements and are officially "in good standing" with the Bishop of London, as evidenced by their inclusion in the online National Register of Clergy.
- b) The PCC ensured that the Churchwarden completed the requisite Level 2 safeguarding training in 2022, valid for three years.
- c) The PCC ensured that the Parish Safeguarding Officers completed the requisite Level 3 safeguarding training in 2022, valid for three years.
- d) Of the total of eleven elected lay members of PCC, nine have completed the requisite Level 1 safeguarding training.
- e) Of the total of eleven elected lay members of PCC, two have not completed the requisite Level 1 safeguarding training. The online nature of the training proved challenging to the two PCC members.

- f) Once the PCC has approved the list of Church Activities in March 2023, the various Activity Leaders will need to complete their requisite Level 3 training.

6. Safer Recruitment and People Management

- a) The clergy are fully Safely Recruited by virtue of their inclusion on the National Register of Clergy.
- b) The Church Safeguarding Officer and DBS Verifier have been fully Safely Recruited as part of their appointment to role.
- c) PCC Members' and Church Activity Leaders' DBS clearances expired in 2022. These will need to be re-taken in 2023.
- d) All PCC Members and all Church Activity Leaders have completed their individual Confidential Declarations in 2022 as required by the "Safer Recruitment" Guidance.
- e) A decision by PCC determining which church activities would fall within the ambit of Safeguarding was delayed from June 2022 until March 2023; this in turn led to further delay in subsequent safeguarding compliance activity.
- f) Job Descriptions for the various Church Activity Leader roles (e.g. Sunday School Leader, Tower Captain, etc.) are necessary; these will need to be written or reviewed in 2023.
- g) The availability and support of key personnel to undertake these checks is vital; without their engagement, advancing in safeguarding compliance is difficult.
- h) The generation of Job Descriptions will enable PCC to look again at these relevant roles and re-assess them for the future.

7. Concerns Raised

- a) Number of safeguarding concerns shared with Parish Safeguarding Officer: Two
- b) Number of Referrals made to Diocesan Safeguarding Team: Zero.
- c) (Advice on necessity of external referrals was not sought from the Diocesan Safeguarding Team in either case: in one matter, the Church Safeguarding Officer assessed it as not having a Safeguarding dimension but being a matter for the Complaint & Grievance Policy, and the other was assessed as a pastoral concern.)

8. Additional Information

None.

9. Next Steps

- a) The Parish Safeguarding Dashboard tool for St Mary's, officially supplied and encouraged for use across the Diocese, is currently set at Level 2, focussed on

compliance with “Safer Activities”. The Dashboard generates a revised appropriate action plan at each update. (Level 3 is focussed on “Safer Practices”; Level 1 was “Safer Foundations”: The Diocese encourages PCCs to progress through the dashboard levels but only at a speed appropriate to each parish.)

- b) Work will continue in 2023 to ensure that PCC officially approves a list of Church Activities, and that those individual activities have Risk Assessments, DBS check and Safer Recruitment checks are fulfilled for each of them.
- c) The two remaining PCC members will also need to complete their mandatory training.

10. Acknowledgements

- a) “Safer churches” is a key priority for the Diocese of London’s 2030 vision: welcoming everyone into the life of the diocese, into a community where the value and dignity of everyone is valued and respected, is not only core to the Gospel and our calling but to safeguarding. Everyone should know that they are as safe as they can be: safeguarding is an integral part of our life and ministry.
- b) The PCC is adamant that St Mary’s Church will be a place where children, young people and vulnerable adults can worship and grow in Christ safely.
- c) The Safeguarding Team gratefully acknowledges the support, patience and prayers of clergy and congregation in 2022.

M K Biggs
Church Safeguarding Officer
31st January 2023

Communications Report

The monthly production of the Spire continued throughout 2022. We did a couple of guided walks and produced a booklet about the Monumental Connections between the Church and Harrow school in commemoration of the 450th anniversary of the granting of the royal charter to John Lyon to found Harrow School. For the September Heritage Open Day Festival we did a Harrow's Walkway of Inventions under the festival theme of astounding inventions which was well attended. This was interesting as it enabled us to forge some links with Christchurch Roxeth, who have the site of a particularly notable local inventor--William Perking, who discovered the synthetic dye, purple. At the end of 2022 Judith Shepherd has been offered some paid talks (funds are going to Save the Spire Funds) at local groups to present the work on Monumental Connections. At the beginning of 2023 we formed a website group to share out some of the burden of updating Saint Mary's website and have gradually updated some of the pages.

Judith Shepherd
14th March 2023

Stewardship Committee Report January-December 2022

The Stewardship Committee has two aims:

- To increase the income into the general funds in order to support the church ministry within St. Mary's Church Harrow on the Hill.
- Raise money with Spirewatch to replace the lead tiles and undertake other structural repairs to the spire of St. Mary's Church.

A number of activities have been undertaken during this period and include:

- Supported the Harrow School 450 celebration in a variety of ways in and around the church. Whilst this did not result in raising a huge amount of money for the church, there were large numbers of visitors who enjoyed the various activities and their consultation with the visiting apothecary.
- Summer Fete which resulted in a record profit
- Christmas Fair 2022 which exceeded the profit on the last Fair.
- Continued with the campaign to raise funds for the spire. Small lead tiles stamped with Save the Spire were created and sold during the 450 celebration and the Summer Fete and Christmas Fair.
- Worked with Spirewatch to maximise opportunities to donate money with the use of a joint Just Giving page.
- Increased the opportunities to donate money electronically to the church in church. This was extremely valuable during large events.

During the next 12 months, a number of concerts and other events are being planned in order to raise the £600,000 required to repair the spire as well as generating the funds to support the ministry of the church.

There are plans to provide more information on the website around the money required to repair the spire, the funds necessary to run the church on a day to day basis and how the public can donate money. Into these two funds.

A stewardship campaign will also commence this year to support raising money for the church. Working with the communications committee, the stewardship committee will look to improve the routes of communication to all church members and the wider community. It is hoped that improving communication to a wider audience may result in a positive impact on fund raising.

Christine Williams March 2023

Music Report 2022

2022 was a year of recovery and return to normal activity for the Choir, with extra Civic Services to keep us busy!

The year began sadly with the sudden death of Ann Huntley. She had been a loyal member of the choir for many years (and a supportive wife and mum to John and Paul in the past, before ladies were members of the choir) and I know I'm not alone in describing her as our Choir Granny.

The Choir made valuable musical contributions to our Holy Week services, and on Maundy Thursday and Good Friday in particular. Choral Evensongs returned to the regular calendar – in May we took part in the RSCM Area Festival at St Paul's Cathedral which took the Queen's Platinum Jubilee as its theme, and in October we were at St Alban's Church, North Harrow, for the Harrow Deanery Choirs Festival – the support of our clergy in the congregation was noted and greatly appreciated.

Also in October four of our choristers passed RSCM Voice for Life Award Exams. Bronze awards went to Harriet (Commended) and Eric, and Gold awards to Sara (Highly Commended) and Genevieve. I am delighted that these awards are not just individual achievements but also setting standards for other young singers who are progressing well and will take awards exams in their turn soon.

The Carol Service is always a highlight, and this year we were joined by members of Kids Choir Harrow, who sang both on their own and with our Choir. The musical standards at the service were high, but moreover I felt it was a very happy occasion with choristers and congregation enjoying themselves and enjoying being back after the enforced break from normal activity.

The Music Group has yet to return to services – hopefully something will be happening in the coming year.

One of our choristers told me that she was writing about herself at school. She mentioned her membership of our Choir – “it's my second family!” As always, people with musical talents as singers or players are most welcome to join our family.

Tim Smith
Director of Music

Tower Captain's Report 2022

Bell Ringing Guild, St Mary's, Harrow on the Hill

The main aims of my work as Tower Captain continue to be:

First: to ensure that there is bell ringing for Sunday morning services, and for other special occasions, particularly those for St Mary's Church;

Second: bell ringers have appropriate training for their own advancement, for the improved quality of band bell ringing, and for the sustainability of future bell ringing at St Mary's;

Third: bell ringing at St Mary's is enjoyable and welcoming to visitors and to newcomers;

Fourth: to encourage St Mary's ringers to contribute to the wider ringing community.

The first aim has been achieved for 2022 through the commitment of our ringers to ring for Sunday service. The number of ringers has varied due to holidays, illness, and other commitments, but we have occasionally had ten bells ringing on a Sunday morning.

During the year we have managed to ring for the following special occasions and annual occasions:

- St Mary's 928th birthday (16 January)
- At the start and the end of the 450th Anniversary Harrow School Community Day (30 April)
- Harrow School Speech Day, including boys and beaks (28 May)
- Prior to the Civic Thanksgiving Service at St Mary's for The Platinum Jubilee of HM Queen Elizabeth II (3 June)
- QP Plain Bob Doubles for The Platinum Jubilee (4 June)
- Ringing in celebration of Graham Dale ordination, first service at St Mary's (3 July)
- 1450 QP Plain Bob Doubles for the 450th Anniversary of Harrow School (13 August)
- Half-muffled ringing, as part of a national event at noon, in memoriam of HM Queen Elizabeth II (9 September)
- Open ringing for the Proclamation of HM King Charles III (10 September)
- Civic Thanksgiving Service at St Mary's for the life of the late HM Queen Elizabeth II (18 September)
- Half-muffled ringing, as part of national ringing, one hour prior to the funeral of the late HM Queen Elizabeth II (19 September)
- Prior to the Christening Service of the grandson of the Tower Captain (16 October)
- 125 Grandsire Triples in celebration of 125th Anniversary of the Middlesex Association during a S&W District practice (28 October)
- QP Plain Bob Doubles for S&W QP week and for 125th Anniversary of the Middlesex Association (30 October)
- 1450 QP Stedman Caters for 450th Anniversary of Harrow School (19 November)
- St Mary's fete (18 June)
- John Lyon Founders Day Service (30 September)
- Remembrance Sunday (13 November)
- Christmas Eve Midnight Mass (24 December)

- New Year's Eve ringing (31 December)

The special ringing marked historical occasions for the country with the Platinum Jubilee followed by the death of HM Queen Elizabeth II and the Proclamation of King Charles III. Locally, the major event was the 450th anniversary for Harrow School. All our members had the opportunity to ring for special services, the Community Day for which 7000 visitors came to the Hill, or for QP attempts in June and August. Christopher O'Mahony, a past Ringing Master, made a welcome surprise visit from Australia in the summer and conducted 1450 QP of two doubles methods. A QP of Stedman Caters was rung in November, conducted by Lucy Woodward, a ringer at St Mary's in the 1990s and a member of the peal band including myself, for the 900th Anniversary of St Mary's. Only myself from our current band was able to take part in this ten bell QP attempt but most of the invited ringers had close associations with St Mary's. Regarding the annual ringing, it was certainly a pleasure to restart New Year's Eve band ringing to ring out 2022 and welcome 2023 with a view of the fireworks from the tower roof. The long standing tradition of a get together took place earlier in the evening in the form of a sit-down meal given lower numbers, but other joined later for the ringing. The recent tradition of the Spire Café opening late evening ready for the midnight fireworks was also maintained giving the Hill more vibrancy.

The second aim is being achieved by our focus on our learners. My thanks go to our regular team of experienced ringers, including our weekly helper, Paul Daybell, who enable each learner to practise within a secure band. During 2022 some of the band have participated in training events, outings and Quarter Peal attempts, to help their skills and understanding develop further. Clear progress is being made by each learner and it is hoped that this progress can be consolidated in Quarter Peal attempts in future. This year, congratulations to Camille Berrido for two successful QP attempts with first inside to a method, to Caspar Kennedy who rang his first St Mary's QP, to Rachel Seghers for ringing treble in a Doubles QP at Harrow Weald, and to Bridget Campbell for first QP caters in principle. Marc Kasfiner joined as a member last year and is progressing well. Our thanks to Audrey Wakeling, Allan Carter, and Douglas Dodd who join us whenever possible. Last June, we entered a band for the S&W District Striking Competition held at Norwood Green and we made a great effort to ring 240 Plain Bob Doubles and managed to successfully ring over two thirds of it. Unfortunately, due to a rail strike, the next round for the three successful bands (Twickenham joint-band, Hillingdon, Ealing) was cancelled.

The third aim has been achieved, evidenced by the regular attendance for Monday night practices and for Sunday morning service ringing. The boys, beaks and Harrow School staff enjoyed lessons with our band during the first part of 2022 and some rang for the start of Harrow Speech Day in May. St Mary's hosted three S&W 10 bell practices during the year and these were well attended. The ringing chamber has been transformed due to the considered planning and organization by Pauline and Michael Chandler, making it very welcoming to our band and to visiting ringers. We are all delighted with this reorganization and our thanks go to Pauline and Michael.

The fourth aim has also been achieved in a number of ways. I have been re-elected as S&W District Secretary. As part of my role, I arrange and co-ordinate a number of monthly practice sessions for the S&W District to enable ringers to maintain and improve their ringing skills, and to learn from other more experienced ringers. In November, a ringing outing to Henley, Shiplake, Sonning and Hughenden, gave the opportunity for wider experience of ringing; Caspar Kennedy and I went on the outing. I hold the appropriate Safeguarding awards in order to support Michael and Pauline Chandler and Henry Johnson, in training any Harrow pupils and adults wishing to

learn to ring. The committee I serve on arranged a London's Bell Ringers' Advent Carol Service on 29 November 2022, for which Rachel Seghers was a member of the choir. St Mary's has now ended the long standing monthly first Sunday service ringing at All Saints, Harrow Weald due to their growing band, although Caspar Kennedy supports their Wednesday morning service ringing, and a few of our ringers support QP attempts there. In future, we hope to maintain a mutually supportive arrangement on an ad hoc basis according to need. The staircase repairs are now complete and appreciated, but we still hope that a hand rail will be put in place to enable more ringers to manage the fifty two steps safely.

Many thanks to Michael Chandler, Steeple Keeper, and to Caspar Kennedy, Assistant Steeple Keeper, for their regular maintenance of the bells and for prompt repairs. One recent incident was when the rope came off the second's wheel during a January 2023 practice leading to a broken stay, but due to having a replacement ready, the stay was replaced within the week. This prepared approach is typical throughout the year. Thanks to both of them also for raising the bells on Saturday mornings and to Camille and Marc for giving support when possible. Many thanks also to Michael and his team for managing the installation and removal of the muffles during the year, some with short time intervals.

As Tower Captain, I continue to be delighted with the commitment from our ringers to attending practice nights and Sunday service ringing. I am also grateful for the continued support and help from Fr James Power. In this context, I am optimistic about our band maintaining ringing to an improving standard at St Mary's during 2023, and that our band can continue to take part in District ringing events and to support national and local events, particularly ringing for the Coronation of King Charles III in May 2023. However, we also have to seriously focus on attracting and training a few new members to maintain this progress in the longer term.

Bridget Campbell, Tower Captain, February 2023

Training and QPs: 2022

Hilen Amin	Learning PB Doubles for future QP attempt
Camille Berrido	Learning Grandsire Doubles and PB Minor Rung in 2 successful QPs as bell 2 for PB Doubles and Grandsire Doubles; PB Doubles; at Harrow on the Hill
Bridget Campbell	As S&W District Secretary, arranges and attends S&W practices, S&W and AGM ringing competitions, outings S&W, East Sussex Isle of Wight, Hillingdon Stratford upon Avon, Bell Ringers Advent Service ringing St John Waterloo Learning Bristol Surprise Major at Surprise Major practices; attending 10 bell practices for Caters and Royal methods Rung in 19 successful QPs (6 to 10 bell) and 1 peal attempt at 9 towers Holds Safeguarding Qualifications
Pauline Chandler	Rung 2 successful QPs as treble at Harrow on the Hill Holds Safeguarding Qualifications
Michael Chandler	Holds Safeguarding Qualifications
Mark Kasfiner	Ringling rounds and call changes for service ringing Learning Plain Hunt on 5
John Ingram	Ringling treble to Doubles Methods

Gregor McLean	Rung in 3 successful QPs, two inside to PB Doubles at Harrow on the Hill, treble to Doubles at Harrow Weald
Rachel Seghers	Learning Plain Bob Doubles for QP attempt Rung 1 successful QP at treble to Doubles at Harrow Weald Bradfield Residential course PB Minor
Caspar Kennedy	Bradfield Residential programme Plain Bob Doubles. Monthly Sunday afternoon Harrow Weald and monthly Wednesday afternoon Ruislip, attends weekly Bushey practices; attending monthly S&W events – Norwood Green (6 bell) and Hanwell (Triples); S&W outing to Henley Rung 6 successful QPs, 5 as tenor to Doubles at Harrow on the Hill, Norwood Green and Great Stanmore, and tenor to Triples in Bathwick, Somerset

Handbell Ringers

Eight of us took part in the “Noye’s Fludde” production in the Speech Room of Harrow School last March. It was a colourful day with plenty going on all over the Hill and the production was great fun. We were grateful the Church room was open for much needed refreshments.

In November we played at the catholic church of St. Mary and St. Thomas of Canterbury on the Hill. It was a general programme plus the opportunity for club members to “have a go”. We were well received (and fed) and raised £60 for St. Luke’s.

December brought a chance to entertain at a Christmas tree festival in All Saints Church Harrow Weald which both the audience and ourselves enjoyed. A week later we played as usual for the Harrow Philharmonic Choir’s carol evening and received a donation of £80.

Sadly, we could not take part in the carol service at St. Mary’s as our available players were too few on that date. We are managing with the barest minimum number of players these days and could do with at least 3 more friends to join the team.

Jean Pearson
February 2023

Creation Group

Under Emma Marfe's leadership, and many group meetings, we were active and brought to the Parish's attention the following;- one church service emphasising the state of the planet's health and how we could do our bit regarding our small part of this general concern like learning about climate change, stopping using plastic wrappings, litter collecting around the church garden, using Fair Trade products in the Church Room, responsible recycling generally, building a Bug Hotel near the church compost area, reading the statistics from Green Peace and raising our awareness of the state of UK and the world's fragile natural condition, saving water and interesting the Sunday School in our churchyard wild life.

Since Emma moved away we have not been so active and need to reconvene and find a new leader/manager - in hand.

Progress is however continuing in a smaller way in the seasonal rambles around the churchyard led by Ann Allen and enjoyed by old and young. We have joined the charity Gods Acre who are tabulating the recorded wildlife of all the churchyards in England and Wales. We are continuing to record and photograph the wild flowers in bloom in the church yard and showing this work on four seasonal posters in the Church Room. Ann Allen and Kelly Reilly work on this project together and our wild life records go to the Gods Acre scheme. Keeping the Church Room supplied with Fair Trade products needs managing continually.

Ann Allen and Jenny Ransom, March 2023

Sunday School Report 2022

The Sunday School enjoyed meeting on the 1st and 3rd Sundays of the month in 2022 without restrictions. We were also able to return to presenting their work at the end of the services. We have a small but regular group and our numbers are slowly growing.

The children are growing in confidence, several of them enjoy reading the bible stories to each other and we have had some interesting discussions. They are very creative and we have lots of fun making pictures to reinforce their learning. The children are also very keen to share their work with the congregation.

The highlight of the year was the Nativity for which we had a full cast. The children gave the congregation a wonderful performance and our two Marys shared the responsibility of caring for the baby Jesus.

Kelly Reilly February 2023

Flower Arrangers' Report

2022 was a busy year for the flower arrangers. As well as weekly arrangements we had three civic services, one postponed from last year, one to celebrate the Platinum Jubilee and the third for the sad passing of Her Majesty Queen Elizabeth.

We decorated for the three festivals of Easter, Harvest and Christmas and the new arrangers, who so skilfully stepped up to the mark last year, together with our stalwarts have done some spectacular arrangements. I am extremely grateful to them. We are very fortunate to have a wonderful support team who collect greenery and clear up the debris, Thank you Giles, John, Chris and Allan. Maybe they could be persuaded to try their hand at arranging too, it isn't exclusively for ladies!

It is always a lovely morning when we make the posies for Mothering Sunday and a real pleasure to welcome the Sunday School. They also made a wonderful contribution to the Harvest Festival service with pretty arrangements they had made to bring into church. After the heat and drought of the summer there were very few flowers and little foliage and I doubted if we would be able to celebrate Harvest, however, we were saved by Peter Weller, dahlia specialist from West Harrow Allotments. He had magnificent blooms and very kindly donated them all to St. Mary's. We are indebted to him for his generosity which allowed us to decorate the church with his vibrant blooms.

I would like to try and reinstate the flower rota as we had before the pandemic. I will endeavour to work out how this can be achieved.

I am grateful to some very kind people who give regular donations to the Flower Fund and those who give flowers in memory of loved ones. It is a tremendous help and much appreciated.

We are all extremely sad to hear that Irene Greenwell died in February. She was a very gifted arranger and was always kind, thoughtful and a delight to work with. We will miss you so much.

Lynne Grout, February 2023

CARE AND OUTREACH REPORT 2022

I am delighted that Revd. Alison Christian has joined the committee after Kim Barlow moved away to be near family. I am very grateful to Kim for her insight and energy in supporting Care and Outreach and we all wish her well.

We have tried to get things moving again after the pandemic, as with all things it takes ages to build up projects but they are lost very quickly. However, I feel we are back on track and can look positively to the future.

We are very pleased to reinstate the Bereavement Service and thought it would be better to hold it in the Spring. New life will be all around and it will be lighter and, hopefully, warmer for people to attend on a Sunday afternoon.

Jane has very kindly agreed to take charge again of the monthly cake sale after morning service. and we will support the same charities as before , Cardiomyopathy and the MS Harrow Therapy Centre .

We are keen to resume our charitable giving and have discussed ways in which we can do this, we will be putting our ideas to the PCC in the New Year .

We had accrued £400 from our anonymous donor and sent £200 to Unicef for children in Ukraine and £200 to the Food Bank.

Safeguarding now comes under the auspices of Care and Outreach. We have had several discussions with Matthew, the Safeguarding Officer, and the details are in his report.

I am very grateful to Matthew for attending the Bereavement Counselling Course , he is now a fully fledged counsellor and we are both available for anyone who would like to talk things over. Jane has also expressed interest in taking the course and will attend in February 2023.

We decided to hold a Harvest Lunch again, having had a break. It took place after the Harvest Festival Service on September 25th.

Matthew and Sian Biggs did a wonderful job of transforming the church room into an autumnal wood, it was very beautiful.

The menu seemed popular and it was deemed a success. We plan to make this an annual event and also hope to hold a Lent Lunch next year.

There are several events to look forward to over the coming year and any suggestions from the congregation as to what they might be interested in us organising will be gratefully received.

Lynne Grout

Care and Outreach Chair

Church Lads' and Church Girls' Brigade.

The South Harrow Branch of the Church Lads' and Church Girls' Brigade became affiliated to the Parish in 2021. The branch is in the process of reforming and may make an important contribution to our work with young people to join the existing work with the Sunday School and Choir; nonetheless it has a rich history. Their Annual Report is published separately.

THE HARROW DEANERY

ANGLICAN CHURCHES IN HARROW AND NORTHWOOD

MINUTES AND REPORT OF THE HARROW DEANERY MEETING HELD AT 7.30 P.M. ON 8 FEBRUARY 2023 AT ST ALBAN'S CHURCH NORTH HARROW

The meeting was live-streamed on YouTube and this will continue to be available for a limited period.

1. OPENING WORSHIP

Opening Worship was led by members of St Alban's Church.

2. PARISH PROFILE

Revd Dr Sarah Archer shared the parish's Ministry and Mission activities. There are two services on Sundays and midweek services. Messy Church meets 5 times each year and there is an informal service on the last Sunday evening on the month. Alpha courses were run online during the pandemic lockdown. They are currently running their fifth course with 25 people attending. The Choir Club meets on Monday evenings after school. They run a summer holiday club. They are working towards replacing the boiler and aim to be carbon neutral by 2030. Solar panels have been fitted to the Hall and the Hall heaters are to be replaced. A drop-in café is run on Wednesday mornings. The parish population is 65% Hindu (see below) and the children in the local primary schools are

mainly from a Hindu or Muslim background. There is also an Eastern European population which is mainly from a Roman Catholic background. A new Choral Scholarship scheme has been launched with 9 members. They have an Intern and Revd Ninus Khako started as Curate the previous summer. They have a Bronze A Rocha award and are working toward the Silver Award.

Ann Lynes thanked Sarah and the parish for hosting our Deanery meeting and then offered a short prayer for their ongoing work and ministry.

3. MODERN SLAVERY

Pattie Gercke, Development Worker for the Compassionate Communities Team of the Diocese, gave a presentation on Modern Slavery. The team exists to support and equip every parish in the Diocese of London in serving their communities compassionately by putting the practical love of God in action. There are six themes of work with Pattie's role, encompassing refugees, modern slavery, asylum seekers, housing and homelessness. Modern slavery is an umbrella term for all forms of slavery, trafficking and exploitation.

Modern slavery is a serious crime in which people are coerced or deceived into a situation where they are exploited, for the purpose of making a profit. The offence is punishable by up to life imprisonment under the 2015 Modern Slavery Act.

In London there are many forms of modern slavery, including trafficking for sexual exploitation (including prostitution, strip clubs, escort work and pornography), domestic servitude (including working as cleaners, carers or nannies) and forced labour in work such as nail bars and car washes.

According to 2021 Home Office data, there were 12,727 individuals identified as potential victims of modern slavery in the UK, with almost a third of these in London. In reality, these figures are likely to be much higher, with estimates of 100,000 people living in modern slavery in the UK today. The statistics for our boroughs for 2021/22 for numbers known to the police are 62 in Harrow and 85 in Hillingdon.

There is no typical victim of modern slavery. Victims can be any age, gender, ethnicity, or nationality. Victims can often face more than one type of abuse and slavery, for example being sold on to another trafficker and then forced into another form of exploitation. Debt Bondage, where victims are forced to pay off their debts, is the most wide-spread form today. Other common forms of exploitation are labour exploitation, sexual exploitation (men, women, and children), domestic servitude, criminal exploitation, and child exploitation. Children as young as 9 carry drugs on “County Lines” although the average age is 15 to 16. Initial contact is usually made through social media or music. Victims are offered, promised, or given something they want. Forced begging victims are transported to a “pitch” and forced to beg, then the money is taken from them. Domestic Servitude victims are forced to work in someone’s home for little or no pay – this is very hidden because they are usually in private homes.

Signs to look out for might include isolation, restricted freedom of movement, reluctance to seek help, physical appearance, poor living conditions, always wearing the same clothes, not wearing protective equipment or clothing, and unusual travel arrangements. Actions that we can take include raising awareness, victim support, providing safe houses – several churches are already involved in this support. Pattie outlined the procedure for reporting possible modern slavery which, if there is no medical need, is through the safeguarding organisation.

The Clewer Institute is a national church initiative. It provides bible readings and hymns, ideas for prayers, sermon scripts, and an Anti-Slavery Day each year on 18 October. There is a new Lent Course *Journeys* which can be used at any time of the year. It has produced a “Safe Car Wash” app which can help in reporting this abuse. The churches’ main role is in raising awareness, learning how to spot the signs, supporting vulnerable families, and other social action initiatives. Pattie provided posters for use in church situations including toilets which help to spot the signs of Modern Slavery. Churches providing Food Banks and Warm Spaces need to be able to spot the signs of abuse in those attending.

The Church of England’s Safeguarding Training Portal has an online course of Modern Slavery and Human Trafficking which is worth completing. By raising awareness this crime of deception can be brought into the light and the victims (and survivors) be given the help and support they need.

Resources that are available include:-

The UK Modern Slavery and Exploitation Helpline on 08000 121 700

The Diocese Website: www.compassionatecommunitieslondon.org.uk.

The Diocese of London Safeguarding Helpline on 020 7932 1224

The London Borough of Harrow Helplines: 020 8901 2690 (children), 020 8420 9453 (adults)

Thirtyone:eight Helpline on 0303 003 1111, selecting option 2.

There was an opportunity for questions from Deanery members which Pattie answered.

Pattie was thanked for her excellent and informative presentation. She encouraged parishes to help by raising awareness and using material from the Clewer Initiative to help raise the profile of Modern-Day Slavery. She is available to visit churches. Copies of her presentation have been made available to churches.

4. REFRESHMENTS

There was a break for excellent refreshments, provided by St Alban’s Church, who were thanked.

5. SYNOD BUSINESS

37 members had attended the meeting (14 clergy and 23 lay), this is 37% of membership. 9 members watched the meeting on YouTube. Apologies for absence were received from 12 clergy and 14 lay members. There were 8 visitors in addition to those from the church providing audio-visual and refreshments.

The Area Dean announced that there would be a training course for Mental Health First Aiders for members of our churches on 17 and 18 May. Those wishing to attend should email the Secretary.

The Minutes of the Deanery Meeting held on 10 November 2022 at St John’s School Stanmore were agreed as a correct record.

There had been a session of the London Diocesan Synod on 30 November 2022. Susan Cooper's notes of the meeting had been circulated to Synod members and were received by the meeting. There were no questions. Clive Scowen was attending the General Synod Sessions and he will provide a report on the July and February sessions which will be circulated to members when these are available. Members were encouraged to pray for the members of the General Synod meeting this week.

The dates for the next Deanery meetings are a Business Meeting using Zoom on either Wednesday 17 May or Thursday 15 June. The first meeting of the new Synod will be held on Tuesday 4 July at St Mary's Kenton.

6. CLOSING PRAYERS

John Dolling closed the meeting with The Grace at 9.20 p.m.

ATTENDANCE

House of Clergy 14 out of 42 attended (33.3%), quorum 14.

Sarah Archer, Ian Dowsett, Barry Hingston, Paul Hullyer, Ninus Khako, Ann Lynes, Ajay More, Stuart Nattrass, Richard Norman, Dave Scott, Matthew Stone, David Tuck, Wendy Wall and Elaine Weaver.

House of Laity 23 out of 57 attended (40.4%), quorum 19.

Mary Abbott, Raymond Barber, Stephen Brown, Leila Bullard, Stephen Christodoulou, Pamela Clissold, Sylvia Daniels, John Dolling, Maureen Hatton, Peter Hawkins, Lynne Jones, Floretta Lewis, Tim Mackenzie, Robert May, Jo McCormick, Lesley Menabney, John Parry, Toby Partridge, Christopher Pope, Charlotte Spencer, Alison Stowe, Josh Tate and Diane Tuck

Attended by Watching YouTube Transmission

House of Clergy 3, House of Laity 6.

The following said that they would watch on YouTube: Revd John Barker, Revd David Green, Revd Emma Webber; Matthew Biggs, Beverley McKeon, Daniel McKeon, Sarah Parnaby, Sally Rogers, Judith Shepherd.

APOLOGIES FOR ABSENCE

House of Clergy (12)

John Barker, Kate Blake, Simon Durrant, David Green, Jon Lindsay Scott, Michael Miller, Marj Mott, Lyndon North, Nina Oskarsdottir, Christine Robinson, Jody Stowell and Emma Webber.

House of Laity (14)

Matthew Biggs, Steve Castle, Johnette Clarke, Susan Cooper, Manoharan Dilukshan, Jo Hester, Beverley McKeon, Daniel McKeon, Sarah Parnaby, Sally Rogers, Roger Saunders, Clive Scowen, Judith Shepherd and Mandy Whitfield.

Religious affiliation of population:

It is believed that the figure above may refer to the Parish of St Alban's North Harrow. For comparison figures from the 2021 census for the London Borough of Harrow show:

Christian 33.9%

Hindu 25.8%

Islam 15.9%

Jewish 2.8%

Buddhism 1.1%

Sikhism 1.1%

Others or not stated 19.3%

Financial Review for 2022

The Statement of Financial Activities for the year 2022 forms part of this report.

The running of our day to day activities (the general fund) saw a surplus of £6,471 for the year, compared to a deficit of £5,342 for 2021. Expenditure was well controlled and both under budget and lower than last year. Bear in mind that the Parish does not pay its full share of the Common Fund as we do not have a full time vicar and associated vicarage costs. Were it to do so we would without doubt be running a deficit. On a more positive note, the end of Covid restrictions meant profitable fetes and fairs, and higher collections at services. We also benefitted from higher donations including £2,500 from the Worshipful Company of Haberdashers. Planned Giving was virtually stable comparing 2022 with 2021. There was a fall in the value of our investments with the Church Board of Finance of £12,560. So,

Surplus on day to day activities as mentioned above	£6,471
LESS: Fall in value of investments	£12,560
Reduction in Reserves	£6089

Nonetheless Unrestricted Reserves still stood at £180,989. To further progress the Spire renovation the PCC approved a transfer of £50,000 to the Spire Fund to leave unrestricted funds at £130,989 at 31st December 2022, an amount approximately equal to annual expenditure.

The Spire Fund received c£6,000 in small individual donations and £1,080 in donations inspired by activities (Tower Open Day and War Graves walks) plus £400 from Harrow Hill Trust. An unrestricted legacy of £20,000 was designated to the Spire Fund. Expenditure of £10,080 was incurred for the Bell Tower staircase. With the transfer of £50,000 mentioned above, the Fund stood at £155,434 on 31st December 2022. With delays caused by Covid, and price inflation, total costs will probably exceed the £440,000 originally anticipated, perhaps reaching £500,000. Spirewatch have their own funds to add to the Church's, and a verbal report will be made on their total at the APCM on April 23rd.

The Sound System Fund (£21,346) and the Peachey Stone Fund (£10,000) remained as at the end of the last year. £500 was added to the lawn mower fund, £575 spent on a new mower, so £275 remains in this fund at 31st December 2022.

Important Update Please note that our Gas Bill is set to double from May, and Electricity Bill likewise from September.

Roger Horne
Treasurer March 2023

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

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Notes to the Financial Statements for the year ended 31 December 2022

I. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation when facts are uncertain in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2008, the Charities Act 2011, and with the Charities Statement of Recommended Practice and Financial Reporting Standard (FRS102). The financial statements have been prepared in pounds sterling, under the historical cost convention, and include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of Church groups which owe their main affiliation to another body nor those that are informal gatherings of Church members. Figures have been rounded to the nearest £.

The Parochial Church Council of St. Mary, Harrow on the Hill, is a corporate body established by the Church of England. The consecrated property, the Church, is located at Church Hill, Harrow on the Hill, HA1 3HL, in the United Kingdom of Great Britain and Northern Ireland.

It is the policy of the PCC to keep financial viability constantly under review, and in this regard the PCC considers that there are no material uncertainties and that the Church is a going concern.

The PCC meets the definition of a public benefit body under FRS 102.

Funds held by the PCC are:

Unrestricted Funds – the General Fund and the Reserve Fund represents the funds of the PCC that are not subject to any restrictions regarding their use and are available for application to the general purposes of the PCC.

Designated Funds – these are monies set aside by the PCC out of unrestricted funds for specific future purposes.

Restricted Funds –

a) Income from trusts or endowments which may be expended only on those restrictive objects provided in terms of the trust or bequest

b) Donations, collections or grants received for a specific designated object.

The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund. The Roof and Spire Fund is the most significant example.

Endowment Funds – funds the capital of which must be maintained; only income arising from the investment of the endowment may be used, either as restricted or unrestricted funds, depending on the purpose set out in the original document. The PCC has no endowments at present.

Income

All income is accounted for gross.

Donations and Legacies

Collections are recognised when received by or on behalf of the PCC.

Planned giving is recognised when receivable by or on behalf of the PCC.

Income tax recoverable on Gift Aid donations is recognised on an accruals basis matched to the period when the donation was received. It will therefore include claims made after the year end relating to donations received in the year.

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

Other trading activities (Filming Rights)

Trading income is recognised on an accruals basis when its ultimate receipt is reasonably certain.

Income from investments

Dividends and bank interest are accounted for on an accruals basis.

Other income

All other income is recognised when it is received.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31st December.

Expenditure

Expenditure is accounted for on an accruals basis and is accounted for gross.

Grants

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

Church activities

The diocesan parish contribution is accounted for when paid. Any parish levy unpaid at 31st December is provided for in the accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by virtue of the Charities Act 2011.

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's Inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000

there is insufficient cost information available and therefore such assets are not valued in the accounts

All expenditure incurred in the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of movable church furnishings acquired before 1 January 2000 is written off.

Depreciation

Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired. Equipment used within the church premises would, if there were any, be depreciated on a straight-line basis over 5 years.

It is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so low that any depreciation would not be material. Any such assets would be subject to annual impairment reviews and provision made if there were any permanent diminution of value.

The Church Room was built in 1960 at a cost of £9,965 including architect's fees: this is depreciated on a straight line basis.

Investments

Investments are valued at market value at 31st December

Current Assets

Income tax recoverable and other debtors are included at the settlement amount due. Prepayments are stated at the amount prepaid. Cash at bank includes cash and short-term liquid assets with a maturity of less than 3 months from the date of opening the deposit, and, short term liquid assets of between 3 and 12 months maturity which are stated at the balance on the account at the accounting date.

Creditors

Creditors and provisions are recognised where the Church has a present obligation arising from a past event that can be measured or estimated reliably. Creditors are stated at their settlement amount.

Investment Policy

Funds in excess of immediate working capital requirement are placed in a bank deposit account.

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted Funds - 2022 £	Restricted Funds - 2022 £	Designated Funds -2022 £	Total Funds - 2022 £	Unrestricted Funds - 2021 £	Restricted Funds - 2021 £	Designated Funds -2021 £	Total Funds - 2021 £
Income from:									
<i>Donations and legacies</i>	2a	96684	9331	20000	126015	87144	22668		109812
<i>Other trading activities</i>	2b	11921	0		11921	2001	0		2001
<i>Investments</i>	2c	4025	0		4025	3273	0		3273
<i>Other income</i>	2d	14647	0		14647	24304	0	35100	59404
Total income		127277	9331	20000	156608	116722	22668	35100	174490
Expenditure on:									
<i>Church activities</i>	3	120806	12269	0	133075	132253	11375	0	143628
Net Income/(Expenditure) before Investment Gains		6471	-2938	20000	23533	-15531	11293	35100	30862
Loss (-) /gain on investments	5	-12560			-12560	13463			13463
Net Income		-6089	-2938	20000	10973	-2068	11293	35100	44325
Net movement in funds		-6089	-2938	20000	10973	-2068	11293	35100	44325
Total Funds b/f at 1 January		187078	63897	56446	307421	189146	52604	21346	263096
Transfer to designated	9	-50000		50000					
Total Funds c/f 31 December		130989	60959	126446	318394	187078	63897	56446	307421

BALANCE SHEET AT 31 DECEMBER 2022

	Notes	2022 £	2021 £
Fixed Assets	5		
Investment		93543	106103
Church Room		2118	2420
Total Fixed Assets		95661	108523
Current Assets			
Methodist Chapel Aid Deposit Account		51341	50956
CBF Deposit Account		65500	65500
HSBC Current Account		63883	22733
HSBC Roof and Spire Fund Account		41023	45894
Natwest Current Account		160	929
Sundry Debtors (Accounts Receivable)	6	5893	21316
		227800	207328
Sundry Creditors (Accounts Payable)	7	-5067	-8429
Net Current Assets		222733	198899
NET ASSETS	8	<u>318394</u>	<u>307422</u>
Funds			
<i>Restricted Funds</i>	9		
Memorial Garden Fund		351	351
Spire Fund		50334	53197
Peachey Stone		10000	10000
Lawn Mower		275	350
Total Restricted Funds		60960	63898
<i>Designated Funds</i>			
Sound System		21346	21346
Spire Fund		105100	35100
Total Designated Funds		126446	56446
General Fund	9	130988	167294
Reserve Fund	9	0	19784
Unrestricted Funds		130988	187078
Total Funds		<u>318394</u>	<u>307422</u>

Approved by Parochial Church Council

James Power
Vicar

Date

The accompanying notes form part of these financial statements

Notes to the Financial Statements for the Year ended 31 December 2022 (continued)

2 Income from:-

	Unrestricted Funds - 2022 £	Restricted Funds - 2022 £	Designated Funds - 2022 £	Total Funds - 2022 £	Unrestricted Funds - 2021 £	Restricted Funds - 2021 £	Designated Funds - 2021 £	Total Funds - 2021 £
2a Donations and Legacies								
Charitable Fundraising		1271		1271		557		557
Planned Giving	54046			54046	54138			54138
Collections	6594			6594	3774			3774
Income Tax Recovered	14548			14548	13827			13827
Miscellaneous Income	391			391	159			159
Donations (see below) 2e	21105	8060	20000	49165	15246	22111		37357
	96684	9331	20000	126015	87144	22668	0	109812
2b Other trading activities								
Summer Fete and Christmas Fayre	8883			8883	1066			1066
Fair Trade Sales				0	282			282
Other Church activities	3038			3038	653			653
	11921			11921	2001	0		2001
2c Investments								
Dividend and Interest Income	4025			4025	3273			3273
	4025			4025	3273			3273
2d Other income								
Filming Rights	500			500	10000		35100	45100
Fees for Weddings and funerals	2085			2085	3576			3576
Rental Income	12062			12062	10728			10728
	14647	0	0	14647	24304	0	35100	59404
Total income	127277	9331	20000	156608	116722	22668	35100	174490

	Unrestricted	Restricted	Designated	Total	Unrestricted	Restricted	Designated	Total
2e Details of Donations								
Individual donations	11105			11105	5246			5246
Spire Individual donations		6079	20000	26079		8389		8389
Tower Open Day		750		750		2513		2513
War Graves Tour		331		331				0
Harrow Hill Trust		400		400				0
Spire Christmas cards at Mini Fayres						359		359
Sub total for Spire		7560	20000	38665		11261	0	16507
Harrow School Contribution	10000			10000	10000			10000
Peachey Stone				0		10000		10000
Christmas Concert				0		500		500
Lawn Mower		500		500		350		350
Totals	21105	8060	20000	49165	15246	22111	0	37357

Notes to the Financial Statements for the Year ended 31 December 2022 (continued)

3 Expenditure on:

	Unrestricted Funds - 2022 £	Restricted Funds - 2022 £	Designed Funds -2022 £	Total Funds - 2022 £	Unrestricted Funds - 2021 £	Restricted Funds - 2021 £	Designed Funds -2021 £	Total Funds - 2021 £
<i>Church Activities</i>								
Charitable Giving (see below)		1271		1271		557		557
Church Services	887			887	170			170
Churchyard	305			305	0			0
Depreciation	302			302	303			303
Diocesan Fund	63648			63648	62648			62648
Fabric	1755			1755	3761			3761
Fees to Diocese and Bell ringers	590			590	1668			1668
Insurance	10807			10807	10461			10461
Maintenance & Services	2310			2310	7510			7510
Spire		10423		10423		10318		10318
Lawn Mower		575		575				
Buttress				0	7105			7105
Christmas Concert	570			570	0	500		500
Music	10803			10803	9786			9786
Office Expenses	17061			17061	15768			15768
Bank and Sum Up charges	203			203				
Parochial Expenses	1343			1343	1664			1664
Utilities	9924			9924	10747			10747
Subscriptions	298			298	662			662
Total expenditure	120806	12269	0	133075	132253	11375	0	143628

Distribution of Charitable Giving

Charity	2022	2021
<i>Overseas Charities</i>		
Christian Aid week	87	100
Sub-total Overseas	87	100
<i>Home Charities</i>		
Cardiomyopathy Association		100
Mayor's Charity	378	
British Legion Poppy Appeal	112	53
Ukrainian Charities	367	23
Harrow Food Bank	200	
Resurgo Spear		281
Warm spaces for winter 2022/23	127	
Sub-total Home	1184	457
Total Charitable Giving	1271	557

Notes to the Financial Statements for the Year ended 31 December 2022 (continued)

4 Staff Costs

a Wages and salaries

The average number of employees during the year was 3. They were the Organist/Choirmaster, a Parish Secretary and a cleaner. No payment was large enough to attract social security costs. The PCC is registered with the Pensions Regulator and the employees may join the scheme at their discretion. No employee received employee benefits of more than £60,000 during the year (2021: the same).

	2022	2021
	£	£
Wages and salaries	17037	16842
Pension Contributions	-	-
Totals	<u>17037</u>	<u>16842</u>

b Transactions with PCC members

Parish Secretary Keith Grout is a member of the PCC. Under the Charities Act 2006 he was paid the sum of £7,206 (without pension contribution or any other benefit) during the year. The total donations made by PCC members during the year were £15,782 (2021: £19,276). There were no other disclosable transactions in respect of PCC members, nor persons closely connected to them, nor other related parties.

5 Investments, Fixed & Capital Assets and unrealised gain/(loss) thereon.

CBF Investment Income shares:

Date		no. shares	Price/pence	Value £
31/12/2021	Holding	4531	2341.81	106103
31/12/2022	Unrealised loss			-12560
31/12/2022	Holding	<u>4531</u>	<u>2064.59</u>	<u>93543</u>

	Freehold Property £
Cost 01/01/2022 and 31/12/2022	<u>9965</u>
Depreciation	
At 1st January 2022	7545
Charge for the year	<u>302</u>
At 31st December 2022	<u>7847</u>
Net book value	
At 31/12/2022	<u>2118</u>
At 31/12/2021	<u>2420</u>

6 Debtors: amounts falling due within one year

	2022	2021
	£	£
Income Tax Recoverable on Gift Aid	3192	4295
Accrued Investment income	1028	609
VAT recoverable from DCMS listed places of worship scheme		843
Filming Rights		9000
Other debtors	<u>1673</u>	<u>6569</u>
Total	<u>5893</u>	<u>21316</u>

Notes to the Financial Statements for the Year ended 31 December 2022 (continued)

7 Creditors: amounts falling due within one year

	2022 Unrestricted £	2022 Restricted £	2022 Total £
Charity collections		505	505
Utilities	3131		3131
Other Church expenses	1431		1431
Total	4562	505	5067
	2021 Unrestricted £	2021 Restricted £	2021 Total £
Charity collections		2223	2223
Utilities	1610		1610
Other Church expenses	4596		4596
Total	6206	2223	8429

8 Analysis of Asset by Fund

	Unrestricted £	Restricted £	Designated £	Total £
Investment	93543			93543
Church Room	2118			2118
Net Current Assets	35327	60960	126446	222733
	130988	60960	126446	318394

9 Statement of Funds

	Balance b/f 1 Jan 2022 £	Income less loss on revaluation of shares£	Transfer to Spire Fund	Expenditure £	Balance c/f 31 Dec 2022 £
Unrestricted Funds					
General Fund	167294	114717	30216	120807	130988
Reserve Fund	19784		19784		0
	187078	114717	50000	120807	130988
Restricted Funds					
Memorial Garden	351				351
Spire see below *	53197	7560		10423	50334
Lawnmower	350	500		575	275
Peachey Stone	10000				10000
Charitable Fundraising		1271		1271	0
Total Restricted	63898	9331		12269	60960
Designated Funds					
Sound System	21346				21346
Spire see above *	35100	20000	50000		105100
Total Designated	56446	20000	50000		126446
	120344	29331	50000	12269	187406
Total Funds	307422	144048		133076	318394

10 Independent Examiner's remuneration.

The independent examiner does not charge a fee for his work.

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Independent examiner's report to the Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex.

This report on the accounts of the Parochial Church Council (PCC) for the year ended 31 December 2022 which are set out in the Annual Report and Statement of Financial Activities, is in respect of an examination carried out under the Church Accounting Regulations 2016 ("the Regulations") and sections 144 and 145 of the Charities Act 2011 ("the Act").

Respective responsibilities of members of the PCC and examiner

As members of the PCC you are responsible for the preparation of financial accounts; you consider that the audit requirement of the Regulations and section 144 of the Act do not apply. It is my responsibility to issue this report on those accounts in accordance with the terms of the Regulations.

Basis of this Report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners under section 145 of the Act and to be found in the Church guidance, 2016 edition. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanation from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Michael Liddiard
12, The Garlands,
Peterborough Road,
Harrow on the Hill

Dated.....24th April 2023

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Statement of responsibilities of the Parochial Church Council (“the PCC”)

The trustees are responsible for preparing the PCC report and the financial statements in accordance with applicable law in the United Kingdom including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the members of the PCC to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period. In preparing these financial statements, the members of the PCC are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The members of the PCC are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the provision and detection of fraud and other irregularities.

Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex, Parish Reference 24.01

Associated Funds & Charities not controlled by the PCC at 31 December 2022

	2022	2021
St. Mary's Church Flower Fund	£	£
Assets brought forward 1 January 2022	440	440
Income	0	0
Expenditure	0	0
Assets carried forward 31 December 2022	<u>440</u>	<u>440</u>

St. Mary's Ringing Guild		
Assets brought forward 1 January 2022	8374	8453
Income	3487	100
Expenditure	-2699	-179
Assets carried forward 31 December 2022	<u>9162</u>	<u>8374</u>

St. Mary's Handbells		
Assets brought forward 1 January 2022	1847	1847
Income	180	0
Expenditure	-60	0
Assets carried forward 31 December 2022	<u>1967</u>	<u>1847</u>

CHARITY ACCOUNTS (Vicars and Churchwardens)

	2022	2022
	£	£
Charles Burt Legacy		
balance bfwd 1 January 2022	37805	32125
Income including re-investment of dividends and change in investment value	-3347	5680
Expenditure	-4400	
balance cfwd 31 December 2022	<u>30058</u>	<u>37805</u>

The Dell Charity		
balance bfwd 1 January 2022	30141	26002
Income and change in investment value	-2431	4139
Expenditure	-140	
balance cfwd 31 December 2022	<u>27570</u>	<u>30141</u>

Chester Trust Fund		
balance bfwd 1 January 2022	1386	1234
Income and change in investment value	-91	152
Expenditure	0	0
balance cfwd 31 December 2022	<u>1295</u>	<u>1386</u>

Woolley Choir Memorial Scholarship		
balance bfwd 1 January 2022	3605	3167
Income and change in investment value	-263	438
Expenditure	0	0
balance cfwd 31 December 2022	<u>3342</u>	<u>3605</u>

Accounts

The Parish and Borough Church of

St Mary, Harrow on the Hill

Report of the Parochial Church Council January to December 2021

St Mary's is part of the Diocese of London within the Church of England

Vicar: The Revd James Power, BSc, BA.

Correspondence address:

St Mary's Parish Office, Church Hill, Harrow on the Hill, HA1 3HL

Charity Commission Registration Number: 1130328

Structure, Governance and Management

The Parochial Church Council of the Ecclesiastical Parish of St Mary, Harrow on the Hill, (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. It is supported by a number of committees which make recommendations for its consideration. The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC. The PCC only met 4 during the year.

The PCC is a charity registered with the Charity Commission; each PCC member is a trustee.

Officers of the PCC

Clergy: Chairman	The Revd James Power
Clergy	The Revd Alison Christian
Clergy	The Revd Graham Dale
Lay Vice Chairman	Pauline Chandler
Churchwardens	Jane Hurley Matthew Biggs
Hon. Secretary	Keith Grout
Hon. Treasurer	Roger Horne
Parish Safeguarding Officer	Matthew Biggs

Members of the PCC

Kim Barlow
Douglas Dodd
Lynne Grout
David Muriss
Christine Williams
Kellie Reilly
Jonathan Burns
Judith Shepherd
Emma Marfe

Committees and Chair

Standing and Policy	The Revd James Power
Finance and General Purposes	Pauline Chandler
Worship and Education	vacancy
Care and Outreach	Lynne Grout
Stewardship	Kim Barlow

Banks

HSBC, 31 Holborn Circus, London EC1N 2HR

Hon. Legal Adviser

J. Kennedy Solicitors, 59-61 High Street, Harrow, HA1 3HT

Independent Examiner

Michael Liddiard, 12 The Gardens, Peterborough Road, Harrow on the Hill

Reserve Fund Policy

In the Statement of Financial Activity funds are defined as Restricted or Unrestricted, and within the latter there are designated, reserve and general funds. The keeping of reserves is part of our commitment to maintain St Mary's (a Grade I listed building) as a place of worship and it is PCC policy to maintain a general unrestricted reserve of at least one year's current expenditure (c£130,000). After adding in the year's surplus on current account and unrealised investment gains general and reserve funds amount to £187,078

Objectives and Activities

- Our primary objective is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England.
- Mindful of being the Borough Church we aim to demonstrate Christ's love by showing our concern in a variety of ways for the wider community in the London Borough of Harrow recognising its multi-faith identity, our parishioners and the congregation.
- Promoting, within the parish, the whole mission of the Church: liturgical, spiritual, educational, pastoral, evangelistic, social and ecumenical.
- Seeking to work in partnership with other churches and institutions but most particularly with Harrow School recognising the historical relationship
- The maintenance and development of a Grade I listed building and churchyard as a house of peace and prayer for all people.

VICAR'S REPORT

My report for 2020 was extensive and long but it covered “as many bases as possible” given that the pandemic had taken hold and much “normal” activity had been curtailed with the result that many committees had not met and were invited to forego writing full reports. This year most if not all those committees have been able to oversee some activity although the year has continued to be blighted by the restrictions necessary to keep covid under some control. Indeed, the year began with significant concern over a rise in “delta variant” cases with the result that weekly worship returned to the exclusively “on-line” world. Although some churches closed again immediately after Christmas, we celebrated the Epiphany with the intention of then taking a break until Ash Wednesday; in the event, public worship remained suspended until Easter Day.

Thankfully, churches were not expected to close their doors completely as they had been in the “first lockdown” and I remain very grateful to the many people who volunteered to act as welcomers on the days we were able to keep the building open. The numbers visiting once more reminded us of the use to which the church is put and the appreciation in which it is held. The responsibility of caring for a Grade I listed building is immense and arguably more than a voluntary organisation can be expected to fulfil but St Mary's remains “an instrument of mission” and the challenge to develop it as a place of pilgrimage remains.

The financial implications of reduced congregations, a lack of casual visitors, no letting revenue and no major fundraising events (Summer fetes and Christmas fairs) over the past two years have been serious. The challenge to increase the money raised through planned giving remains. We can be grateful for the revenue raised through the increased use of the site for filming and indeed these monies have assisted greatly in not incurring significantly higher deficits. The financial part of this Annual Report needs careful and prayerful consideration especially at a time when personal and domestic finances are under pressure but it remains essential to recognise that our responsibilities to our Christian community must remain a high priority if we are to take our faith seriously: “For where your treasure is, there will your heart be also.” *Matthew 6:21* The financial health of St Mary's owes a debt of gratitude to Roger Horne, Treasurer and to Michael and Pauline Chandler for overseeing the banking, planned giving and gift aid.

It is gratifying to acknowledge that these months of pandemic have not all been negative with regard to new initiatives and growth. The Creation Group which has grown out of an Advent Study group meeting in 2020 has laid firm foundations for future. “Plastic-Less” Lent was supported by displays which confronted people with the sheer volume of plastic modern life seems to rely upon. Nature trails and the construction of a “bug hotel” made a more focused use of the Churchyard and a series of “litter-picks” not only collected bags of rubbish but brought some visibility to work which benefits the whole community. The particular impetus this year was the COP26 meeting which took place in Glasgow in November. The Creation Group led a Christian Aid Sunday Service on the theme of the climate emergency and our own Climate Sunday, as requested by the organisers of COP26, was held on Lammas Day, 1 August. The Sundays following the Patronal Festival in September were kept as Creation-tide culminating in Harvest Festival on the first Sunday of

October when there was a particular focus on collecting food and funds for Harrow Foodbank. The energy and commitment of Emma Marfe in directing a very enthusiastic Creation Group deserves our respect and deep thanks.

One of the suggestions emerging from a greater appreciation of the natural world is a greater use, where possible, of worship outside. This also has some benefits in coping with the challenges of Covid! We are fortunate in having a beautiful churchyard carefully and lovingly cared for by a small group of committed volunteers some of whom would not consider themselves to be regular “church-goers”. Their contribution cannot be overstated; their hard work provided a most wonderful back-drop for our open-air Easter morning Eucharist. The weather helped, which, along with the “novelty value”, attracted a gathering of almost 200 people. Using the table tomb on the south side of the church as an altar with the wooden crosses which had been installed for Holy Week in the background provided a perfect Eucharistic setting. We repeated the event a week later before returning inside for the third Sunday of Easter and thence we stayed until Christmas and the appearance of the omicron variant, to which I succumbed myself. The heightened level of anxiety and the necessity of my isolation led to the cancellation of the Christmas Eve Crib Service and Midnight Eucharist. The planned return of the Festival of Nine Lessons and Carols on the Fourth Sunday of Advent was not to be and a truncated singing of carols outside on a chilly evening once again attracted a gathering of some 200 people! Thankfully the Sunday School Nativity tableau had taken place on the Third Sunday of Advent.

The Sunday School is “small but well formed” under the committed leadership of Kellie Reilly whose creativity and endless positivity has singlehandedly ensured that it has continued to provide, in an impressive manner, for our youngest worshippers. I know she would want to thank Kay Crotty and the parents of the children involved as well.

It is some time since the “ordained” ministry team at St Mary’s has been any more than the Vicar! This year it has trebled! The Revd Alison Christian has joined the team with a special brief for the development of study and prayer groups and it has been a joy to welcome the Revd Graham Dale as our newly ordained deacon and his wife, Gilly who is a doctor. Graham is joining us as a self-supporting minister, spending the greater part of the week working at the Institute of Chartered Accountants. He has already made his mark with his well-considered sermons delivered in a strong Scottish accent! His ordination was delayed by covid as he became a victim of what had become known as the “ping-demic”, identified as one who had come into contact with covid and then “pinged” on the NHS Covid app.

Much of the pastoral care conducted by the parish is “hidden” involving individual visits, or more frequently over the period of the lockdown, telephone contact. Lynne Grout, who has herself been isolating for much of the period has overseen a programme of contact which has been much appreciated.

Throughout the year, the musical life of St Mary’s has continued under Tim Smith’s direction. The Choir Whatsapp Group has been both a source of social communication as well as pastoral support. It was a particular asset to have the choir singing the hymns even when full congregational singing was not permitted. While it is so much better to be able to sing there is a value to listening to the words while contemplating their meaning in a manner not always possible when singing.

In addition to Tim, Maria Theresa Pereira, our cleaner, and Keith Grout, the Parish Secretary complete our group of employed staff. Their continued commitment over these past two years is much appreciated.

I take this opportunity of thanking the Church Wardens, Jane Hurley and Matthew Biggs and the rest of the Parochial Church Council for their attention to all aspects of church life. It was particularly good to welcome the Archdeacon of Northolt, the Ven. Catherine Pickford, to preach on Sunday 25 July, the Feast of St James, on which occasion, she admitted Matthew to the role of Church Warden.

It is to be hoped that as restrictions now lift we can finally look to the future with real hope. In the coming year, the building will continue to require our time and energy not least in the Save the Spire Campaign to raise the required funds for re-leading the spire. The sound system is still in need of replacing and the grant received from Harrow Council for the restoration of the Peachy Stone needs spending.

The Mission Action Plan is still in need of review and eventual re-drafting and the promising work on study, prayer and fellowship groups needs further development. In the coming Platinum Jubilee year which coincides with Harrow School's celebration of the 450th anniversary of the granting of its charter, St Mary's will continue to play an iconic role in the life of the local community as the place where people gather to seek God and acknowledge the eternal realities. In that respect, Harrow, the meaning of which is "sacred space", continues to be place where human beings find connection with our Creator God revealed most fully in Jesus Christ.

James Power

March 2022

Stewardship Report

Covid restrictions have seriously impacted on the work of the Stewardship committee in the last twelve months. However numerous events are now in the planning.

Christmas Fair December 4 December 2021 was cancelled and replaced by a Christmas Coffee morning. Pauline Chandler also organised Advent Sunday morning sales. Which were extremely successful. Thank you to those who signed up to help.

The joint Spire Appeal with Spirewatch; sadly the reception to launch the appeal was cancelled a second time due to Covid restrictions. A secondary launch was planned at the Civic Service which was again cancelled due to covid. The appeal has now launched and over £5,000 donated.

- 2 banners are inside the Church
- A banner is permanently outside the Church to attract the attention of all those walking through the Church grounds.
- An information leaflet has been printed.
- Lead pieces are being produced for sale.
- Mathew is completing the Faculty application
- Apostle Consulting are being appointed to help with Grant applications
- The website has been update and all advertising has QR codes and just giving links

Special thanks to Pauline Chandler and Christine Williams for all their hard work.

Spire Fundraising events planned:

- Colin Stone concert
- Jane Hurley is organising Queen's Jubilee Tea and A Sponsored Walk
- 2023 An Evening with Kate Burley(in conjunction with Spirewatch) who will also publicise the appeal on her show.

The committee would be very happy to receive any further fund raising suggestions/offers.

Harrow School 450th Anniversary Saturday April 30 ; Alison Christian and Judith Shepherd are organising events in and around the Church and this will enable some fundraising such as selling of the small lead tiles.

Fundraising events for general funds

- April Bag Drop Fundraiser – weighing in of old clothing, bath and bed linen to be sold for recycling.
- June Summer Fete.
- December Christmas Fair.
- 2023 Wine Tasting Dinner.

Roger Horne is working very hard to improve the Sum Up machine to make donations at services more simple and effective for those choosing to make donations by card.

Alison Christian has kindly compiled a Programme of Events and we will work with her to keep this updated.

Finance and General Purposes Report

The committee met monthly throughout the year (except in August) mostly via Zoom.

The pandemic had a profound effect on the finances and work on the fabric during the year. St. Mary's ended 2021 with an excess of expenditure over income. We must try to remedy this situation. Our regular income from Planned Giving was reduced by 2.82% following last year's drop of 6.78%. Please see the Treasurer's Report for full details.

A Card Reader, JustGiving and QR Codes are now in use to increase the methods of donation to St. Mary's or to the Spire Appeal.

The continuing difficulty at St. Mary's of the regular income not meeting regular expenditure will need careful scrutiny and action once life returns to some form of normality. St. Mary's does not pay the full Common Fund as we do not have a full-time Vicar with the associated costs of a Vicarage. This needs to be addressed before the Parish can consider reverting to a full-time Vicar with a Vicarage. Please give these matters your prayerful consideration.

The routine maintenance of and non-routine work on the buildings is shown in the list below.

(The numbers refer to the Contractors which are named after the list.)

- Security:** The Intruder Alarm System which includes the Roof Alarms was updated to provide more effective cover. (5)
The Fire Alarm, detectors and extinguishers were routinely checked. (5)
The Fire Alarm was tested regularly. (10)
The Lightning Conductors were checked and found satisfactory and the certificates issued. (4)
- The white line edging to external steps was repainted. (10)
Internal and external light bulbs were replaced as required. (10)
- Electrical:** Routine Circuit Inspections took place, identified faults rectified and the relevant certificate issued. (1)
The Electrician has advised that, due to the age and complexity of the cabling, routine Inspections should be carried out every three years rather than the current five years.
A possible fault in the main inlet cable is being investigated by UK Power Networks.
- Fabric:** All gutters, downpipes and drains were inspected and cleared at regular intervals. (2 & 10)
Minor repairs and maintenance were undertaken as required. (2 & 10)
The number of death watch beetles was checked (10)
The south door west buttress was repaired (7) with most of the cost being covered by Spirewatch.
Crumbling stonework in the tower staircase newel; post was replaced. (7)
Storage boxes have been installed under the benches in the Ringing Chamber. The cost was met by the Ringing Guild of St. Mary. (2)
A new flagpole was erected. The cost was met by Beacon Comms and Arqiva as the flagpole houses an aerial. (9)
Temporary repairs were carried out on the tiled roofs over the Chancel and Peace Chapel to rectify leaks (8)
The pew cushions were cleaned and sanitised before return to use. (11)
- Heating:** The boiler in Church and the Church Room boiler were serviced. Gas Safety Certificate were issued. A faulty pump was replaced. (3)
- Churchyard:** The volunteer gardeners continued to maintain the upper and lower Churchyard (10)
Harrow School Conservation Group continued, when possible, to work in the lower Churchyard. (10)

Miscellaneous: The organ and organ blower were routinely inspected (6)

Contractors

1. MRD Electrical Services, 25, Acacia Avenue, Ruislip, HA4 8RQ
2. P&J Enterprises, 2, Old Grove Close, EN7 6UN
3. G&D Higgins, Masters House, Marlborough Hill, Harrow, HA1 1UX
4. Omega Red Group Ltd. Blenheim Industrial Estate, Nottingham, NG6 8WA
5. Technica Systems Ltd, Technica House, 3-7, Clifford Road, Alperton, HA0 1BZ
6. Watkins & Watson Ltd. 141, Blandford Road, Poole, BH15 4AT
7. DBR Ltd. Scaffold House, Consort Road, London, SE15 2PH
8. Aqua Roofing & Building Ltd. The Old Bakery, Grange Gardens, Pinner, HA5 5QB
9. Harrison Flagpoles
10. In house volunteers
11. Smart Guys, 4, Whittington Way, Pinner, HA5 5JT

Future Plans

During 2022 the Committee will, apart from its on-going responsibilities for monitoring income and expenditure and for maintaining the buildings and grounds, consider the following:-

- a) Repairs to the Spire.
- b) Introduction of a rope handrail in the tower staircase.
- c) Repairs to the drainage system
- d) The repaving of the south porch
- e) Plans to increase the number of spaces for plaques in the Garden of Remembrance as and when this becomes necessary, and funds become available.
- f) Repairs to the 'Peachey Stone'.

Pauline Chandler
3rd February 2022

Electoral Roll

At the end of December 2021 there were 118 names on the electoral roll of which lived within the parish and 73 outside.

Safeguarding Report

At the Parish and Borough Church of St Mary, Harrow on the Hill, the Parochial Church Council recognises that the few who are determined to harm children or adults, deliberately seek out groups or organisations where they can meet children or other vulnerable people; the Church is particularly vulnerable to these people.

Creating and maintaining a safeguarding culture will discourage them from becoming involved in Church for the wrong reasons and will make it difficult for them to harm or abuse children or adults if they do.

In order to assist with the creation of a positive safeguarding culture, the Parochial Church Council has:

Appointed:

- One appropriately experienced designated Parish Safeguarding Officer (PSO) to work with the incumbent and PCC. Both he and the DBS Evidence Checker are lay persons.
- The PSO is supported, trained and given a copy of the parish safeguarding policy and procedures;

Complied with the “Safer Recruitment” practices by:

- Appointing all church officers who work with children, young people and/or vulnerable adults are recruited in line with the principles outlined in House of Bishops’ Safer Recruitment practice guidance including regular DBS applications. Further work will be needed to continue to review practice in line with changing diocesan guidance.
- Offering individuals access to safeguarding training and support;
- Ensuring that individuals have undertaken the requisite levels of training in accordance with the chart set out in the Parish Safeguarding Handbook;
- Issuing all trained individuals with the current wallet-sized Safeguarding Contact Card;
- Providing appropriate insurance to cover for all activities undertaken in the name of the PCC which involve children and vulnerable adults, namely Ecclesiastical Insurance Group’s “Parishguard” policy;

Displayed:

- A formal statement of adoption of the House of Bishops ‘Promoting a Safer Church; safeguarding policy statement’ which signed on behalf of the PCC, presented at the APCM as part of this report and displayed on the website;
- Contact details of the local leaders;
- Contact details of the Parish Safeguarding Officer, the Children’s Champion and the Diocesan Safeguarding Team – including phone, email and website details and Information about where to get help with child and adult safeguarding issues, domestic abuse and key helplines e.g. ChildLine;
- A hard copy of the Diocese Safeguarding Manual ‘A Safer Church’ which acts as our Parish Safeguarding Handbook;

Responded by:

- Promoting an environment, which is welcoming and respectful and enables safeguarding concerns to be raised and responded to openly, promptly and consistently;

Agreed policies and procedures to:

- Deal promptly with safeguarding allegations or suspicions of abuse in accordance with the relevant policy and practice guidance and in consultation with the Diocesan Safeguarding Adviser;
- Report all safeguarding concerns or allegations against church officers to the Diocesan Safeguarding Adviser;
- Ensure that known offenders or others who may pose a risk to children and/or vulnerable adults are effectively managed and monitored in consultation with the Diocesan Safeguarding Adviser;
- Comply with all data protection legislation especially in regard to storing information about the 'church workforce', which includes volunteers and any safeguarding records;
- Provide an "activity risk assessment" tool for each those involved in activities associated with either children or vulnerable adults, and run in the name of the Church.

Reviewed and Reported Progress by:

- Inviting the PSO to regularly report on safeguarding in the parish. Safeguarding has been added as a standing agenda item at each PCC meeting and Finance & General Purposes PCC Sub-committee meeting.
- Reporting to the APCM in an annual report in relation to safeguarding. In the PCC's annual report will be a statement which reports on progress and a statement as to whether or not the PCC has complied with the duty to have "due regard" to the House of Bishops' guidance in relation to safeguarding.

Supported the Hiring of Church Premise by:

- Developing and updating its agreement with any person/body wishing to hire church premises stating whereby the person/body hiring the premises agrees:
 - to comply with the relevant safeguarding guidance issued by the House of Bishops and the diocese;
 - ensure that children and vulnerable adults are protected at all times, relevant staff have had appropriate DBS checks and that all reasonable steps have been taken to prevent injury, illness, loss or damage occurring;
 - ensure that all those hiring church premises carry full public liability insurance for this, or are covered through the church insurance (for example hire for a children's party).

Support & Compliance Assurance:

The measures identified in the list above are checked triennially during the archdeacon's visitations and annually via the return of the Parish Safeguarding Checklist to the Diocesan Safeguarding Team.

At the current date, no actions are outstanding.

Matthew Biggs, Parish Safeguarding Officer 28th February 2022

Sunday School Report

Due to the Covid restrictions, Sunday School were unable to meet in person on the 1st and 3rd Sundays of the month. We did however continue via email and the prepared Sunday School lessons were sent out via email to enable the children and their families to spend some time reading the bible stories and discussing them together at home. This seemed to work and was well received by the parents.

The PCC agreed that Sunday School could start to meet again on 4th July 2021. A risk assessment was carried out and at the time it was agreed that the children would start the service in the church room rather than from church.

It was wonderful to see the families again and we have had a few new children join us. Attendance has been sporadic, partly due to Covid and other commitments. We followed the usual format and we also managed to have a Godly Play session which worked very well and it is my hope to do some more in the future.

Everyone was delighted to end the year with the Nativity Play and the children did a great performance.

Music Report

Due to the prevailing pandemic restrictions, musical activity at St Mary's in 2021 was somewhat limited. However, from the summer the choir gradually returned to singing in person, initially limited to 6 singers and now more flexible but still well spaced. The Carol Service was moved to being an outdoor event with brass accompaniment – a rather damp affair – which was nonetheless enjoyed and appreciated by those who attended. At Christmas we introduced a new setting of the sung sections of the Eucharist – The Salisbury Setting by Grayston Ives – which will be our usual setting for festal seasons, along with Neil Gillespie's setting for penitential seasons and David Thorne's The Trinity Mass for Ordinary Time.

We hope that 2022 will see a return to a fuller programme of activities with the resumption of monthly Choral Evensong services, regular Thursday choir practices, etc.

Tim Smith
Director of Music

Handbell Report

The group were not able to meet even after UK Covid regulations began to be relaxed, as the HRGB rules stipulated 2metres rehearsal distance, and we felt we couldn't practice this way.

However, we finally managed to ring carols at a Christmas tree festival in All Saints Harrow Weald Church on 11th Dec, and then at Harrow Philharmonic Choir's Carol service on 18th Dec.

Owing to the huge and tragic losses of Elizabeth Bowen and Lesley Dodd, we are very low on numbers at the moment, but have had enquiries from 3 prospective members and hope they will end up by joining us.

Jean Pearson

Tower Captain's Report

Bell Ringing Guild, St Mary's, Harrow on the Hill

The main aims of my work as Tower Captain continue to be:

First: to ensure that there is bell ringing for Sunday morning services, and for other special occasions, particularly for St Mary's Church;

Second: bell ringers have appropriate training for their own advancement, for the improved quality of band bell ringing, and for the sustainability of future bell ringing at St Mary's;

Third: bell ringing at St Mary's is enjoyable and welcoming to visitors and to newcomers;

Fourth: to encourage St Mary's ringers to contribute to the wider ringing community.

The first aim has been achieved when government regulations regarding COVID have been eased. My thanks go to all those who have supported the return of Sunday service ringing. When tower bell ringing restarted in April, regulations only allowed a single ringer or family members, so I alternated with Pauline and Michael Chandler. Then in May we were allowed socially distanced ringing so we moved to five ringers and then on to six in July with a return to the full band on Sundays and Mondays in August, with learners joining in September. I am delighted to report that St Mary's has had ten bells ringing on a number of Sundays, and some practices have had eleven ringers attend.

During the year we have managed to ring for the following special occasions:

- The Duke of Edinburgh's funeral
- The welcome to our new Curate, Graham Dale
- St Mary's Spire Fund video
- John Lyon Founders Day Service
- COP26, tolling
- Remembrance Sunday
- The Christmas Carol Service
- New Year's Eve ringing by two ringers

- Ringing in celebration of the life of Bishop Desmond Tutu
- St Mary's 928th birthday

Many thanks to Michael Chandler, Steeple Keeper, and to Caspar Kennedy, Assistant Steeple Keeper, for their regular maintenance of the bells and for prompt repairs. The rope came off the treble's wheel during the Christmas Day ringing leading to a broken stay, but due to having a replacement ready, the stay was replaced within the week. Thanks to both of them also for raising the bells on Saturday mornings.

The second aim is being achieved by our focus on our learners since the August restart, a time of Ringing Recovery. My thanks go to our regular team of experienced ringers, including our weekly helper, Paul Daybell, who enable each learner to practise within a secure band. We have managed very well despite losing Sonia Field at this vulnerable time to Harrow Weald, where she unexpectedly accepted a new post of Ringing Master, with immediate effect. We congratulate Sonia on her new permanent post and wish her every success there. As Tower Captain, I am grateful that St Mary's permits us to welcome visiting helpers and we hope that this will be extended to visiting groups as COVID restrictions ease. Since the last AGM some of the band have participated in Harrow Ringing Room virtual practices and MCALDG training events, mostly virtual, outings and Quarter Peal attempts, to help their skills and understanding develop further. Clear progress is being made by each learner and it is hoped that this progress can be consolidated in Quarter Peal attempts during the forthcoming year. Marc Kasfiner rejoined as a learner in September and, in impressive style, soon joined the Sunday morning service band. Our thanks to Audrey Wakeling and to Douglas Dodd who join us on Sundays and for special ringing whenever possible.

The third aim has been achieved, evidenced by the high regular attendance rate for Monday night practices and for Sunday morning service ringing. Before August, I ran Harrow Ringing Room for our tower ringers, welcoming Harrow Weald and other ringers, to maintain participants' ability to ring a range of methods and touches with good striking. These virtual sessions were also helpful to ringers keeping in touch with each other. Further, our ringing chamber has become more welcoming with the improved use of its seating and its regular cleaning, afforded by Pauline and Michael.

The fourth aim has also been achieved as much as possible this year. I have been elected as S&W District Secretary after serving as Assistant Ringing Master. As part of my role, I arrange and co-ordinate a number of monthly practice sessions for the S&W District to enable ringers to maintain and improve their ringing skills, and to learn from other more experienced ringers. I have also passed the appropriate Safeguarding courses in order to support Michael and Pauline Chandler and Henry Johnson, in training any Harrow pupils and adults wishing to learn to ring. The committee I serve on decided not to prepare another virtual recorded Bell Ringers' Advent Carol Service, but ringers were directed to the one made for Christmas 2020 (<http://www.bellringing.london/london-bellringers-advent-carol-service-2020/>). Hopefully we can arrange a London's Bell Ringers' Advent Carol Service for 2022. St Mary's has continued to support the long standing monthly first Sunday service ringing at All Saints, Harrow Weald, since last August. Indeed, when ringing first

restarted last May and socially distanced ringing limited us to five ringers, we agreed for Harrow Weald to approach our ringers who were not named on our rota for each Sunday. Now that both bands appear to be developing in a positive way, it would be good to move forward with a mutually supportive arrangement on an ad hoc basis according to need rather than on a fixed regular basis. However, the church's long running repairs to the staircase along with the policy to limit the spread of COVID have meant we have had to refuse a number of requests made by visiting groups for Quarter Peal attempts and outings, organisations wishing us to ring for their events, and S&W District for us to host specific events and practices.

As Tower Captain, I continue to be delighted with the commitment from our ringers to attending practice nights and to Sunday service ringing. I am also grateful for the continued support and help from Fr James Power. In this context, I am optimistic about our band maintaining ringing to an improving standard at St Mary's, and that our band can continue to take part in District ringing events and to support national and local events, including a contribution to Harrow School's 450th celebrations.

Bridget Campbell, Tower Captain, February 2022

Communications and Heritage Report

Work on the Spire Newsletter has continued apace alongside the work we do in promoting St Mary's Heritage. Newsletter highlights of 2021 were pieces about the Living Churchyard (including the Litter Pick), articles about St John's Church Pinner's 700th anniversary, and COP26.

The Heritage highlight of 2021 was the Heritage Open Day Festival in September. 2021's theme was "Edible Harrow" and with the help of the Chandlers we produced some fascinating history on the Blackwell family (of Crosse & Blackwell) - one member of whom was a St Mary's Church Warden in 1820! We were able to highlight the "Ice Queen" of Pinner, Mrs Agnes Marshall, who invented the Ice Cream cone and who died in Pinner and it who is commemorated in a Ninian Comper window in St John's Pinner. As in 2020 we produced printed leaflets to allow people unable to go on the walks to "join in". For Remembrance Sunday we published a diagrammatic of the War Graves in the churchyard and gave a guided walk illustrating the amazing stories behind these graves.

In 2022 we are working on material for the 450 celebration which will showcase all the amazing links of St Mary's with Harrow School via our monuments. The theme for Heritage Open Day Festival 2022 is "Astounding Inventions" and we are already having all sorts of fun identifying ideas which originate from people who lived in Harrow. In November we would like to repeat the war memorials tour. Particularly for the Heritage Open Day Festival it has been wonderful to work with people outside the congregation who have come forward and provided amazing help and contributed to days that have been described as Triumphs! Organising the walks is more difficult under COVID because risk assessments are more comprehensive, and we are very grateful for the help provided by Harrow Hill Trust and

Spirewatch. Most important of all, we have felt we have found some new friends via this work and being part of a team showcasing local heritage.

We organised a “mini” outing in August to the Becket Exhibition at the British Museum. We would like to do something similar in 2022 and are thinking about a trip to St Albans. Over Christmas we received many compliments for the work that we do in the newsletter and the heritage walks from both inside the church and outside, and often from very unexpected sources! In addition, we have been working hard with the Creation Group to maximise the publicity that we can get within the community for the environmental work that the Creation Group is providing. Particularly effective, although simple, was the putting up of temporary placards in the churchyard to illustrate the work of the C of E environmental programme with COP26.

In terms of the newsletter itself we have a small, dedicated team of contributors. Further efforts still need to be applied towards encouraging people to submit articles. We are pleased that the newsletter is now updated on the website which should increase our reach. Following a survey earlier in the year, we have updated the templates we use for the Newsletter which gives it a snazzier feel. For 2022 we still seek more guidance as to how we can build on the links that we already have with the community.

Judith Shepherd March 2022

Care and Outreach Report

Care and Outreach is about looking out for each other and helping in what ever way we can. With the Covid restrictions we were unable to meet people face to face as our socialising was severely reduced.

However, we were able to keep in touch by Zoom and phone and although this was no substitute for personal contact, it was certainly a great help.

Our plans for a series of talks where we were to invite members from neighbouring congregations had to be cancelled. We were going to cover “How to recognise and deal with scams” , “ How to talk to dementia sufferers and help them feel safe when away from their home environment” , and “ a Talk and Discussion from Harrow Bereavement Care”. We very much hope to organise these events in the future.

We have distributed the monthly anonymous donation to Cardiomyopathy, the MS Therapy Centre, Alzheimer’s Society, Christian Aid and the British Legion.

The distribution of the Crown Street money has been allocated to local charities as follows,

£500 to Resurgo Spear which provides help and support for the age group 16years to 24years to overcome the challenges they face in finding long-term employment.

£500 to St. Mark’s Hospital, Northwick Park specialising in bowel disease research.

£500 to My Yard which reduces food waste by rescuing surplus food and shares it with those most in need locally. Groups of young people have learnt how to cook healthy meals

with their own home-grown vegetables. My Yard also provide workshops such as music, dance and yoga and run a weekly over 50's club.
£500 to Harrow Bereavement Care . Their mission is to relieve the suffering and distress caused by bereavement for all adults and children in the local community.

Gardeners and Churchyard Report

The arrival of Covid 19 in March 2020 has had a considerable effect on the Churchyard. The Volunteer gardeners monthly work-party dropped off due to illness, self-shielding and compliance with Government regulations. Small ad hoc groups met to complete the required works throughout the year, with maintenance of the existing being the aim.

The grounds received a much higher footfall than in previous years, with people sitting out in the quiet areas and also many more walkers passing through. This has allowed positive contact with many non-church goers of many faiths and none, who were unsure if they were even allowed into the building!

Two graves stone have been restored by a local builder. A cross was found in a holly bush and was replaced on its original stepped base. The second being a restoration of an original break in an early table-top grave, where a previous repair had failed. The builder supplied his services for free as he walks through the grounds regularly.

Looking forward, Mr Robert Lemon has managed to keep the old mower running. As a result of his early warnings, funding has been obtained to allow for a replacement, as and when he requires. Planning for the future storage of the machine has been considered, when its current place is no longer available. Off -site storage over-winter is available for free, if it is required, in a secure brick garage. Funding is in place for the three council brown garden waste bins for the year 2022-2023 allowing for better composting.

Many of the tools in storage above the Church office are in poor condition. Their storage area may have a change of use shortly and they will need to be sorted through and the broken and unused disposed of.

The size and weight of tree canopy is concerning. We continue to have considerable branch falls due to wind. To date, no gravestones have been damaged. The largest branch to fall was 14 foot x 8 inches; fortunately it was on the open lawn area.

Flower Arrangers Report

It was a very different year from the norm in every respect and flower arranging at St Mary's was no exception. Unfortunately, our Saturday morning arranging was unable to take place but throughout the year we managed to have flowers every week.

The Easter services took place outside, so the Easter Garden was planted in the churchyard, and as the church was open for private prayer we had our usual lilies on the altar and in the pedestal.

By Harvest services were back in church and we were very grateful to Peter Weller and Ian McCormack from West Harrow Allotments for giving us their dahlias for the decorations. Although we still couldn't get together, a few ladies, individually, managed to find time when it was safe to arrange. It was heart-warming to see the church looking beautiful, welcoming and colourful, thanks to their hard work.

By the time Christmas came, we desperately wanted to get as close to normal as we could manage. Unfortunately, we have lost several of our stalwart arrangers over the last two years. Among them - Ian McCormack, Maggie Bishop and Tina Dix through ill health, Judi Rado, who has moved away, and Helga Liddiard who sadly died. However, I couldn't have been more grateful for the way people, who had never done arrangements before, offered to help and stepped up to the mark with wonderful results. It was a great effort and reflects the true spirit of the St Mary's family to help and support each other. Thank you to everyone.

I am also indebted to some very kind and loyal people who give regular donations to the Flower Fund and to those who give the flowers in memory of loved ones. It is a tremendous help and gratefully appreciated.

Creation Group Report

The Creation Group formed in early 2021 following discussion amongst the St Mary's groups reading of Ruth Valerio's Say Yes to Life. Engagement with Valerio's work has been enthusiastic and led to an additional group set up to read the book during 2021.

We are committed to improving the environmental credentials of our church. As part of our commitment, we have registered with Eco Church, a project run by A Rocha UK, to improve our environmental credentials in five key areas of church life: Worship and Teaching, Buildings, Land, Community and Global engagement and Lifestyle.

Lent 2021: we asked the congregation to have a 'plastic-less lent' supported by a display in the church of examples and information. We received much positive feedback on this from regular worships and visitors.

Church Services: The Easter service was held outside in the churchyard and supported by the Creation group, and we have gone on to support services with a Creation focus throughout the year.

Season of Creation: In 2021, as we face the climate emergency, our themes for the four Sundays of Creationtide were: Wonder, Abundance, Desolation and Restoration. This was reflected in our worship and wider activities, including a quiet morning on Contemplating Nature run by Alison Christian and the fantastic work of the Sunday School led by Kellie Reilly.

For Harvest festival, we invited and were joined by members of the Harrow Foodbank who shared with us the vital work they are doing and encouraged the congregation in their support.

Churchyard: We are lucky enough to have the support of Ann Allen who has provided a number of insightful and enjoyable 'Churchyard rambles' helping us to spot and identify the species that make their home in the churchyard. Further information with photographs is provided by Ann displayed in the church.

A 'Spring in the churchyard' quiz was provided to our younger visitors to assist in their thinking with various aspects of engagement with the churchyard and to provide an activity to many during a period of pandemic 'lockdown'.

UN Climate Change Conference COP 26: Faith Leaders have joined together to demand climate action at COP26 in Glasgow in 2021. At St Mary's, we discussed how we can best respond to this message and support the aims of the summit. We engaged with the local community by erecting through the churchyard and in the church, a display, placards and a banner with the title "St Mary's Church calls for Climate Justice".

We have launched a regular Fairtrade stall selling fairly traded food stuffs after the Sunday service and at the Christmas coffee morning.

Communications: The St Mary's Church website has been updated to include a section on the Creation Group and the work we are doing to encourage more people to get involved, we also include updates and pieces for the Spire publication.

Emma Marfe

Financial Review for 2021

The Statement of Financial Activities for the year 2021 forms part of this report.

During the year the Church received a windfall of £45,100 for filming rights at the old vicarage. The PCC designated £35,100 of this to the Spire Fund, and £10,000 to the general fund. Despite this once off bonus income, there was still a deficit of £15,531 on the running of the Church (general fund). As mentioned in the Finance and General purposes report Planned Giving continues to decline and prayerful thought should be given to what increase you can afford to keep the Church on a sure footing.

The deficit on general fund was alleviated by a surplus on the revaluation of investments of £13,463, but this is just a paper profit, and still leaves a deficit on general fund of £2,068. Our most significant cost is the diocesan contribution which was £62,648 for 2021, and 2020. A small increase to £63,648 is anticipated for 2022. Bear in mind that this is $\frac{3}{4}$ of the contribution level for a full-time vicar. Other significant costs are staff costs (Parish Secretary and Director of Music and cleaner), utilities, insurance, electricians, plumbers, and maintenance of burglar and fire alarms. There was also an exceptional item of £7105 for Buttress Repairs, being that part of the total cost (c£22,000) that The Friends of St. Mary's were unable to meet.

Restricted Funds:

The following is a summary of movements on the Spire Fund with related Gift Aid added:

Individual Donations	£8389
Events: Harrow Celebration	74
Events: Capital Ring Walk	1894
Events: Heritage Open Day	369
War Graves Tour	176
Christmas cards	359
Total Receipts	£ <u>11261</u>

Expenditure:

Newell Post Repair	4216
Architects' and Engineers' fees	3553
Drone Filming costs	1895
Just Giving charges	90
Christmas cards	564
Total Costs	£ <u>10318</u>

Advantage is taken of the listed places of worship scheme to reclaim VAT on the above costs.

Donations were received for the Peachey Stone repair (£10,000) from Harrow Council, and for the purchase of a lawn mower (£350) from a member of the congregation. There was no movement on the Memorial Garden Fund which stands at £351. The Spire Fund was £88,297 at 31st December.

Designated Funds:

The PCC designated £35,100 of filming rights income to the Spire Fund. There was no movement on the Sound System Funds which stands at £21,346.

**Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01**

FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

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Notes to the Financial Statements for the year ended 31 December 2021

I. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation when facts are uncertain in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2008, the Charities Act 2011, and with the Charities Statement of Recommended Practice and Financial Reporting Standard (FRS102). The financial statements have been prepared in pounds sterling, under the historical cost convention, and include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of Church groups which owe their main affiliation to another body nor those that are informal gatherings of Church members. Figures have been rounded to the nearest £.

The Parochial Church Council of St. Mary, Harrow on the Hill, is a corporate body established by the Church of England. The consecrated property, the Church, is located at Church Hill, Harrow on the Hill, HA1 3HL, in the United Kingdom of Great Britain and Northern Ireland.

It is the policy of the PCC to keep financial viability constantly under review, and in this regard the PCC considers that there are no material uncertainties and that the Church is a going concern.

The PCC meets the definition of a public benefit body under FRS 102.

Funds held by the PCC are:

Unrestricted Funds – the General Fund and the Reserve Fund represents the funds of the PCC that are not subject to any restrictions regarding their use and are available for application to the general purposes of the PCC.

Designated Funds – these are monies set aside by the PCC out of unrestricted funds for specific future purposes.

Restricted Funds –

a) Income from trusts or endowments which may be expended only on those restrictive objects provided in terms of the trust or bequest

b) Donations, collections or grants received for a specific designated object.

The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund. The Roof and Spire Fund is the most significant example.

Endowment Funds – funds the capital of which must be maintained; only income arising from the investment of the endowment may be used, either as restricted or unrestricted funds, depending on the purpose set out in the original document. The PCC has no endowments at present.

Income

All income is accounted for gross.

Donations and Legacies

Collections are recognised when received by or on behalf of the PCC.

Planned giving is recognised when receivable by or on behalf of the PCC.

Income tax recoverable on Gift Aid donations is recognised on an accruals basis matched to the period when the donation was received. It will therefore include claims made after the year end relating to donations received in the year.

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

Other trading activities (Filming Rights)

Trading income is recognised on an accruals basis when its ultimate receipt is reasonably certain.

Income from investments

Dividends and bank interest are accounted for on an accruals basis.

Other income

All other income is recognised when it is received.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31st December.

Expenditure

Expenditure is accounted for on an accruals basis and is accounted for gross.

Grants

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

Church activities

The diocesan parish contribution is accounted for when paid. Any parish levy unpaid at 31st December is provided for in the accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by virtue of the Charities Act 2011.

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's Inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000

there is insufficient cost information available and therefore such assets are not valued in the accounts

All expenditure incurred in the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of movable church furnishings acquired before 1 January 2000 is written off.

Depreciation

Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired. Equipment used within the church premises would, if there were any, be depreciated on a straight-line basis over 5 years.

It is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so low that any depreciation would not be material. Any such assets would be subject to annual impairment reviews and provision made if there were any permanent diminution of value.

The Church Room was built in 1960 at a cost of £9,965 including architect's fees: this is depreciated on a straight line basis.

Investments

Investments are valued at market value at 31st December

Current Assets

Income tax recoverable and other debtors are included at the settlement amount due. Prepayments are stated at the amount prepaid. Cash at bank includes cash and short-term liquid assets with a maturity of less than 3 months from the date of opening the deposit, and, short term liquid assets of between 3 and 12 months maturity which are stated at the balance on the account at the accounting date.

Creditors

Creditors and provisions are recognised where the Church has a present obligation arising from a past event that can be measured or estimated reliably. Creditors are stated at their settlement amount.

Investment Policy

Funds in excess of immediate working capital requirement are placed in a bank deposit account.

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds - 2021 £	Restricted Funds - 2021 £	Designated Funds -2021 £	Total Funds - 2021 £	Unrestricted Funds - 2020 £	Restricted Funds - 2020 £	Designated Funds -2020 £	Total Funds - 2020 £
Income from:									
<i>Donations and legacies</i>	2a	87144	22668		109812	97738	25477	10000	133215
<i>Other trading activities</i>	2b	2001	0		2001	547	0		547
<i>Investments</i>	2c	3273	0		3273	3298	0		3298
<i>Other income</i>	2d	24304	0	35100	59404	28091	0		28091
Total income		116722	22668	35100	174490	129674	25477	10000	165151
Expenditure on:									
<i>Church activities</i>	3	132253	11375	0	143628	126300	46969	3654	176923
Net Income/(Expenditure) before Investment Gains		-15531	11293	35100	30862	3374	-21492	6346	-11772
Net gains/(losses) on investments	5	13463			13463	5984			5984
Net Income		-2068	11293	35100	44325	9358	-21492	6346	-5788
Net movement in funds		-2068	11293	35100	44325	9358	-21492	6346	-5788
Reconciliation of Funds									
Total Funds b/f at 1 January		189146	52604	21346	263096	179788	74096	15000	268884
Total Funds c/f 31 December		187078	63897	56446	307421	189146	52604	21346	263096

BALANCE SHEET AT 31 DECEMBER 2021

	Notes	2021 £	2020 £
Fixed Assets	5		
Investment		106103	92640
Church Room		2420	2723
Total Fixed Assets		108523	95363
Current Assets			
Methodist Chapel Aid Deposit Account		50956	50532
CBF Deposit Account		65500	80500
HSBC Current Account		22733	20555
HSBC Roof and Spire Fund Account		45894	4302
Natwest Current Account		929	694
Sundry Debtors (Accounts Receivable)	6	21316	15555
		207328	172138
Sundry Creditors (Accounts Payable)	7	-8429	-4405
Net Current Assets		198899	167733
NET ASSETS	8	<u>307422</u>	<u>263096</u>
Funds			
<i>Restricted Funds</i>	9		
Memorial Garden Fund		351	351
Spire Fund		53197	52253
Peachey Stone		10000	
Lawn Mower		350	
Restricted Funds		63898	52604
Designated Funds			
Sound System		21346	21346
Spire Fund		35100	
		56446	21346
General Fund	9	167294	169362
Reserve Fund	9	19784	19784
Unrestricted Funds		187078	189146
Total Funds		<u>307422</u>	<u>263096</u>

Approved by Parochial Church Council

James Power
Vicar

Date

15 March 2022

The accompanying notes form part of these financial statements

Notes to the Financial Statements for the Year ended 31 December 2021 (continued)

2 Income from:-

	Unrestricted Funds - 2021 £	Restricted Funds - 2021 £	Designated Funds - 2021 £	Total Funds - 2021 £	Unrestricted Funds - 2020 £	Restricted Funds - 2020 £	Designated Funds - 2020 £	Total Funds - 2020 £
2a Donations and Legacies								
Charitable Fundraising		557		557		3058		3058
Planned Giving	54138			54138	53246			53246
Collections	3774			3774	2472			2472
Income Tax Recovered	13827			13827	12865			12865
Miscellaneous Income	159			159	287			287
Donations (see below) 2e	15246	22111		37357	28868	22419	10000	61287
	87144	22668	0	109812	97738	25477	10000	133215
2b Other trading activities								
Profit on sale of investments								
Christmas Mini Fayres	1066			1066				
Fair Trade Sales	282			282	0			
Other Church activities	653			653	547			547
	2001	0		2001	547	0		547
2c Investments								
Dividend and Interest Income	3273			3273	3298			3298
	3273			3273	3298			3298
2d Other income								
Filming Rights	10000		35100	45100	11200			11200
Fees for Weddings and funerals	3576			3576	4107			4107
Rental Income	10728			10728	12784			12784
	24304	0	35100	59404	28091	0		28091
Total income	116722	22668	35100	174490	129674	25477	10000	165151
2e Details of Donations								
Individual donations	5246			5246	18868	330		19198
Spire Individual donations		8389		8389				
Spire Fund Raising Events		2513		2513				
Spire Christmas cards at Mini Fayres		359		359				
Sub total for Spire		11261	0	16507				
Buttress				0		22089		22089
Harrow School Contribution	10000			10000	10000			10000
Peachey Stone		10000		10000				
Christmas Concert		500		500				
Lawn Mower		350		350				
Individual donations for Notice Board				0			3654	3654
Legacy received in 2020 for Sound System				0			6346	6346
Totals	15246	22111	0	37357	28868	22419	10000	61287

Notes to the Financial Statements for the Year ended 31 December 2021 (continued)

3 Expenditure on:

	Unrestricted Funds - 2021 £	Restricted Funds - 2021 £	Designed Funds -2021 £	Total Funds - 2021 £	Unrestricted Funds - 2020 £	Restricted Funds - 2020 £	Designed Funds -2020 £	Total Funds - 2020 £
<i>Church Activities</i>								
Charitable Giving (see below)		557		557		3058		3058
Church Services	170			170	944			944
Churchyard	0			0	0			0
Depreciation	303			303	303			303
Diocesan Fund	62648			62648	62648			62648
Fabric	3761			3761	12793			12793
Fees to Diocese and Bell ringers	1668			1668	1541			1541
Insurance	10461			10461	10265			10265
Maintenance & Services	7510			7510	2726			2726
Roof				0		1070		1070
Spire		10318		10318		20752		20752
Buttress	7105			7105		22089		22089
Noticeboard				0			3654	3654
Christmas Concert	0	500		500				0
Music	9786			9786	8927			8927
Office Expenses	15768			15768	16543			16543
Parochial Expenses	1664			1664	1789			1789
Utilities	10747			10747	7501			7501
Subscriptions	662			662	320			320
Total expenditure	132253	11375	0	143628	126300	46969	3654	176923

Distribution of Charitable Giving

Charity	2021	2020
<i>Overseas Charities</i>		
Christian Aid week	100	
Sub-total Overseas	100	0
<i>Home Charities</i>		
Firm Foundation		310
Cardiomyopathy Association	100	294
London Diocese Lent Appeal		37
Multiple Sclerosis		243
Bereavement Care		500
Place 2B		70
British Legion Poppy Appeal	53	
Great Ormond Street		100
St.Mark's Hospital		500
My Yard		500
Resurgo Spear	281	219
Alzheimer's Society		200
Mind in Harrow		85
Unallocated	23	
Sub-total Home	457	3058
Total Charitable Giving	557	3058

Notes to the Financial Statements for the Year ended 31 December 2021 (continued)

4 Staff Costs

a Wages and salaries

The average number of employees during the year was 3. They were the Organist/Choirmaster, a Parish Secretary and a cleaner. No payment was large enough to attract social security costs. The PCC is registered with the Pensions Regulator and the employees may join the scheme at their discretion. No employee received employee benefits of more than £60,000 during the year (2020: the same).

	2021	2020
	£	£
Wages and salaries	16842	16760
Pension Contributions	-	-
Totals	<u>16842</u>	<u>16760</u>

b Transactions with PCC members

Parish Secretary Keith Grout is a member of the PCC. Under the Charities Act 2006 he was paid the sum of £7,143 (without pension contribution or any other benefit) during the year. The total donations made by PCC members during the year were £19,276 (2020: £10,224). There were no other disclosable transactions in respect of PCC members, nor persons closely connected to them, nor other related parties.

5 Investments, Fixed & Capital Assets and unrealised gain thereon.

CBF Investment Income shares:

Date		no. shares	Price/pence	Value £
31/12/2020	Holding	4531	2044.67	92640
31/12/2021	Unrealised Surplus			13463
31/12/2021	Holding	<u>4531</u>	<u>2341.81</u>	<u>106103</u>

	Freehold Property £
Cost 01/01/2021 and 31/12/2021	<u>9965</u>
Depreciation	
At 1st January 2021	7243
Charge for the year	<u>302</u>
At 31st December 2021	<u>7545</u>
Net book value	
At 31/12/2021	<u>2420</u>
At 31/12/2020	<u>2723</u>

6 Debtors: amounts falling due within one year

	2021	2020
	£	£
Income Tax Recoverable on Gift Aid	4295	2980
Accrued Investment income	609	528
VAT recoverable from DCMS listed places of worship scheme	843	3758
Filming Rights	9000	
Friends of St. Mary's	0	4194
Other debtors	<u>6569</u>	<u>4095</u>
Total	<u>21316</u>	<u>15555</u>

Notes to the Financial Statements for the Year ended 31 December 2021 (continued)

7 Creditors: amounts falling due within one year

	2021 Unrestricted £	2021 Restricted £	2021 Total £
Charity collections		2223	2223
Utilities	1610		1610
Other Church expenses	4596		4596
Total	6206	2223	8429
	2020 Unrestricted £	2020 Restricted £	2020 Total £
Charity collections		2319	2319
Due to diocese	633		633
Other Church expenses	1453		1453
Total	2086	2319	4405

8 Analysis of Asset by Fund

	Unrestricted £	Restricted £	Designated £	Total £
Investment	106103			106103
Church Room	2420			2420
Net Current Assets	113655	63898	21346	198899
	222178	63898	21346	307422

9 Statement of Funds

	Balance b/f 1 Jan 2021 £	Income plus surplus on revaluation of shares£	Expenditure £	Balance c/f 31 Dec 2021 £
Unrestricted Funds				
General Fund	169362	130185	132253	167294
Reserve Fund	19784			19784
	189146	130185	132253	187078
Restricted Funds				
Memorial Garden	351			351
Spire	52253	11262	10318	53197
Lawnmower		350	0	350
Peachey Stone		10000		10000
Charitable Fundraising		557	557	0
Christmas concert		500	500	0
Total Restricted	52604	22669	11375	63898
Designated Funds				
Sound System	21346			21346
Spire Fund		35100		35100
Total Designated	21346	35100	0	56446
	73950	57769	11375	120344
Total Funds	263096	187954	143628	307422

10 Independent Examiner's remuneration.

The independent examiner does not charge a fee for his work.

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Independent examiner's report to the Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex.

This report on the accounts of the Parochial Church Council (PCC) for the year ended 31 December 2021 which are set out in the Annual Report and Statement of Financial Activities, is in respect of an examination carried out under the Church Accounting Regulations 2016 ("the Regulations") and sections 144 and 145 of the Charities Act 2011 ("the Act").

Respective responsibilities of members of the PCC and examiner

As members of the PCC you are responsible for the preparation of financial accounts; you consider that the audit requirement of the Regulations and section 144 of the Act do not apply. It is my responsibility to issue this report on those accounts in accordance with the terms of the Regulations.

Basis of this Report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners under section 145 of the Act and to be found in the Church guidance, 2016 edition. That examination includes a review of the accounting records kept by the PCC and a comparison with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanation from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

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 (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Michael Liddiard
12, The Garlands,
Peterborough Road,
Harrow on the Hill

Dated.....24th April 2022

Statement of responsibilities of the Parochial Church Council (“the PCC”)

The trustees are responsible for preparing the PCC report and the financial statements in accordance with applicable law in the United Kingdom including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the members of the PCC to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period. In preparing these financial statements, the members of the PCC are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The members of the PCC are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the provision and detection of fraud and other irregularities.

Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex, Parish Reference 24.01

Associated Funds & Charities not controlled by the PCC at 31 December 2021

	2021	2020
St. Mary's Church Flower Fund	£	£
Assets brought forward 1 January 2021	440	440
Income	0	0
Expenditure	0	0
Assets carried forward 31 December 2021	<u>440</u>	<u>440</u>

St. Mary's Ringing Guild		
Assets brought forward 1 January 2021	8453	8448
Income	100	180
Expenditure	-179	-175
Assets carried forward 31 December 2021	<u>8374</u>	<u>8453</u>

St. Mary's Handbells		
Assets brought forward 1 January 2021	1847	1847
Income	0	0
Expenditure	0	0
Assets carried forward 31 December 2021	<u>1847</u>	<u>1847</u>

CHARITY ACCOUNTS (Vicars and Churchwardens)

	2021	2020
	£	£
Charles Burt Legacy		
balance bfwd 1 January 2021	32125	28952
Income including re-investment of dividends, change in investment value	5680	3173
Expenditure		
balance cfwd 31 December 2021	<u>37805</u>	<u>32125</u>

The Dell Charity		
balance bfwd 1 January 2021	26002	23632
Income including re-investment of dividends, change in investment value	4139	2370
Expenditure		
balance cfwd 31 December 2021	<u>30141</u>	<u>26002</u>

Chester Trust Fund		
balance bfwd 1 January 2021	1234	1146
Income including re-investment of dividends, change in investment value	152	87
Expenditure		
balance cfwd 31 December 2021	<u>1386</u>	<u>1233</u>

Woolley Choir Memorial Scholarship		
balance bfwd 1 January 2021	3167	2915
Income including re-investment of dividends, change in investment value	438	252
Expenditure		
balance cfwd 31 December 2021	<u>3605</u>	<u>3167</u>

VICAR'S REPORT

My report for 2020 was extensive and long but it covered “as many bases as possible” given that the pandemic had taken hold and much “normal” activity had been curtailed with the result that many committees had not met and were invited to forego writing full reports. This year most if not all those committees have been able to oversee some activity although the year has continued to be blighted by the restrictions necessary to keep covid under some control. Indeed, the year began with significant concern over a rise in “delta variant” cases with the result that weekly worship returned to the exclusively “on-line” world. Although some churches closed again immediately after Christmas, we celebrated the Epiphany with the intention of then taking a break until Ash Wednesday; in the event, public worship remained suspended until Easter Day.

Thankfully, churches were not expected to close their doors completely as they had been in the “first lockdown” and I remain very grateful to the many people who volunteered to act as welcomers on the days we were able to keep the building open. The numbers visiting once more reminded us of the use to which the church is put and the appreciation in which it is held. The responsibility of caring for a Grade I listed building is immense and arguably more than a voluntary organisation can be expected to fulfil but St Mary's remains “an instrument of mission” and the challenge to develop it as a place of pilgrimage remains.

The financial implications of reduced congregations, a lack of casual visitors, no letting revenue and no major fundraising events (Summer fetes and Christmas fairs) over the past two years have been serious. The challenge to increase the money raised through planned giving remains. We can be grateful for the revenue raised through the increased use of the site for filming and indeed these monies have assisted greatly in not incurring significantly higher deficits. The financial part of this Annual Report needs careful and prayerful consideration especially at a time when personal and domestic finances are under pressure but it remains essential to recognise that our responsibilities to our Christian community must remain a high priority if we are to take our faith seriously: “For where your treasure is, there will your heart be also.” *Matthew 6:21* The financial health of St Mary's owes a debt of gratitude to Roger Horne, Treasurer and to Michael and Pauline Chandler for overseeing the banking, planned giving and gift aid.

It is gratifying to acknowledge that these months of pandemic have not all been negative with regard to new initiatives and growth. The Creation Group which has grown out of an Advent Study group meeting in 2020 has laid firm foundations for future. “Plastic-Less” Lent was supported by displays which confronted people with the sheer volume of plastic modern life seems to rely upon. Nature trails and the construction of a “bug hotel” made a more focused use of the Churchyard and a series of “litter-picks” not only collected bags of rubbish but brought some visibility to work which benefits the whole community. The particular impetus this year was the COP26 meeting which took place in Glasgow in November. The Creation Group led a Christian Aid Sunday Service on the theme of the climate emergency and our own Climate Sunday, as requested by the organisers of COP26, was held on Lammas Day, 1 August. The Sundays following the Patronal Festival in September were kept as Creation-tide culminating in Harvest Festival on the first Sunday of

October when there was a particular focus on collecting food and funds for Harrow Foodbank. The energy and commitment of Emma Marfe in directing a very enthusiastic Creation Group deserves our respect and deep thanks.

One of the suggestions emerging from a greater appreciation of the natural world is a greater use, where possible, of worship outside. This also has some benefits in coping with the challenges of Covid! We are fortunate in having a beautiful churchyard carefully and lovingly cared for by a small group of committed volunteers some of whom would not consider themselves to be regular “church-goers”. Their contribution cannot be overstated; their hard work provided a most wonderful back-drop for our open-air Easter morning Eucharist. The weather helped, which, along with the “novelty value”, attracted a gathering of almost 200 people. Using the table tomb on the south side of the church as an altar with the wooden crosses which had been installed for Holy Week in the background provided a perfect Eucharistic setting. We repeated the event a week later before returning inside for the third Sunday of Easter and thence we stayed until Christmas and the appearance of the omicron variant, to which I succumbed myself. The heightened level of anxiety and the necessity of my isolation led to the cancellation of the Christmas Eve Crib Service and Midnight Eucharist. The planned return of the Festival of Nine Lessons and Carols on the Fourth Sunday of Advent was not to be and a truncated singing of carols outside on a chilly evening once again attracted a gathering of some 200 people! Thankfully the Sunday School Nativity tableau had taken place on the Third Sunday of Advent.

The Sunday School is “small but well formed” under the committed leadership of Kellie Reilly whose creativity and endless positivity has singlehandedly ensured that it has continued to provide, in an impressive manner, for our youngest worshippers. I know she would want to thank Kay Crotty and the parents of the children involved as well.

It is some time since the “ordained” ministry team at St Mary’s has been any more than the Vicar! This year it has trebled! The Revd Alison Christian has joined the team with a special brief for the development of study and prayer groups and it has been a joy to welcome the Revd Graham Dale as our newly ordained deacon and his wife, Gilly who is a doctor. Graham is joining us as a self-supporting minister, spending the greater part of the week working at the Institute of Chartered Accountants. He has already made his mark with his well-considered sermons delivered in a strong Scottish accent! His ordination was delayed by covid as he became a victim of what had become known as the “ping-demic”, identified as one who had come into contact with covid and then “pinged” on the NHS Covid app.

Much of the pastoral care conducted by the parish is “hidden” involving individual visits, or more frequently over the period of the lockdown, telephone contact. Lynne Grout, who has herself been isolating for much of the period has overseen a programme of contact which has been much appreciated.

Throughout the year, the musical life of St Mary’s has continued under Tim Smith’s direction. The Choir Whatsapp Group has been both a source of social communication as well as pastoral support. It was a particular asset to have the choir singing the hymns even when full congregational singing was not permitted. While it is so much better to be able to sing there is a value to listening to the words while contemplating their meaning in a manner not always possible when singing.

In addition to Tim, Maria Theresa Pereira, our cleaner, and Keith Grout, the Parish Secretary complete our group of employed staff. Their continued commitment over these past two years is much appreciated.

I take this opportunity of thanking the Church Wardens, Jane Hurley and Matthew Biggs and the rest of the Parochial Church Council for their attention to all aspects of church life. It was particularly good to welcome the Archdeacon of Northolt, the Ven. Catherine Pickford, to preach on Sunday 25 July, the Feast of St James, on which occasion, she admitted Matthew to the role of Church Warden.

It is to be hoped that as restrictions now lift we can finally look to the future with real hope. In the coming year, the building will continue to require our time and energy not least in the Save the Spire Campaign to raise the required funds for re-leading the spire. The sound system is still in need of replacing and the grant received from Harrow Council for the restoration of the Peachy Stone needs spending.

The Mission Action Plan is still in need of review and eventual re-drafting and the promising work on study, prayer and fellowship groups needs further development. In the coming Platinum Jubilee year which coincides with Harrow School's celebration of the 450th anniversary of the granting of its charter, St Mary's will continue to play an iconic role in the life of the local community as the place where people gather to seek God and acknowledge the eternal realities. In that respect, Harrow, the meaning of which is "sacred space", continues to be place where human beings find connection with our Creator God revealed most fully in Jesus Christ.

James Power

March 2022

Stewardship Report

Covid restrictions have seriously impacted on the work of the Stewardship committee in the last twelve months. However numerous events are now in the planning.

Christmas Fair December 4 December 2021 was cancelled and replaced by a Christmas Coffee morning. Pauline Chandler also organised Advent Sunday morning sales. Which were extremely successful. Thank you to those who signed up to help.

The joint Spire Appeal with Spirewatch; sadly the reception to launch the appeal was cancelled a second time due to Covid restrictions. A secondary launch was planned at the Civic Service which was again cancelled due to covid. The appeal has now launched and over £5,000 donated.

- 2 banners are inside the Church
- A banner is permanently outside the Church to attract the attention of all those walking through the Church grounds.
- An information leaflet has been printed.
- Lead pieces are being produced for sale.
- Mathew is completing the Faculty application
- Apostle Consulting are being appointed to help with Grant applications
- The website has been update and all advertising has QR codes and just giving links

Special thanks to Pauline Chandler and Christine Williams for all their hard work.

Spire Fundraising events planned:

- Colin Stone concert
- Jane Hurley is organising Queen's Jubilee Tea and A Sponsored Walk
- 2023 An Evening with Kate Burley(in conjunction with Spirewatch) who will also publicise the appeal on her show.

The committee would be very happy to receive any further fund raising suggestions/offers.

Harrow School 450th Anniversary Saturday April 30 ; Alison Christian and Judith Shepherd are organising events in and around the Church and this will enable some fundraising such as selling of the small lead tiles.

Fundraising events for general funds

- April Bag Drop Fundraiser – weighing in of old clothing, bath and bed linen to be sold for recycling.
- June Summer Fete.
- December Christmas Fair.
- 2023 Wine Tasting Dinner.

Roger Horne is working very hard to improve the Sum Up machine to make donations at services more simple and effective for those choosing to make donations by card.

Alison Christian has kindly compiled a Programme of Events and we will work with her to keep this updated.

Finance and General Purposes Report

The committee met monthly throughout the year (except in August) mostly via Zoom.

The pandemic had a profound effect on the finances and work on the fabric during the year. St. Mary's ended 2021 with an excess of expenditure over income. We must try to remedy this situation. Our regular income from Planned Giving was reduced by 2.82% following last year's drop of 6.78%. Please see the Treasurer's Report for full details.

A Card Reader, JustGiving and QR Codes are now in use to increase the methods of donation to St. Mary's or to the Spire Appeal.

The continuing difficulty at St. Mary's of the regular income not meeting regular expenditure will need careful scrutiny and action once life returns to some form of normality. St. Mary's does not pay the full Common Fund as we do not have a full-time Vicar with the associated costs of a Vicarage. This needs to be addressed before the Parish can consider reverting to a full-time Vicar with a Vicarage. Please give these matters your prayerful consideration.

The routine maintenance of and non-routine work on the buildings is shown in the list below.

(The numbers refer to the Contractors which are named after the list.)

- Security:** The Intruder Alarm System which includes the Roof Alarms was updated to provide more effective cover. (5)
The Fire Alarm, detectors and extinguishers were routinely checked. (5)
The Fire Alarm was tested regularly. (10)
The Lightning Conductors were checked and found satisfactory and the certificates issued. (4)
- The white line edging to external steps was repainted. (10)
Internal and external light bulbs were replaced as required. (10)
- Electrical:** Routine Circuit Inspections took place, identified faults rectified and the relevant certificate issued. (1)
The Electrician has advised that, due to the age and complexity of the cabling, routine Inspections should be carried out every three years rather than the current five years.
A possible fault in the main inlet cable is being investigated by UK Power Networks.
- Fabric:** All gutters, downpipes and drains were inspected and cleared at regular intervals. (2 & 10)
Minor repairs and maintenance were undertaken as required. (2 & 10)
The number of death watch beetles was checked (10)
The south door west buttress was repaired (7) with most of the cost being covered by Spirewatch.
Crumbling stonework in the tower staircase newel; post was replaced. (7)
Storage boxes have been installed under the benches in the Ringing Chamber. The cost was met by the Ringing Guild of St. Mary. (2)
A new flagpole was erected. The cost was met by Beacon Comms and Arqiva as the flagpole houses an aerial. (9)
Temporary repairs were carried out on the tiled roofs over the Chancel and Peace Chapel to rectify leaks (8)
The pew cushions were cleaned and sanitised before return to use. (11)
- Heating:** The boiler in Church and the Church Room boiler were serviced. Gas Safety Certificate were issued. A faulty pump was replaced. (3)
- Churchyard:** The volunteer gardeners continued to maintain the upper and lower Churchyard (10)
Harrow School Conservation Group continued, when possible, to work in the lower Churchyard. (10)

Miscellaneous: The organ and organ blower were routinely inspected (6)

Contractors

1. MRD Electrical Services, 25, Acacia Avenue, Ruislip, HA4 8RQ
2. P&J Enterprises, 2, Old Grove Close, EN7 6UN
3. G&D Higgins, Masters House, Marlborough Hill, Harrow, HA1 1UX
4. Omega Red Group Ltd. Blenheim Industrial Estate, Nottingham, NG6 8WA
5. Technica Systems Ltd, Technica House, 3-7, Clifford Road, Alperton, HA0 1BZ
6. Watkins & Watson Ltd. 141, Blandford Road, Poole, BH15 4AT
7. DBR Ltd. Scaffold House, Consort Road, London, SE15 2PH
8. Aqua Roofing & Building Ltd. The Old Bakery, Grange Gardens, Pinner, HA5 5QB
9. Harrison Flagpoles
10. In house volunteers
11. Smart Guys, 4, Whittington Way, Pinner, HA5 5JT

Future Plans

During 2022 the Committee will, apart from its on-going responsibilities for monitoring income and expenditure and for maintaining the buildings and grounds, consider the following:-

- a) Repairs to the Spire.
- b) Introduction of a rope handrail in the tower staircase.
- c) Repairs to the drainage system
- d) The repaving of the south porch
- e) Plans to increase the number of spaces for plaques in the Garden of Remembrance as and when this becomes necessary, and funds become available.
- f) Repairs to the 'Peachey Stone'.

Pauline Chandler

3rd February 2022

Safeguarding Report

At the Parish and Borough Church of St Mary, Harrow on the Hill, the Parochial Church Council recognises that the few who are determined to harm children or adults, deliberately seek out groups or organisations where they can meet children or other vulnerable people; the Church is particularly vulnerable to these people.

Creating and maintaining a safeguarding culture will discourage them from becoming involved in Church for the wrong reasons and will make it difficult for them to harm or abuse children or adults if they do.

In order to assist with the creation of a positive safeguarding culture, the Parochial Church Council has:

Appointed:

- One appropriately experienced designated Parish Safeguarding Officer (PSO) to work with the incumbent and PCC. Both he and the DBS Evidence Checker are lay persons.
- The PSO is supported, trained and given a copy of the parish safeguarding policy and procedures;

Complied with the “Safer Recruitment” practices by:

- Appointing all church officers who work with children, young people and/or vulnerable adults are recruited in line with the principles outlined in House of Bishops’ Safer Recruitment practice guidance including regular DBS applications. Further work will be needed to continue to review practice in line with changing diocesan guidance.
- Offering individuals access to safeguarding training and support;
- Ensuring that individuals have undertaken the requisite levels of training in accordance with the chart set out in the Parish Safeguarding Handbook;
- Issuing all trained individuals with the current wallet-sized Safeguarding Contact Card;
- Providing appropriate insurance to cover for all activities undertaken in the name of the PCC which involve children and vulnerable adults, namely Ecclesiastical Insurance Group’s “Parishguard” policy;

Displayed:

- A formal statement of adoption of the House of Bishops ‘Promoting a Safer Church; safeguarding policy statement’ which signed on behalf of the PCC, presented at the APCM as part of this report and displayed on the website;
- Contact details of the local leaders;
- Contact details of the Parish Safeguarding Officer, the Children’s Champion and the Diocesan Safeguarding Team – including phone, email and website details and Information about where to get help with child and adult safeguarding issues, domestic abuse and key helplines e.g. ChildLine;
- A hard copy of the Diocese Safeguarding Manual ‘A Safer Church’ which acts as our Parish Safeguarding Handbook;

Responded by:

- Promoting an environment, which is welcoming and respectful and enables safeguarding concerns to be raised and responded to openly, promptly and consistently;

Agreed policies and procedures to:

- Deal promptly with safeguarding allegations or suspicions of abuse in accordance with the relevant policy and practice guidance and in consultation with the Diocesan Safeguarding Adviser;
- Report all safeguarding concerns or allegations against church officers to the Diocesan Safeguarding Adviser;
- Ensure that known offenders or others who may pose a risk to children and/or vulnerable adults are effectively managed and monitored in consultation with the Diocesan Safeguarding Adviser;
- Comply with all data protection legislation especially in regard to storing information about the 'church workforce', which includes volunteers and any safeguarding records;
- Provide an "activity risk assessment" tool for each those involved in activities associated with either children or vulnerable adults, and run in the name of the Church.

Reviewed and Reported Progress by:

- Inviting the PSO to regularly report on safeguarding in the parish. Safeguarding has been added as a standing agenda item at each PCC meeting and Finance & General Purposes PCC Sub-committee meeting.
- Reporting to the APCM in an annual report in relation to safeguarding. In the PCC's annual report will be a statement which reports on progress and a statement as to whether or not the PCC has complied with the duty to have "due regard" to the House of Bishops' guidance in relation to safeguarding.

Supported the Hiring of Church Premise by:

- Developing and updating its agreement with any person/body wishing to hire church premises stating whereby the person/body hiring the premises agrees:
 - to comply with the relevant safeguarding guidance issued by the House of Bishops and the diocese;
 - ensure that children and vulnerable adults are protected at all times, relevant staff have had appropriate DBS checks and that all reasonable steps have been taken to prevent injury, illness, loss or damage occurring;
 - ensure that all those hiring church premises carry full public liability insurance for this, or are covered through the church insurance (for example hire for a children's party).

Support & Compliance Assurance:

The measures identified in the list above are checked triennially during the archdeacon's visitations and annually via the return of the Parish Safeguarding Checklist to the Diocesan Safeguarding Team.

At the current date, no actions are outstanding.

Matthew Biggs, Parish Safeguarding Officer 28th February 2022

Sunday School Report

Due to the Covid restrictions, Sunday School were unable to meet in person on the 1st and 3rd Sundays of the month. We did however continue via email and the prepared Sunday School lessons were sent out via email to enable the children and their families to spend some time reading the bible stories and discussing them together at home. This seemed to work and was well received by the parents.

The PCC agreed that Sunday School could start to meet again on 4th July 2021. A risk assessment was carried out and at the time it was agreed that the children would start the service in the church room rather than from church.

It was wonderful to see the families again and we have had a few new children join us. Attendance has been sporadic, partly due to Covid and other commitments. We followed the usual format and we also managed to have a Godly Play session which worked very well and it is my hope to do some more in the future.

Everyone was delighted to end the year with the Nativity Play and the children did a great performance.

Music Report

Due to the prevailing pandemic restrictions, musical activity at St Mary's in 2021 was somewhat limited. However, from the summer the choir gradually returned to singing in person, initially limited to 6 singers and now more flexible but still well spaced. The Carol Service was moved to being an outdoor event with brass accompaniment – a rather damp affair – which was nonetheless enjoyed and appreciated by those who attended. At Christmas we introduced a new setting of the sung sections of the Eucharist – The Salisbury Setting by Grayston Ives – which will be our usual setting for festal seasons, along with Neil Gillespie's setting for penitential seasons and David Thorne's The Trinity Mass for Ordinary Time.

We hope that 2022 will see a return to a fuller programme of activities with the resumption of monthly Choral Evensong services, regular Thursday choir practices, etc.

Tim Smith
Director of Music

Handbell Report

The group were not able to meet even after UK Covid regulations began to be relaxed, as the HRGB rules stipulated 2metres rehearsal distance, and we felt we couldn't practice this way.

However, we finally managed to ring carols at a Christmas tree festival in All Saints Harrow Weald Church on 11th Dec, and then at Harrow Philharmonic Choir's Carol service on 18th Dec.

Owing to the huge and tragic losses of Elizabeth Bowen and Lesley Dodd, we are very low on numbers at the moment, but have had enquiries from 3 prospective members and hope they will end up by joining us.

Jean Pearson

Tower Captain's Report

Bell Ringing Guild, St Mary's, Harrow on the Hill

The main aims of my work as Tower Captain continue to be:

First: to ensure that there is bell ringing for Sunday morning services, and for other special occasions, particularly for St Mary's Church;

Second: bell ringers have appropriate training for their own advancement, for the improved quality of band bell ringing, and for the sustainability of future bell ringing at St Mary's;

Third: bell ringing at St Mary's is enjoyable and welcoming to visitors and to newcomers;

Fourth: to encourage St Mary's ringers to contribute to the wider ringing community.

The first aim has been achieved when government regulations regarding COVID have been eased. My thanks go to all those who have supported the return of Sunday service ringing. When tower bell ringing restarted in April, regulations only allowed a single ringer or family members, so I alternated with Pauline and Michael Chandler. Then in May we were allowed socially distanced ringing so we moved to five ringers and then on to six in July with a return to the full band on Sundays and Mondays in August, with learners joining in September. I am delighted to report that St Mary's has had ten bells ringing on a number of Sundays, and some practices have had eleven ringers attend.

During the year we have managed to ring for the following special occasions:

- The Duke of Edinburgh's funeral
- The welcome to our new Curate, Graham Dale
- St Mary's Spire Fund video
- John Lyon Founders Day Service
- COP26, tolling
- Remembrance Sunday
- The Christmas Carol Service
- New Year's Eve ringing by two ringers

- Ringing in celebration of the life of Bishop Desmond Tutu
- St Mary's 928th birthday

Many thanks to Michael Chandler, Steeple Keeper, and to Caspar Kennedy, Assistant Steeple Keeper, for their regular maintenance of the bells and for prompt repairs. The rope came off the treble's wheel during the Christmas Day ringing leading to a broken stay, but due to having a replacement ready, the stay was replaced within the week. Thanks to both of them also for raising the bells on Saturday mornings.

The second aim is being achieved by our focus on our learners since the August restart, a time of Ringing Recovery. My thanks go to our regular team of experienced ringers, including our weekly helper, Paul Daybell, who enable each learner to practise within a secure band. We have managed very well despite losing Sonia Field at this vulnerable time to Harrow Weald, where she unexpectedly accepted a new post of Ringing Master, with immediate effect. We congratulate Sonia on her new permanent post and wish her every success there. As Tower Captain, I am grateful that St Mary's permits us to welcome visiting helpers and we hope that this will be extended to visiting groups as COVID restrictions ease. Since the last AGM some of the band have participated in Harrow Ringing Room virtual practices and MCALDG training events, mostly virtual, outings and Quarter Peal attempts, to help their skills and understanding develop further. Clear progress is being made by each learner and it is hoped that this progress can be consolidated in Quarter Peal attempts during the forthcoming year. Marc Kasfiner rejoined as a learner in September and, in impressive style, soon joined the Sunday morning service band. Our thanks to Audrey Wakeling and to Douglas Dodd who join us on Sundays and for special ringing whenever possible.

The third aim has been achieved, evidenced by the high regular attendance rate for Monday night practices and for Sunday morning service ringing. Before August, I ran Harrow Ringing Room for our tower ringers, welcoming Harrow Weald and other ringers, to maintain participants' ability to ring a range of methods and touches with good striking. These virtual sessions were also helpful to ringers keeping in touch with each other. Further, our ringing chamber has become more welcoming with the improved use of its seating and its regular cleaning, afforded by Pauline and Michael.

The fourth aim has also been achieved as much as possible this year. I have been elected as S&W District Secretary after serving as Assistant Ringing Master. As part of my role, I arrange and co-ordinate a number of monthly practice sessions for the S&W District to enable ringers to maintain and improve their ringing skills, and to learn from other more experienced ringers. I have also passed the appropriate Safeguarding courses in order to support Michael and Pauline Chandler and Henry Johnson, in training any Harrow pupils and adults wishing to learn to ring. The committee I serve on decided not to prepare another virtual recorded Bell Ringers' Advent Carol Service, but ringers were directed to the one made for Christmas 2020 (<http://www.bellringing.london/london-bellringers-advent-carol-service-2020/>). Hopefully we can arrange a London's Bell Ringers' Advent Carol Service for 2022. St Mary's has continued to support the long standing monthly first Sunday service ringing at All Saints, Harrow Weald, since last August. Indeed, when ringing first

restarted last May and socially distanced ringing limited us to five ringers, we agreed for Harrow Weald to approach our ringers who were not named on our rota for each Sunday. Now that both bands appear to be developing in a positive way, it would be good to move forward with a mutually supportive arrangement on an ad hoc basis according to need rather than on a fixed regular basis. However, the church's long running repairs to the staircase along with the policy to limit the spread of COVID have meant we have had to refuse a number of requests made by visiting groups for Quarter Peal attempts and outings, organisations wishing us to ring for their events, and S&W District for us to host specific events and practices.

As Tower Captain, I continue to be delighted with the commitment from our ringers to attending practice nights and to Sunday service ringing. I am also grateful for the continued support and help from Fr James Power. In this context, I am optimistic about our band maintaining ringing to an improving standard at St Mary's, and that our band can continue to take part in District ringing events and to support national and local events, including a contribution to Harrow School's 450th celebrations.

Bridget Campbell, Tower Captain, February 2022

Communications and Heritage Report

Work on the Spire Newsletter has continued apace alongside the work we do in promoting St Mary's Heritage. Newsletter highlights of 2021 were pieces about the Living Churchyard (including the Litter Pick), articles about St John's Church Pinner's 700th anniversary, and COP26.

The Heritage highlight of 2021 was the Heritage Open Day Festival in September. 2021's theme was "Edible Harrow" and with the help of the Chandlers we produced some fascinating history on the Blackwell family (of Crosse & Blackwell) - one member of whom was a St Mary's Church Warden in 1820! We were able to highlight the "Ice Queen" of Pinner, Mrs Agnes Marshall, who invented the Ice Cream cone and who died in Pinner and it who is commemorated in a Ninian Comper window in St John's Pinner. As in 2020 we produced printed leaflets to allow people unable to go on the walks to "join in". For Remembrance Sunday we published a diagrammatic of the War Graves in the churchyard and gave a guided walk illustrating the amazing stories behind these graves.

In 2022 we are working on material for the 450 celebration which will showcase all the amazing links of St Mary's with Harrow School via our monuments. The theme for Heritage Open Day Festival 2022 is "Astounding Inventions" and we are already having all sorts of fun identifying ideas which originate from people who lived in Harrow. In November we would like to repeat the war memorials tour. Particularly for the Heritage Open Day Festival it has been wonderful to work with people outside the congregation who have come forward and provided amazing help and contributed to days that have been described as Triumphs! Organising the walks is more difficult under COVID because risk assessments are more comprehensive, and we are very grateful for the help provided by Harrow Hill Trust and

Spirewatch. Most important of all, we have felt we have found some new friends via this work and being part of a team showcasing local heritage.

We organised a “mini” outing in August to the Becket Exhibition at the British Museum. We would like to do something similar in 2022 and are thinking about a trip to St Albans. Over Christmas we received many compliments for the work that we do in the newsletter and the heritage walks from both inside the church and outside, and often from very unexpected sources! In addition, we have been working hard with the Creation Group to maximise the publicity that we can get within the community for the environmental work that the Creation Group is providing. Particularly effective, although simple, was the putting up of temporary placards in the churchyard to illustrate the work of the C of E environmental programme with COP26.

In terms of the newsletter itself we have a small, dedicated team of contributors. Further efforts still need to be applied towards encouraging people to submit articles. We are pleased that the newsletter is now updated on the website which should increase our reach. Following a survey earlier in the year, we have updated the templates we use for the Newsletter which gives it a snazzier feel. For 2022 we still seek more guidance as to how we can build on the links that we already have with the community.

Judith Shepherd March 2022

Care and Outreach Report

Care and Outreach is about looking out for each other and helping in what ever way we can. With the Covid restrictions we were unable to meet people face to face as our socialising was severely reduced.

However, we were able to keep in touch by Zoom and phone and although this was no substitute for personal contact, it was certainly a great help.

Our plans for a series of talks where we were to invite members from neighbouring congregations had to be cancelled. We were going to cover “How to recognise and deal with scams” , “ How to talk to dementia sufferers and help them feel safe when away from their home environment” , and “ a Talk and Discussion from Harrow Bereavement Care”. We very much hope to organise these events in the future.

We have distributed the monthly anonymous donation to Cardiomyopathy, the MS Therapy Centre, Alzheimer’s Society, Christian Aid and the British Legion.

The distribution of the Crown Street money has been allocated to local charities as follows,

£500 to Resurgo Spear which provides help and support for the age group 16years to 24years to overcome the challenges they face in finding long-term employment.

£500 to St. Mark’s Hospital, Northwick Park specialising in bowel disease research.

£500 to My Yard which reduces food waste by rescuing surplus food and shares it with those most in need locally. Groups of young people have learnt how to cook healthy meals

with their own home-grown vegetables. My Yard also provide workshops such as music, dance and yoga and run a weekly over 50's club.
£500 to Harrow Bereavement Care . Their mission is to relieve the suffering and distress caused by bereavement for all adults and children in the local community.

Gardeners and Churchyard Report

The arrival of Covid 19 in March 2020 has had a considerable effect on the Churchyard. The Volunteer gardeners monthly work-party dropped off due to illness, self-shielding and compliance with Government regulations. Small ad hoc groups met to complete the required works throughout the year, with maintenance of the existing being the aim.

The grounds received a much higher footfall than in previous years, with people sitting out in the quiet areas and also many more walkers passing through. This has allowed positive contact with many non-church goers of many faiths and none, who were unsure if they were even allowed into the building!

Two graves stone have been restored by a local builder. A cross was found in a holly bush and was replaced on its original stepped base. The second being a restoration of an original break in an early table-top grave, where a previous repair had failed. The builder supplied his services for free as he walks through the grounds regularly.

Looking forward, Mr Robert Lemon has managed to keep the old mower running. As a result of his early warnings, funding has been obtained to allow for a replacement, as and when he requires. Planning for the future storage of the machine has been considered, when its current place is no longer available. Off -site storage over-winter is available for free, if it is required, in a secure brick garage. Funding is in place for the three council brown garden waste bins for the year 2022-2023 allowing for better composting.

Many of the tools in storage above the Church office are in poor condition. Their storage area may have a change of use shortly and they will need to be sorted through and the broken and unused disposed of.

The size and weight of tree canopy is concerning. We continue to have considerable branch falls due to wind. To date, no gravestones have been damaged. The largest branch to fall was 14 foot x 8 inches; fortunately it was on the open lawn area.

Flower Arrangers Report

It was a very different year from the norm in every respect and flower arranging at St Mary's was no exception. Unfortunately, our Saturday morning arranging was unable to take place but throughout the year we managed to have flowers every week.

The Easter services took place outside, so the Easter Garden was planted in the churchyard, and as the church was open for private prayer we had our usual lilies on the altar and in the pedestal.

By Harvest services were back in church and we were very grateful to Peter Weller and Ian McCormack from West Harrow Allotments for giving us their dahlias for the decorations. Although we still couldn't get together, a few ladies, individually, managed to find time when it was safe to arrange. It was heart-warming to see the church looking beautiful, welcoming and colourful, thanks to their hard work.

By the time Christmas came, we desperately wanted to get as close to normal as we could manage. Unfortunately, we have lost several of our stalwart arrangers over the last two years. Among them - Ian McCormack, Maggie Bishop and Tina Dix through ill health, Judi Rado, who has moved away, and Helga Liddiard who sadly died. However, I couldn't have been more grateful for the way people, who had never done arrangements before, offered to help and stepped up to the mark with wonderful results. It was a great effort and reflects the true spirit of the St Mary's family to help and support each other. Thank you to everyone.

I am also indebted to some very kind and loyal people who give regular donations to the Flower Fund and to those who give the flowers in memory of loved ones. It is a tremendous help and gratefully appreciated.

Creation Group Report

The Creation Group formed in early 2021 following discussion amongst the St Mary's groups reading of Ruth Valerio's Say Yes to Life. Engagement with Valerio's work has been enthusiastic and led to an additional group set up to read the book during 2021.

We are committed to improving the environmental credentials of our church. As part of our commitment, we have registered with Eco Church, a project run by A Rocha UK, to improve our environmental credentials in five key areas of church life: Worship and Teaching, Buildings, Land, Community and Global engagement and Lifestyle.

Lent 2021: we asked the congregation to have a 'plastic-less lent' supported by a display in the church of examples and information. We received much positive feedback on this from regular worships and visitors.

Church Services: The Easter service was held outside in the churchyard and supported by the Creation group, and we have gone on to support services with a Creation focus throughout the year.

Season of Creation: In 2021, as we face the climate emergency, our themes for the four Sundays of Creationtide were: Wonder, Abundance, Desolation and Restoration. This was reflected in our worship and wider activities, including a quiet morning on Contemplating Nature run by Alison Christian and the fantastic work of the Sunday School led by Kellie Reilly.

For Harvest festival, we invited and were joined by members of the Harrow Foodbank who shared with us the vital work they are doing and encouraged the congregation in their support.

Churchyard: We are lucky enough to have the support of Ann Allen who has provided a number of insightful and enjoyable 'Churchyard rambles' helping us to spot and identify the species that make their home in the churchyard. Further information with photographs is provided by Ann displayed in the church.

A 'Spring in the churchyard' quiz was provided to our younger visitors to assist in their thinking with various aspects of engagement with the churchyard and to provide an activity to many during a period of pandemic 'lockdown'.

UN Climate Change Conference COP 26: Faith Leaders have joined together to demand climate action at COP26 in Glasgow in 2021. At St Mary's, we discussed how we can best respond to this message and support the aims of the summit. We engaged with the local community by erecting through the churchyard and in the church, a display, placards and a banner with the title "St Mary's Church calls for Climate Justice".

We have launched a regular Fairtrade stall selling fairly traded food stuffs after the Sunday service and at the Christmas coffee morning.

Communications: The St Mary's Church website has been updated to include a section on the Creation Group and the work we are doing to encourage more people to get involved, we also include updates and pieces for the Spire publication.

Emma Marfe

Financial Review for 2021

The Statement of Financial Activities for the year 2021 forms part of this report.

During the year the Church received a windfall of £45,100 for filming rights at the old vicarage. The PCC designated £35,100 of this to the Spire Fund, and £10,000 to the general fund. Despite this once off bonus income, there was still a deficit of £15,531 on the running of the Church (general fund). As mentioned in the Finance and General purposes report Planned Giving continues to decline and prayerful thought should be given to what increase you can afford to keep the Church on a sure footing.

The deficit on general fund was alleviated by a surplus on the revaluation of investments of £13,463, but this is just a paper profit, and still leaves a deficit on general fund of £2,068. Our most significant cost is the diocesan contribution which was £62,648 for 2021, and 2020. A small increase to £63,648 is anticipated for 2022. Bear in mind that this is $\frac{3}{4}$ of the contribution level for a full-time vicar. Other significant costs are staff costs (Parish Secretary and Director of Music and cleaner), utilities, insurance, electricians, plumbers, and maintenance of burglar and fire alarms. There was also an exceptional item of £7105 for Buttress Repairs, being that part of the total cost (c£22,000) that The Friends of St. Mary's were unable to meet.

Restricted Funds:

The following is a summary of movements on the Spire Fund with related Gift Aid added:

Individual Donations	£8389
Events: Harrow Celebration	74
Events: Capital Ring Walk	1894
Events: Heritage Open Day	369
War Graves Tour	176
Christmas cards	359
Total Receipts	£ <u>11261</u>

Expenditure:

Newell Post Repair	4216
Architects' and Engineers' fees	3553
Drone Filming costs	1895
Just Giving charges	90
Christmas cards	564
Total Costs	£ <u>10318</u>

Advantage is taken of the listed places of worship scheme to reclaim VAT on the above costs.

Donations were received for the Peachey Stone repair (£10,000) from Harrow Council, and for the purchase of a lawn mower (£350) from a member of the congregation. There was no movement on the Memorial Garden Fund which stands at £351. The Spire Fund was £88,297 at 31st December.

Designated Funds:

The PCC designated £35,100 of filming rights income to the Spire Fund. There was no movement on the Sound System Funds which stands at £21,346.

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

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Notes to the Financial Statements for the year ended 31 December 2021

I. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation when facts are uncertain in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2008, the Charities Act 2011, and with the Charities Statement of Recommended Practice and Financial Reporting Standard (FRS102). The financial statements have been prepared in pounds sterling, under the historical cost convention, and include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of Church groups which owe their main affiliation to another body nor those that are informal gatherings of Church members. Figures have been rounded to the nearest £.

The Parochial Church Council of St. Mary, Harrow on the Hill, is a corporate body established by the Church of England. The consecrated property, the Church, is located at Church Hill, Harrow on the Hill, HA1 3HL, in the United Kingdom of Great Britain and Northern Ireland.

It is the policy of the PCC to keep financial viability constantly under review, and in this regard the PCC considers that there are no material uncertainties and that the Church is a going concern.

The PCC meets the definition of a public benefit body under FRS 102.

Funds held by the PCC are:

Unrestricted Funds – the General Fund and the Reserve Fund represents the funds of the PCC that are not subject to any restrictions regarding their use and are available for application to the general purposes of the PCC.

Designated Funds – these are monies set aside by the PCC out of unrestricted funds for specific future purposes.

Restricted Funds –

a) Income from trusts or endowments which may be expended only on those restrictive objects provided in terms of the trust or bequest

b) Donations, collections or grants received for a specific designated object.

The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund. The Roof and Spire Fund is the most significant example.

Endowment Funds – funds the capital of which must be maintained; only income arising from the investment of the endowment may be used, either as restricted or unrestricted funds, depending on the purpose set out in the original document. The PCC has no endowments at present.

Income

All income is accounted for gross.

Donations and Legacies

Collections are recognised when received by or on behalf of the PCC.

Planned giving is recognised when receivable by or on behalf of the PCC.

Income tax recoverable on Gift Aid donations is recognised on an accruals basis matched to the period when the donation was received. It will therefore include claims made after the year end relating to donations received in the year.

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

Other trading activities (Filming Rights)

Trading income is recognised on an accruals basis when its ultimate receipt is reasonably certain.

Income from investments

Dividends and bank interest are accounted for on an accruals basis.

Other income

All other income is recognised when it is received.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31st December.

Expenditure

Expenditure is accounted for on an accruals basis and is accounted for gross.

Grants

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

Church activities

The diocesan parish contribution is accounted for when paid. Any parish levy unpaid at 31st December is provided for in the accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by virtue of the Charities Act 2011.

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's Inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000

there is insufficient cost information available and therefore such assets are not valued in the accounts

All expenditure incurred in the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of movable church furnishings acquired before 1 January 2000 is written off.

Depreciation

Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired. Equipment used within the church premises would, if there were any, be depreciated on a straight-line basis over 5 years.

It is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so low that any depreciation would not be material. Any such assets would be subject to annual impairment reviews and provision made if there were any permanent diminution of value.

The Church Room was built in 1960 at a cost of £9,965 including architect's fees: this is depreciated on a straight line basis.

Investments

Investments are valued at market value at 31st December

Current Assets

Income tax recoverable and other debtors are included at the settlement amount due. Prepayments are stated at the amount prepaid. Cash at bank includes cash and short-term liquid assets with a maturity of less than 3 months from the date of opening the deposit, and, short term liquid assets of between 3 and 12 months maturity which are stated at the balance on the account at the accounting date.

Creditors

Creditors and provisions are recognised where the Church has a present obligation arising from a past event that can be measured or estimated reliably. Creditors are stated at their settlement amount.

Investment Policy

Funds in excess of immediate working capital requirement are placed in a bank deposit account.

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds - 2021 £	Restricted Funds - 2021 £	Designated Funds -2021 £	Total Funds - 2021 £	Unrestricted Funds - 2020 £	Restricted Funds - 2020 £	Designated Funds -2020 £	Total Funds - 2020 £
Income from:									
<i>Donations and legacies</i>	2a	87144	22668		109812	97738	25477	10000	133215
<i>Other trading activities</i>	2b	2001	0		2001	547	0		547
<i>Investments</i>	2c	3273	0		3273	3298	0		3298
<i>Other income</i>	2d	24304	0	35100	59404	28091	0		28091
Total income		116722	22668	35100	174490	129674	25477	10000	165151
Expenditure on:									
<i>Church activities</i>	3	132253	11375	0	143628	126300	46969	3654	176923
Net Income/(Expenditure) before Investment Gains		-15531	11293	35100	30862	3374	-21492	6346	-11772
Net gains/(losses) on investments	5	13463			13463	5984			5984
Net Income		-2068	11293	35100	44325	9358	-21492	6346	-5788
Net movement in funds		-2068	11293	35100	44325	9358	-21492	6346	-5788
Reconciliation of Funds									
Total Funds b/f at 1 January		189146	52604	21346	263096	179788	74096	15000	268884
Total Funds c/f 31 December		187078	63897	56446	307421	189146	52604	21346	263096

BALANCE SHEET AT 31 DECEMBER 2021

	Notes	2021 £	2020 £
Fixed Assets	5		
Investment		106103	92640
Church Room		2420	2723
Total Fixed Assets		108523	95363
Current Assets			
Methodist Chapel Aid Deposit Account		50956	50532
CBF Deposit Account		65500	80500
HSBC Current Account		22733	20555
HSBC Roof and Spire Fund Account		45894	4302
Natwest Current Account		929	694
Sundry Debtors (Accounts Receivable)	6	21316	15555
		207328	172138
Sundry Creditors (Accounts Payable)	7	-8429	-4405
Net Current Assets		198899	167733
NET ASSETS	8	<u>307422</u>	<u>263096</u>
Funds			
<i>Restricted Funds</i>	9		
Memorial Garden Fund		351	351
Spire Fund		53197	52253
Peachey Stone		10000	
Lawn Mower		350	
Restricted Funds		63898	52604
Designated Funds			
Sound System		21346	21346
Spire Fund		35100	
		56446	21346
General Fund	9	167294	169362
Reserve Fund	9	19784	19784
Unrestricted Funds		187078	189146
Total Funds		<u>307422</u>	<u>263096</u>

Approved by Parochial Church Council

James Power
Vicar

Date

15 March 2022

The accompanying notes form part of these financial statements

Notes to the Financial Statements for the Year ended 31 December 2021 (continued)

2 Income from:-

	Unrestricted Funds - 2021 £	Restricted Funds - 2021 £	Designated Funds - 2021 £	Total Funds - 2021 £	Unrestricted Funds - 2020 £	Restricted Funds - 2020 £	Designated Funds - 2020 £	Total Funds - 2020 £
2a Donations and Legacies								
Charitable Fundraising		557		557		3058		3058
Planned Giving	54138			54138	53246			53246
Collections	3774			3774	2472			2472
Income Tax Recovered	13827			13827	12865			12865
Miscellaneous Income	159			159	287			287
Donations (see below) 2e	15246	22111		37357	28868	22419	10000	61287
	87144	22668	0	109812	97738	25477	10000	133215
2b Other trading activities								
Profit on sale of investments								
Christmas Mini Fayres	1066			1066				
Fair Trade Sales	282			282	0			
Other Church activities	653			653	547			547
	2001	0		2001	547	0		547
2c Investments								
Dividend and Interest Income	3273			3273	3298			3298
	3273			3273	3298			3298
2d Other income								
Filming Rights	10000		35100	45100	11200			11200
Fees for Weddings and funerals	3576			3576	4107			4107
Rental Income	10728			10728	12784			12784
	24304	0	35100	59404	28091	0		28091
Total income	116722	22668	35100	174490	129674	25477	10000	165151

	Unrestricted	Restricted	Designated	Total	Unrestricted	Restricted	Designated	Total
2e Details of Donations								
Individual donations	5246			5246	18868	330		19198
Spire Individual donations		8389		8389				
Spire Fund Raising Events		2513		2513				
Spire Christmas cards at Mini Fayres		359		359				
Sub total for Spire		11261	0	16507				
Buttress				0		22089		22089
Harrow School Contribution	10000			10000	10000			10000
Peachey Stone		10000		10000				
Christmas Concert		500		500				
Lawn Mower		350		350				
Individual donations for Notice Board				0			3654	3654
Legacy received in 2020 for Sound System				0			6346	6346
Totals	15246	22111	0	37357	28868	22419	10000	61287

Notes to the Financial Statements for the Year ended 31 December 2021 (continued)

3 Expenditure on:

	Unrestricted Funds - 2021 £	Restricted Funds - 2021 £	Designed Funds -2021 £	Total Funds - 2021 £	Unrestricted Funds - 2020 £	Restricted Funds - 2020 £	Designed Funds -2020 £	Total Funds - 2020 £
<i>Church Activities</i>								
Charitable Giving (see below)		557		557		3058		3058
Church Services	170			170	944			944
Churchyard	0			0	0			0
Depreciation	303			303	303			303
Diocesan Fund	62648			62648	62648			62648
Fabric	3761			3761	12793			12793
Fees to Diocese and Bell ringers	1668			1668	1541			1541
Insurance	10461			10461	10265			10265
Maintenance & Services	7510			7510	2726			2726
Roof				0		1070		1070
Spire		10318		10318		20752		20752
Buttress	7105			7105		22089		22089
Noticeboard				0			3654	3654
Christmas Concert	0	500		500				0
Music	9786			9786	8927			8927
Office Expenses	15768			15768	16543			16543
Parochial Expenses	1664			1664	1789			1789
Utilities	10747			10747	7501			7501
Subscriptions	662			662	320			320
Total expenditure	132253	11375	0	143628	126300	46969	3654	176923

Distribution of Charitable Giving

Charity	2021	2020
<i>Overseas Charities</i>		
Christian Aid week	100	
Sub-total Overseas	100	0
<i>Home Charities</i>		
Firm Foundation		310
Cardiomyopathy Association	100	294
London Diocese Lent Appeal		37
Multiple Sclerosis		243
Bereavement Care		500
Place 2B		70
British Legion Poppy Appeal	53	
Great Ormond Street		100
St.Mark's Hospital		500
My Yard		500
Resurgo Spear	281	219
Alzheimer's Society		200
Mind in Harrow		85
Unallocated	23	
Sub-total Home	457	3058
Total Charitable Giving	557	3058

Notes to the Financial Statements for the Year ended 31 December 2021 (continued)

4 Staff Costs

a Wages and salaries

The average number of employees during the year was 3. They were the Organist/Choirmaster, a Parish Secretary and a cleaner. No payment was large enough to attract social security costs. The PCC is registered with the Pensions Regulator and the employees may join the scheme at their discretion. No employee received employee benefits of more than £60,000 during the year (2020: the same).

	2021	2020
	£	£
Wages and salaries	16842	16760
Pension Contributions	-	-
Totals	<u>16842</u>	<u>16760</u>

b Transactions with PCC members

Parish Secretary Keith Grout is a member of the PCC. Under the Charities Act 2006 he was paid the sum of £7,143 (without pension contribution or any other benefit) during the year. The total donations made by PCC members during the year were £19,276 (2020: £10,224). There were no other disclosable transactions in respect of PCC members, nor persons closely connected to them, nor other related parties.

5 Investments, Fixed & Capital Assets and unrealised gain thereon.

CBF Investment Income shares:

Date		no. shares	Price/pence	Value £
31/12/2020	Holding	4531	2044.67	92640
31/12/2021	Unrealised Surplus			13463
31/12/2021	Holding	<u>4531</u>	<u>2341.81</u>	<u>106103</u>

	Freehold Property £
Cost 01/01/2021 and 31/12/2021	<u>9965</u>
Depreciation	
At 1st January 2021	7243
Charge for the year	<u>302</u>
At 31st December 2021	<u>7545</u>
Net book value	
At 31/12/2021	<u>2420</u>
At 31/12/2020	<u>2723</u>

6 Debtors: amounts falling due within one year

	2021	2020
	£	£
Income Tax Recoverable on Gift Aid	4295	2980
Accrued Investment income	609	528
VAT recoverable from DCMS listed places of worship scheme	843	3758
Filming Rights	9000	
Friends of St. Mary's	0	4194
Other debtors	<u>6569</u>	<u>4095</u>
Total	<u>21316</u>	<u>15555</u>

Notes to the Financial Statements for the Year ended 31 December 2021 (continued)

7 Creditors: amounts falling due within one year

	2021 Unrestricted £	2021 Restricted £	2021 Total £
Charity collections		2223	2223
Utilities	1610		1610
Other Church expenses	4596		4596
Total	6206	2223	8429
	2020 Unrestricted £	2020 Restricted £	2020 Total £
Charity collections		2319	2319
Due to diocese	633		633
Other Church expenses	1453		1453
Total	2086	2319	4405

8 Analysis of Asset by Fund

	Unrestricted £	Restricted £	Designated £	Total £
Investment	106103			106103
Church Room	2420			2420
Net Current Assets	113655	63898	21346	198899
	222178	63898	21346	307422

9 Statement of Funds

	Balance b/f 1 Jan 2021 £	Income plus surplus on revaluation of shares£	Expenditure £	Balance c/f 31 Dec 2021 £
Unrestricted Funds				
General Fund	169362	130185	132253	167294
Reserve Fund	19784			19784
	189146	130185	132253	187078
Restricted Funds				
Memorial Garden	351			351
Spire	52253	11262	10318	53197
Lawnmower		350	0	350
Peachey Stone		10000		10000
Charitable Fundraising		557	557	0
Christmas concert		500	500	0
Total Restricted	52604	22669	11375	63898
Designated Funds				
Sound System	21346			21346
Spire Fund		35100		35100
Total Designated	21346	35100	0	56446
	73950	57769	11375	120344
Total Funds	263096	187954	143628	307422

10 Independent Examiner's remuneration.

The independent examiner does not charge a fee for his work.

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Independent examiner's report to the Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex.

This report on the accounts of the Parochial Church Council (PCC) for the year ended 31 December 2021 which are set out in the Annual Report and Statement of Financial Activities, is in respect of an examination carried out under the Church Accounting Regulations 2016 ("the Regulations") and sections 144 and 145 of the Charities Act 2011 ("the Act").

Respective responsibilities of members of the PCC and examiner

As members of the PCC you are responsible for the preparation of financial accounts; you consider that the audit requirement of the Regulations and section 144 of the Act do not apply. It is my responsibility to issue this report on those accounts in accordance with the terms of the Regulations.

Basis of this Report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners under section 145 of the Act and to be found in the Church guidance, 2016 edition. That examination includes a review of the accounting records kept by the PCC and a comparison with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanation from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

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 (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Michael Liddiard
12, The Garlands,
Peterborough Road,
Harrow on the Hill

Dated.....24th April 2022

Statement of responsibilities of the Parochial Church Council (“the PCC”)

The trustees are responsible for preparing the PCC report and the financial statements in accordance with applicable law in the United Kingdom including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the members of the PCC to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period. In preparing these financial statements, the members of the PCC are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The members of the PCC are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the provision and detection of fraud and other irregularities.

Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex, Parish Reference 24.01

Associated Funds & Charities not controlled by the PCC at 31 December 2021

	2021	2020
St. Mary's Church Flower Fund	£	£
Assets brought forward 1 January 2021	440	440
Income	0	0
Expenditure	0	0
Assets carried forward 31 December 2021	<u>440</u>	<u>440</u>

St. Mary's Ringing Guild		
Assets brought forward 1 January 2021	8453	8448
Income	100	180
Expenditure	-179	-175
Assets carried forward 31 December 2021	<u>8374</u>	<u>8453</u>

St. Mary's Handbells		
Assets brought forward 1 January 2021	1847	1847
Income	0	0
Expenditure	0	0
Assets carried forward 31 December 2021	<u>1847</u>	<u>1847</u>

CHARITY ACCOUNTS (Vicars and Churchwardens)

	2021	2020
	£	£
Charles Burt Legacy		
balance bfwd 1 January 2021	32125	28952
Income including re-investment of dividends, change in investment value	5680	3173
Expenditure		
balance cfwd 31 December 2021	<u>37805</u>	<u>32125</u>

The Dell Charity		
balance bfwd 1 January 2021	26002	23632
Income including re-investment of dividends, change in investment value	4139	2370
Expenditure		
balance cfwd 31 December 2021	<u>30141</u>	<u>26002</u>

Chester Trust Fund		
balance bfwd 1 January 2021	1234	1146
Income including re-investment of dividends, change in investment value	152	87
Expenditure		
balance cfwd 31 December 2021	<u>1386</u>	<u>1233</u>

Woolley Choir Memorial Scholarship		
balance bfwd 1 January 2021	3167	2915
Income including re-investment of dividends, change in investment value	438	252
Expenditure		
balance cfwd 31 December 2021	<u>3605</u>	<u>3167</u>

Accounts

The Parish and Borough Church of

St Mary, Harrow on the Hill

Report of the Parochial Church Council January to December 2020

St Mary's is part of the Diocese of London within the Church of England

Vicar: The Revd James Power, BSc, BA.

Correspondence address:

St Mary's Parish Office, Church Hill, Harrow on the Hill, HA1 3HL

Charity Commission Registration Number: 1130328

Structure, Governance and Management

The Parochial Church Council of the Ecclesiastical Parish of St Mary, Harrow on the Hill, (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. It is supported by a number of committees which make recommendations for its consideration. The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC. The PCC only met once during the year due to Covid 19 emergency restrictions.

The PCC is a charity registered with the Charity Commission; each PCC member is a trustee.

Officers of the PCC

Chairman
Lay Vice Chairman

The Revd James Power
Pauline Chandler

Churchwardens

Nicky Yudin *resigned October 2020*
Jane Hurley
Mathew Biggs *appointed October 2020*

Hon. Secretary
Hon. Treasurer
Child Protection Officers

Keith Grout
Roger Horne
Nicky Yudin followed by Mathew Biggs

Members of the PCC

Kim Barlow
Douglas Dodd
Lynne Grout
David Muriss
Christine Williams
Kellie Reilly
Jonathan Burns
Judith Shepherd

Committees and Chair

Standing and Policy
Finance and General Purposes
Worship and Education
Care and Outreach
Stewardship

The Revd James Power
Pauline Chandler
vacancy
Lynne Grout
The Revd James Power

Banks

HSBC, 31 Holborn Circus, London EC1N 2HR

Hon. Legal Adviser

J. Kennedy Solicitors, 59-61 High Street, Harrow, HA1 3HT

Independent Examiner

Michael Liddiard, 12 The Gardens, Peterborough Road, Harrow on the Hill

Reserve Fund Policy

In the Statement of Financial Activity funds are defined as Restricted or Unrestricted, and within the latter there are designated, reserve and general funds. The keeping of reserves is part of our commitment to maintain St Mary's (a Grade I listed building) as a place of worship and it is PCC policy to maintain a general unrestricted reserve of at least one year's current expenditure (c£130,000). After adding in the year's surplus on current account and unrealised investment gains general and reserve funds amount to £189,146.

Objectives and Activities

- Our primary objective is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England.
- Mindful of being the Borough Church we aim to demonstrate Christ's love by showing our concern in a variety of ways for the wider community in the London Borough of Harrow recognising its multi-faith identity, our parishioners and the congregation.
- Promoting, within the parish, the whole mission of the Church: liturgical, spiritual, educational, pastoral, evangelistic, social and ecumenical.
- Seeking to work in partnership with other churches and institutions but most particularly with Harrow School recognising the historical relationship
- The maintenance and development of a Grade I listed building and churchyard as a house of peace and prayer for all people.

Vicar's Report

This annual report covers "St Mary's life" during 2020. On St Patrick's Day, Tuesday 17 March, 2020, I was sitting in my accustomed pew at the west end of St Mary's listening to the weekly Tuesday Lunchtime Concert performed by the boys of Harrow School, when I received an email announcing that the School was moving "on-line" and the boys were returning home for the rest of term; they did not return until September. In the meantime, Lent came to something of a halt, churches were locked (the Church of England had "forbidden" their clergy from even entering their churches) and Holy Week was conducted entirely on-line. Easter was celebrated in the garden of 35 West Street complete with a "garden tomb" which, having become the place of the "Easter Fire" for the lighting of the Paschal Candle, soon doubled as a barbeque! The Risen Christ had, after all, barbequed fish for breakfast for the hungry disciples! All this filmed for later viewing via YouTube. The Vicar had to become an "expert" in video recording very quickly! "Another" Easter Garden was constructed in the churchyard along the main church path, attracting a pleasing level of positive comment. The Coronavirus/Covid-19 pandemic was to be the tale of 2020. Many of the usual activities of a year were curtailed or cancelled and so this report may appear truncated. Yet, it would be a mistake to think that the church had "closed down". It most definitely had not; indeed, the first act of "lock-down" was to deliver letters to every house in the parish assuring parishioners that while the church building was closed, worship and prayer continued and pastoral care would be maintained.

An invitation was issued to contact the parish office should anybody be aware of a neighbour, friend or loved one who needed assistance. The electoral role was split into groups and individual members took responsibility to keep in touch with those allocated to them. I am very grateful to all who took on this work. On more than one occasion, vulnerable souls were identified and contact made with more distant family members to establish effective ways of ensuring continued care. I have been especially grateful to staff at both Harrow Council and local care agencies in working in partnership with St Mary's in providing support for the most vulnerable. As I indicated recently at a memorial service this was an enormously encouraging example of how the voluntary sector i.e. the local church can work creatively and effectively with the statutory sector i.e. the local social services and the private sector i.e. the care agencies.

Visiting has not been straightforward this year, but I am very grateful to the Revd Alison Christian, Jane Hurley and Pauline Chandler who have assisted in taking communion to a number of our housebound folk.

The success of St Mary's 925 during 2019 laid the foundations for a hopeful start to 2020. Although ill-health prevented the Rev'd Ron Swan from preaching at the final service of St Mary's 925 which took place on Sunday 26th January 2020, kept as the Conversion of St Paul as well as the Feast of Dedication, it was nonetheless a fitting conclusion which included the baptism of young Michael Boavida. St Mary's is both an important heritage site and an instrument of mission but the church is ultimately the community of the baptised which gathers in the building. It seemed appropriate to conclude the year of celebration with an act of worship which focused on the future, which baptism most clearly does! Before "lockdown" we managed two further baptisms!

Where this year has been no different is in the support given by the Rev'd Alison Christian so generously, offering cover for both holidays and when I have had other commitments. I was especially grateful for her assistance on the weekend of the first Sunday of Lent, which happened also to be St David's Day. On the Saturday (29 February), I was in Lisbon, Portugal, to conduct the blessing of a marriage; on the Sunday morning, I was preaching at St Paul's Cathedral in my capacity as Chaplain to the Lord Mayor. So much could have gone wrong; nothing did! Nonetheless, it was reassuring that Alison was "on hand" to conduct the Sung Eucharist at St Mary's.

I am also grateful to Alison for being the impetus behind the programme of study groups, which has developed over this year relying on Zoom. In common with almost every other place of worship, “Zoom” has entered the liturgical and parochial lexicon! Two groups committed to studying Ruth Valerio’s book, “Saying Yes to Life”. Although this had been the Archbishop of Canterbury’s Lent Book for 2020, we had chosen to use those weeks to reflect more deeply on baptism. When Advent came, we then embraced this book, which had a profound effect upon all who engaged with it. Ruth Valerio works for Tear Fund and she is Canon Theologian at Rochester Cathedral. In the book, she reflects upon the first creation narrative and presents a series of challenges regarding our engagement with the environment. The power of her writing has resulted in one of the groups becoming the Parish Creation Group taking on the responsibility for advising the PCC on policy and action with regard to environmental and ecological issues under the chairmanship of Emma Marfe.

The other group which had studied the book decided to continue a programme of learning using John Barton’s recently published book, A History of the Bible. This was undoubtedly challenging – not just because it is long and the print small but because it takes the reader back to the origins of the Bible revealing some of the misconceptions and simplistic understanding it is so easy to adopt. “Doing” theology can often challenge some of our long-held if inaccurate assumptions but in so doing, equip us to be more effective in proclaiming the fundamental truths of the Gospel alongside deepening our own faith.

Physical worship under some fairly stringent restrictions became possible again in the summer and for the months we were allowed to gather, the Sunday programme was reduced to one service – always the Eucharist at which communion was received in one kind (the host) using either the Book of Common Prayer, which is more suited to a situation where responses have had to be restricted, or Common Worship. I am hugely grateful to those who rallied around and cleaned the building after every service.

With restrictions, it was possible to celebrate the annual commemoration of John Lyon with both Harrow School and John Lyon School. Choral Evening Prayer was sung by a choir from Harrow School and a variety of musicians from John Lyon gathered to conduct their commemoration of the Founder. It was especially gratifying to see members of our own choir continuing to contribute to the music at John Lyon: Eric Zoica and Richard Kelleher-Garcia, who along with his sister Sara, has the honour of being a member of the National Youth Choir of Great Britain. We are hugely fortunate to have such a committed and talented group of young musicians who continue a long and proud tradition at St Mary’s.

That proud tradition continues under the guidance of our current Director of Music, Tim Smith. With the introduction of the furlough scheme and the cessation of public worship, it might have seemed appropriate to offer Tim, along with our other “employed” staff the opportunity of a “long holiday”. Instead, Tim has overseen a hugely active “Choir WhatsApp Group” with an international following to accompany the now familiar weekly “zoom chat” taking the place of choir practice on Thursday evenings. Keith Grout, Parish Secretary, has continued, even while shielding, to monitor the emails and Maria Theresa Pereira, our cleaner, has taken the opportunity to “deep clean”, repair and repaint anything that she deemed in need of greater attention than is possible in more normal times.

Perhaps the triumph of the “Music Department” was the provision of no fewer than three Carol Services on the final Sunday of Advent, enabling almost 100 people to enjoy some engagement with carols and the Christmas story.

Although the bellringers could no longer call the faithful to worship for much of 2020, they nonetheless continued to be on hand to mark major occasions and commemorations. The bell was tolled for the 75th anniversaries of VE Day & VJ Day and there were a variety of community calls for reflection in the face of the pandemic often involving the ringing of the bells using a variety of formats. You will find a very full resume of the year from Bridget Campbell, Tower Captain, included in this Annual Report. I am very grateful to her as I am to all the bellringers.

Her report makes mention of a number of members of the Bellringers Guild who have died over the past year, not least Lesley Dodd who has done some much for St Mary's and the wider community, including as founder volunteer and then member of staff at St Luke's Hospice, over many years.

Prior to re-opening for public worship, the building was open for private prayer and it was quickly apparent how valued this was by our many visitors. St Mary's has always prided itself on being open, at least during daylight hours, 365 days a year. It has been frustrating to have to restrict this but a variety of different opening times have been operated throughout the year, always under the Covid guidelines necessitating the presence of stewards to maintain physical distancing and clean after every visitor. This has been a massive undertaking and I am very grateful to Pauline and Michael Chandler for setting up and then managing the whole process. I am equally grateful to those who have acted as stewards for many months, including during the long, dark and cold days of winter, which have extended into 2021.

Through all of this, the care of our youngest members has continued via Sunday School. Kellie Reilly has done an extraordinary job in producing imaginative and creative material fortnightly for the last year. Her encouraging emails have assured our Sunday School families that while we have been prevented from meeting physically, they continue to be very much on our minds and hearts. "Let the little children come to me, and do not stop them; for it is to such as these that the kingdom of God belongs." *Luke 18:15*

The pandemic has not freed us from the necessary care and maintenance of the building and you will find a resume of this work in the F&GP report for which I am very grateful to Pauline Chandler. This included essential work on the south door buttress financed in its entirety by the Friends of St Mary's. Their support continues to be unstinting and greatly appreciated.

Throughout it all the churchyard has remained something of a "jewel in our crown". All the gardeners work extremely hard to make sure that this remains the case but at the risk of failing to mention someone, I do express special gratitude to Giles Quinan and Robert Lemon for quietly taking on the "lion's share". Giles has also, with assistance, continued to keep the lower churchyard clear of excess undergrowth. This has been achieved following a management plan which is now due for review and renewal, the purpose being to encourage a wider variety of flora and fauna.

No church is ever fully complete without its "flower arrangers" even if this year their talents have not been fully seen. Nonetheless, I am very grateful to Lynne Grout who has continued to make sure the church is decorated – and all this while shielding.

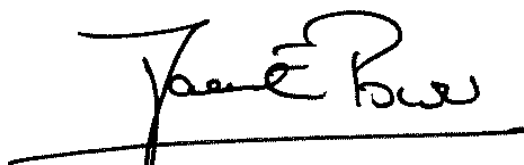
Our wider support of other charities has continued under the leadership of the Care and Outreach Committee, also chaired by Lynne Grout. As far as possible support for the Food Bank has continued through donations, although offerings of physical food have been discouraged. Christian Aid Week went "on-line" via a Just Giving link along with a challenge "to wear something red! The resultant montage of photos was published in The Spire. I have to admit that this was an idea I "borrowed" from the parish I support in the Diocese of Cork, the Kilmocomogue Union!

This annual report seeks to tell the story of an extraordinary year, which has continued to some extent into 2021. Month by month the story of St Mary's has continued to be told through the pages of the parish newsletter, The Spire. The extraordinary work of Judith Shepherd, Marion Small and Janet McCarthy makes sure we have plenty to read and reflect upon throughout the year.

My final thanks must be expressed to all the members of the PCC but most particularly to Pauline Chandler, Vice Chairman, Roger Horne, Treasurer and the Churchwardens, Jane Hurley and Matthew Biggs. Their hard work and wisdom cannot be adequately described but I owe a debt of gratitude to them all. Matthew took over in the extraordinary circumstances of the year from Nicky Yudin, who has laid down her responsibilities to move to "pastures new" in Gloucestershire. Nicky and Tim's contribution to St Mary's over decades cannot

receive the justice it deserves in a few lines here but they have left us with our prayers and many good wishes.

I conclude by commending the other material, albeit necessarily truncated, in the rest of this report including the financial section, which needs to focus our minds on realistic and sacrificial giving. Our relatively healthy outcome after a very challenging year is entirely dependent on the generous legacy from the estate of Jenny Stirling. "The point is this: the one who sows sparingly will also reap sparingly, and the one who sows bountifully will also reap bountifully. Each of you must give as you have made up your mind, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work." 2 Corinthians 9:6-8



James Power
Vicar of St Mary's Church & Chaplain to Harrow School

F&GP Report for 2020

The committee met monthly throughout the year (except in August) mostly via Zoom.

The pandemic had a profound effect on the finances and work on the fabric during the year. Despite that St. Mary's ended 2020 with a small surplus of just under £3,000 which was due to the legacy we received from Jenny Stirling and filming fees of £10,000. Our regular income from Planned Giving was reduced by 6.78% and, because of the reduced donations, income from Gift Aid was reduced by 7.6%. Please see the Treasurer's Report for full details.

The continuing difficulty at St. Mary's of the regular income not meeting regular expenditure will need careful scrutiny and action once life returns to some form of normality. St. Mary's does not pay the full Common Fund as we do not have a full-time Vicar with the associated costs. If we were paying these sums there would have been an excess of expenditure over income. This needs to be addressed before the Parish can consider reverting to a full-time Vicar with a Vicarage. Please give these matters your prayerful consideration.

The routine maintenance of the buildings continued which is shown in the list below.

(The numbers refer to the Contractors which are also shown below)

- Security:**
- The Intruder Alarm System which includes the Roof Alarms was routinely checked. (5)
 - The Fire Alarm, detectors and extinguishers were routinely checked. (5)
 - The Fire Alarm was tested regularly.
 - The Lightning Conductors were checked and found satisfactory and the certificates issued. (4)
 - The white line edging to external steps was repainted. (8)
 - Internal and external light bulbs were replaced as required. (8)
 - The annual H&S Site Inspection identified two faulty tombstones which were made safe. (2)

- Electrical:** All portable electrical was tested under PAT Regulations. (1)
Routine Circuit Inspections took place and the relevant certificate issued. (1)
Faults in the wiring in the Church Room were found and rectified.
- Fabric:** All gutters, downpipes and drains were inspected and cleared at regular intervals. (2 & 8)
Minor repairs and maintenance were undertaken as required. (2 & 8)
The number of death watch beetles was checked (8)
- Heating:** The boiler in Church and the Church Room boiler were serviced. Gas Safety Certificate were issued. A faulty pump was replaced. (3)
- Churchyard:** The volunteer gardeners continued to maintain the upper and lower Churchyard (8)
Harrow School Conservation Group continued, when possible, to work in the lower Churchyard.
A complete record of the plaques in the Garden of Remembrance was made. (8)
A shed for the storage of the Toddlers' Group was erected.
- Miscellaneous:** The organ and organ blower were routinely inspected (6)

Contractors

1. MRD Electrical Services, 25, Acacia Avenue, Ruislip, HA4 8RQ
2. P&J Enterprises, 2, Old Grove Close, EN7 6UN
3. G&D Higgins, Masters House, Marlborough Hill, Harrow, HA1 1UX
4. Omega Red Group Ltd. Blenheim Industrial Estate, Nottingham, NG6 8WA
5. Technica Systems Ltd, Technica House, 3-7, Clifford Road, Alperton, HA0 1BZ
6. Watkins & Watson Ltd. 141, Blandford Road, Poole, BH15 4AT
7. DBR Ltd. Scaffold House, Consort Road, London, SE15 2PH
8. In House Volunteers

Non-routine work centred around:-

Spire: Following water ingress the Spire was inspected and major defects were found in the woodwork and lead. Temporary work was undertaken to repair the leaks and to stabilise the affected areas but a major releading of the Spire is now necessary at a cost of £350,000 - £400,000. (DBR Ltd. Scaffold House, Consort Road, London, SE15 2PH)

Buttress: Thanks to the generosity of The Friends of St. Mary (Spirewatch) repairs to the sinking buttress by the south door were started and should be completed during January, 2021. (DBR Ltd. Scaffold House, Consort Road, London, SE15 2PH) During preparatory work, however, blocked and collapsed drains were found and will need repair during 2021.

Tower Captain's Report for 2020

The exceptional context of the pandemic has affected our bell ringing plans and we have also lost two highly-valued ringers. Lesley Dodd passed suddenly on 26 December 2020. Lesley was Secretary and Treasurer of this Guild from 1982 to 1988 but a serious hand injury in 2005 ended her ringing tower bells. Lesley married Douglas at St Mary's in September, 1982. Elizabeth Bowen passed in July 2020. She was a regular visiting ringer from Great Stanmore who supported our practices on Mondays. They will be greatly missed.
The main aims of my work as Tower Captain continue to be:

- 1 to ensure that there is bell-ringing for Sunday morning services, and other special occasions;
- 2 bell-ringers have appropriate ringing training;
- 3 bell-ringing at St Mary's is enjoyable and welcoming to visitors and newcomers;
- 4 to encourage St Mary's ringers to contribute to the wider ringing community.

The first aim has been frustrated this COVID19 year. Ringing for services has varied from on-line ringing, through single bell, 5 bell, or initially 10 bell. Additional ringing this year has included ringing for two weddings, tolling the tenor for VJ Day, 15 August, with a reading out of "The Cry for Peace"; tolling as part of St Mary's programme for Holocaust Day, 27 January 2021; and a virtual touch of Stedman Doubles, rung in tribute to Lesley Dodd on 28 January 2021.

The second aim has been partially achieved by the weekly practices at St Mary's to the middle of March, and virtually from May. Two training sessions in March were enjoyed by nine ringers. Some attend regular virtual training organised by Sonia Field who has achieved the Association of Ringing Teachers Award. Sonia and I attended the on-line CCCBR Safeguarding Course in February 2021, the materials shared with Harrow ringers. As Assistant Ringing Master for S&W, I have restarted the monthly District Surprise Major practices.

The third aim has been partially achieved, evidenced by regular attendance at the practices and training in March; in Monday's Harrow Ringing Room; at the Zoom social arranged by Rachel on 27 November. I email a weekly update on ringing and other news which all can respond to. The fourth aim has been achieved as much as possible. Sonia has been re-elected as a S&W training officer and is a CCCBR District Representative and I have been re-elected as S&W Assistant Ringing Master. As an organiser of the annual Advent Carol Service for London Bell Ringers I co-ordinated the production of a virtual format. St Mary's continues to support monthly Sunday service ringing at All Saints, Harrow Weald, in person or virtually, with support for ringing for a wedding.

As Tower Captain, I am pleased with the commitment shown to the various forms of Sunday service ringing and to virtual practices. With continued support from the clergy, it is vital we resume ringing as a band when allowed. 2022 is Harrow School's 450th year; ringing at St Mary's can make a joyous contribution to this historical year.

Financial Review for 2020

The Statement of Financial Activities for the year 2020 forms part of this report.

In the unprecedented circumstances of a global pandemic St. Mary's was fortunate to receive a generous legacy, and to benefit from the production of a film using the vicarage as a set. As a result, while collections and donations fell, and Planned Giving also declined, we made a small surplus of £3,374 on the unrestricted funds. It should be borne in mind that were it not for the above-mentioned special factors, St. Mary's would not be able to afford its common fund contribution. The year-end revaluation of investments with the Church Commissioners produced a surplus of £5,984, so that adding in the £3,374 above, £9,358 was added to the general reserve which stood at £189,146 at 31st December 2020.

Restricted Funds:

A final instalment of £1070 was paid for the Roof. The closing surplus of £72,675 on the Roof Fund was transferred to the Spire Fund and £20,752 was paid for initial works. We finished the year with £52,253 in the Spire Fund, and £351 on the Memorial Garden Fund which has remained unchanged for several years. Payments for the Buttress were met, as they fell due by the Friends of St. Mary's and VAT refunds from DCMS, so therefore the balance on that fund is nil. The Buttress repair was completed in January 2021.

Designated Funds:

A notice board fund, from a legacy was opened, spent in full, and closed so stood at nil at 31st December. A sound system fund established from 2 legacies, remained unspent at £21,346 on 31st December. No expense has yet been incurred as at April 2021.

FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2020

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

I. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation when facts are uncertain in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, the Charities Act 2011, and with the Charities Statement of Recommended Practice and Financial Reporting Standard (FRS102). The financial statements have been prepared in pounds sterling, under the historical cost convention, and include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of Church groups which owe their main affiliation to another body nor those that are informal gatherings of Church members. Figures have been rounded to the nearest £.

The Parochial Church Council of St. Mary, Harrow on the Hill, is a corporate body established by the Church of England. The consecrated property, the Church, is located at Church Hill, Harrow on the Hill, HA1 3HL, in the United Kingdom of Great Britain and Northern Ireland.

It is the policy of the PCC to keep financial viability constantly under review, and in this regard the PCC considers that there are no material uncertainties and that the Church is a going concern.

The PCC meets the definition of a public benefit body under FRS 102.

Funds held by the PCC are:

Unrestricted Funds – the General Fund and the Reserve Fund represents the funds of the PCC that are not subject to any restrictions regarding their use and are available for application to the general purposes of the PCC.

Designated Funds – these are monies set aside by the PCC out of unrestricted funds for specific future purposes.

Restricted Funds –

- a) Income from trusts or endowments which may be expended only on those restrictive objects provided in terms of the trust or bequest
- b) Donations, collections or grants received for a specific designated object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund. The Roof and Spire Fund is the most significant example.

Endowment Funds – funds the capital of which must be maintained; only income arising from the investment of the endowment may be used, either as restricted or unrestricted funds, depending on the purpose set out in the original document. The PCC has no endowments at present.

Income

All income is accounted for gross.

Donations and Legacies

Collections are recognised when received by or on behalf of the PCC.

Planned giving is recognised when receivable by or on behalf of the PCC.

Income tax recoverable on Gift Aid donations is recognised on an accruals basis matched to the period when the donation was received. It will therefore include claims made after the year end relating to donations received in the year.

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

Other trading activities

Trading income is recognised when received.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue.

Other income

All other income is recognised when it is received.

Gains and losses on investments

Realised gains or losses are recognised when investments are sold.

Unrealised gains or losses are accounted for on revaluation of investments at 31st December.

Expenditure

Expenditure is accounted for on an accruals basis and is accounted for gross.

Grants

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

Church activities

The diocesan parish contribution is accounted for when paid. Any parish levy unpaid at 31st December is provided for in the accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by virtue of the Charities Act 2011.

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's Inventory that can be inspected at any reasonable time. For inalienable property acquired prior to 2000

there is insufficient cost information available and therefore such assets are not valued in the accounts

All expenditure incurred in the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of movable church furnishings acquired before 1 January 2000 is written off.

Depreciation

Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired. Equipment used within the church premises would, if there were any, be depreciated on a straight-line basis over 5 years.

The Church Room was built in 1960 at a cost of £9,965 including architect's fees: this was being depreciated on a reducing balance basis, but this was changed to straight line basis, over 10 years on the net book value as at 1st January 2020. The effect of the change is an increase in the charge for depreciation of £250 for 2020.

It is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so low that any depreciation would not be material. Any such assets would be subject to annual impairment reviews and provision made if there were any permanent diminution of value.

Investments

Investments are valued at market value at 31st December

Current Assets

Income tax recoverable and other debtors are included at the settlement amount due. Prepayments are stated at the amount prepaid. Cash at bank includes cash and short-term liquid assets with a maturity of less than 3 months from the date of opening the deposit, and, short term liquid assets of between 3 and 12 months maturity which are stated at the balance on the account at the accounting date.

Creditors

Creditors and provisions are recognised where the Church has a present obligation arising from a past event that can be measured or estimated reliably. Creditors are stated at their settlement amount.

Investment Policy

Funds in excess of immediate working capital requirement are placed in a bank deposit account.

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted Funds - 2020 £	Restricted Funds - 2020 £	Designated Funds -2020 £	Total Funds - 2020 £	Unrestricted Funds - 2019 £	Restricted Funds - 2019 £	Designated Funds -2019 £	Total Funds - 2019 £
Income from:									
<i>Donations and legacies</i>	2a	97738	25477	10000	133215	101433	29390	25085	155908
<i>Other trading activities</i>	2b	547	0		547	12933	0	5054	17987
<i>Investments</i>	2c	3298	0		3298	4239	0		4239
<i>Other income</i>	2d	28091	0		28091	22370	0		22370
Total income		129674	25477	10000	165151	140975	29390	30139	200504
Expenditure on:									
<i>Church activities</i>	3	126300	46969	3654	176923	119102	31515	45355	195972
Net Income/(Expenditure) before Investment Gains		3374	-21492	6346	-11772	21873	-2125	-15216	4532
Net gains/(losses) on investments	5	5984			5984	13490			13490
Net Income		9358	-21492	6346	-5788	35363	-2125	-15216	18022
Net movement in funds		9358	-21492	6346	-5788	35363	-2125	-15216	18022
Reconciliation of Funds									
Total Funds b/f at 1 January		179788	74096	15000	268884	245893	14412		260305
Total Funds c/f 31 December		189146	52604	21346	263096	281256	12287	-15216	278327

BALANCE SHEET AT 31 DECEMBER 2020

	Notes	2020 £	2019 £
Fixed Assets	5		
Investment		92640	86656
Church Room		2723	3025
Total Fixed Assets		95363	89681
Current Assets			
Methodist Chapel Aid Deposit Account		50532	50000
CBF Deposit Account		80500	90500
HSBC Current Account		20555	24856
HSBC Roof and Spire Fund Account		4302	22175
Natwest Current Account		694	449
Sundry Debtors (Accounts Receivable)	6	15555	5895
		172138	193875
Sundry Creditors (Accounts Payable)	7	-4405	-14672
Net Current Assets		167733	179203
NET ASSETS	8	<u>263096</u>	<u>268884</u>
Funds			
<i>Restricted Funds</i>	9		
Memorial Garden Fund		351	351
Roof Fund		0	73745
Spire Fund		52253	0
Buttress Fund		0	0
Restricted Funds		52604	74096
Designated Funds			
Sound System		21346	15000
General Fund	9	169362	160004
Reserve Fund	9	19784	19784
Unrestricted Funds		189146	179788
Total Funds		<u>263096</u>	<u>268884</u>

Approved by Parochial Church Council

James Power
Vicar

Date 16th May 2021

The accompanying notes form part of these financial statements

Notes to the Financial Statements for the Year ended 31 December 2020 (continued)

2 Income from:-

	Unrestricted Funds - 2020 £	Restricted Funds - 2020 £	Designated Funds - 2019 £	Total Funds - 2020 £	Unrestricted Funds - 2019 £	Restricted Funds - 2019 £	Designated Funds - 2019 £	Total Funds - 2019 £
2a Donations and Legacies								
Charitable Fundraising		3058		3058		5984		5984
Planned Giving	53246			53246	56873			56873
Collections	2472			2472	8938			8938
Income Tax Recovered	12865			12865	16344			16344
Miscellaneous Income	287			287	378			378
Donations (see below) 2e	28868	22419	10000	61287	18900	23406	25085	67391
	97738	25477	10000	133215	101433	29390	25085	155908
2b Other trading activities								
Profit on sale of investments							5054	5054
Fete, Christmas Fayre, concerts and Other Church activities	0 547			547	8051 4882			8051 4882
	547	0		547	12933	0	5054	17987
2c Investments								
Dividend and Interest Income	3298			3298	4239			4239
	3298			3298	4239	0		4239
2d Other income								
Filming Rights	11200			11200	7200			7200
Fees for Weddings and funerals	4107			4107	1812			1812
Rental Income	12784			12784	13358			13358
	28091	0		28091	22370	0		22370
Total income	129674	25477	10000	165151	140975	29390	30139	200504

	Unrestricted	Restricted	Designated	Total	Unrestricted	Restricted	Designated	Total
2e Details of Donations								
Unrestricted	18868			18868	8900			8900
Roof						1416		1416
Spire		330		330				
Buttress		22089		22089				
Harrow School Contribution	10000			10000	10000			10000
Christmas Concert						500		500
For Noticeboard								
Individual donations			3654	3654				
For Sound System								
Legacy received in 2020			6346	6346				
Legacy received in 2019							15000	15000
For Boiler								
Individual donations						21490		21490
Legacy received in 2019							10085	10085
Totals	28868	22419	10000	61287	18900	23406	25085	67391

Notes to the Financial Statements for the Year ended 31 December 2020 (continued)

3 Expenditure on:

	Unrestricted Funds - 2020 £	Restricted Funds - 2020 £	Designed Funds -2020 £	Total Funds - 2020 £	Unrestricted Funds - 2019 £	Restricted Funds - 2019 £	Designated Funds -2019	Total Funds - 2019 £
<i>Church Activities</i>								
Charitable Giving (see below)		3058		3058		5984		5984
Church Services	944			944	567			567
Churchyard	0			0	262			262
Depreciation	303			303	62			62
Diocesan Fund	62648			62648	60648			60648
Fabric	12793			12793	6856			6856
Fees to Diocese and Bell ringers	1541			1541	893			893
Insurance	10265			10265	7779			7779
Maintenance & Services	2726			2726	1288			1288
Roof		1070		1070	0	3541		3541
Spire		20752		20752				
Buttress		22089		22089				
Noticeboard			3654	3654				
Boiler				0		21490	45355	66845
Locum Priests				0	120			120
Music	8927			8927	12045	500		12545
Office Expenses	16543			16543	18474			18474
Parochial Expenses	1789			1789	1653			1653
Utilities	7501			7501	8045			8045
Subscriptions	320			320	410			410
Total expenditure	126300	46969	3654	176923	119102	31515	45355	195972

Distribution of Charitable Giving

Charity	2020	2019
Overseas Charities		
Christian Aid week		1322
Sub-total Overseas	0	1322
Home Charities		
Firm Foundation	310	783
Cardiomyopathy Association	94	669
Molly Rose		500
The Wish Centre		500
13th/21st Harrow Scouts		500
London Diocese Lent Appeal	37	303
Food Bank		197
St.Cuthbert's dementia café		197
Red Balloon		165
Children's Society		146
The Mayor's Charity		126
Multiple Scherosis	43	123
St. Luke's Hospice		92
Place 2B	70	52
British Legion Poppy Appeal		39
Great Ormond Street	100	0
The Bible Society		29
Harrow Mencap		26
Leukemia Care		100
Alzheimer's Society		100
Mind in Harrow	85	15
Unallocated	2319	0
Sub-total Home	3058	4662
Total Charitable Giving	3058	5984

Notes to the Financial Statements for the Year ended 31 December 2020 (continued)

4 Staff Costs

a Wages and salaries

The average number of employees during the year was 3. They were the Organist/Choirmaster, a Parish Secretary and a cleaner. No payment was large enough to attract social security costs. The PCC is registered with the Pensions Regulator and the employees may join the scheme at their discretion. No employee received employee benefits of more than £60,000 during the year (2019: the same).

	2020	2019
	£	£
Wages and salaries	16760	16308
Pension Contributions	-	-
Totals	<u>16760</u>	<u>16308</u>

b Transactions with PCC members

Parish Secretary Keith Grout is a member of the PCC. Under the Charities Act 2006 he was paid the sum of £7,130 (without pension contribution or any other benefit) during the year. The total donations made by PCC members during the year were £10,224 (2019: £13,355). There were no other disclosable transactions in respect of PCC members, nor persons closely connected to them, nor other related parties.

5 Investments, Fixed & Capital Assets and unrealised gain thereon.

CBF Investment Income shares:

Date		no. shares	Price/pence	Value £
31/12/2019	Holding	4531	1912.60	86656
31/12/2020	Unrealised Surplus			5984
31/12/2020	Holding	<u>4531</u>	<u>2044.67</u>	<u>92640</u>

	Freehold Property £
Cost 01/01/2020 and 31/12/2020	<u>9965</u>
Depreciation	
At 1st January 2020	6940
Charge for the year	<u>303</u>
At 31st December 2020	<u>7243</u>
Net book value	
At 31/12/2020	<u>2723</u>
At 31/12/2019	<u>3025</u>

6 Debtors: amounts falling due within one year

	2020	2019
	£	£
Income Tax Recoverable on Gift Aid	2980	3430
Accrued Investment income	528	895
VAT recoverable from DCMS listed places of worship scheme	3758	1570
Friends of St. Mary's	4194	
Other debtors	<u>4095</u>	
Total	<u>15555</u>	<u>5895</u>

Notes to the Financial Statements for the Year ended 31 December 2020 (continued)

7 Creditors: amounts falling due within one year

	2020 Unrestricted £	2020 Restricted £	2020 Total £
Charity collections		2319	2319
Due to diocese	633		633
Other Church expenses	1453		1453
Total	2086	2319	4405
	2019 Unrestricted £	2019 Restricted £	2019 Total £
Charity collections		807	807
Due to diocese	284		284
Filming Rights	10000		10000
Other Church expenses	3581		3581
Total	13865	807	14672

8 Analysis of Asset by Fund

	Unrestricted £	Restricted £	Designated £	Total £
Investment	92640			92640
Church Room	2723			2723
Net Current Assets	93783	52604	21346	167733
	189146	52604	21346	263096

9 Statement of Funds

	Balance b/f 1 Jan 2020 £	Income plus surplus on revaluation of shares£	Expenditure £	Transfers £	Balance c/f 31 Dec 2020 £
Unrestricted Funds					
General Fund	160004	135658	126300		169362
Reserve Fund	19784				19784
	179788	135658	126300	0	189146
Restricted Funds					
Memorial Garden	351				351
Roof	73745		1070	-72675	0
Spire		330	20752	72675	52253
Buttress		22089	22089		0
Designated Funds					0
Sound System	15000	6346			21346
Notice Board		3654	3654		0
	89096	32419	47565	0	73950
Total Funds	268884	168077	173865	0	263096

10 Independent Examiner's remuneration.

The independent examiner does not charge a fee for his work.

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Independent examiner's report to the Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex.

This report on the accounts of the Parochial Church Council (PCC) for the year ended 31 December 2020 which are set out in the Annual Report and Statement of Financial Activities, is in respect of an examination carried out under regulation 3(3) of the Church Accounting Regulations 2006 ("the Regulations") and section 43 of the Charities Act 1993 ("the Act").

Respective responsibilities of members of the PCC and examiner

As members of the PCC you are responsible for the preparation of financial accounts; you consider that the audit requirement of the Regulations and section 43(2) of the Act do not apply. It is my responsibility to issue this report on those accounts in accordance with the terms of the Regulations.

Basis of this Report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act and to be found in the Church guidance, 2006 edition. That examination includes a review of the accounting records kept by the PCC and a comparison with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanation from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

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

- 1) Which gives me reasonable cause to believe that in any material respect the requirements
 - To keep accounting records in accordance with section 41 of the Act, and
 - To prepare accounts which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
- 2) To which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Michael Liddiard
12, The Garlands,
Peterborough Road,
Harrow on the Hill

Dated.....16th May 2021

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01

Statement of responsibilities of the Parochial Church Council (“the PCC”)

The trustees are responsible for preparing the PCC report and the financial statements in accordance with applicable law in the United Kingdom including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the members of the PCC to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period. In preparing these financial statements, the members of the PCC are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The members of the PCC are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the provision and detection of fraud and other irregularities.

Parochial Church Council of St. Mary, Harrow on the Hill, Middlesex, Parish Reference 24.01

Associated Funds & Charities not controlled by the PCC at 31 December 2020

	2020	2019
St. Mary's Church Flower Fund	£	£
Assets brought forward 1 January 2020	440	440
Income	0	0
Expenditure	0	0
Assets carried forward 31 December 2020	<u>440</u>	<u>440</u>

St. Mary's Ringing Guild		
Assets brought forward 1 January 2020	8448	8648
Income	180	656
Expenditure	-175	-856
Assets carried forward 31 December 2020	<u>8453</u>	<u>8448</u>

St. Mary's Handbells		
Assets brought forward 1 January 2020	1847	1603
Income	0	856
Expenditure	0	-612
Assets carried forward 31 December 2020	<u>1847</u>	<u>1847</u>

CHARITY ACCOUNTS (Vicars and Churchwardens)

	2020	2019
	£	£
Charles Burt Legacy		
balance bfwd 1 January 2020	28952	23915
Income including re-investment of dividends, change in investment value	3173	5037
Expenditure		
balance cfwd 31 December 2020	<u>32125</u>	<u>28952</u>

The Dell Charity		
balance bfwd 1 January 2020	23632	19718
Income including re-investment of dividends, change in investment value	2370	3914
Expenditure		
balance cfwd 31 December 2020	<u>26002</u>	<u>23632</u>

Chester Trust Fund		
balance bfwd 1 January 2020	1146	1002
Income including re-investment of dividends, change in investment value	87	144
Expenditure		
balance cfwd 31 December 2020	<u>1233</u>	<u>1146</u>

Woolley Choir Memorial Scholarship		
balance bfwd 1 January 2020	2915	2500
Income including re-investment of dividends, change in investment value	252	415
Expenditure		
balance cfwd 31 December 2020	<u>3167</u>	<u>2915</u>

Parochial Church Council of St Mary, Harrow on the Hill, Middlesex
Parish ref 24.01