

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
Overseas Charities		
Christian Aid week	87	100
Sub-total Overseas	87	100
Home Charities		
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

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>