

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
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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
Total Restricted Funds		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
Overseas Charities		
Christian Aid week	530	87
Sub-total Overseas	530	87
Home Charities		
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

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>