

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST. CLEMENT WITH ST. MARK, NOTTING DALE AND ST. JAMES, NORLANDS

England & Wales · Charity number 1132478

Details

Other names ST CLEMENT & ST JAMES PCC

Status Registered

Legal form Previously excepted

Registered 2009-11-05

Register [View on the Charity Commission register](#)

Contact

Address 95 Sirdar Road
London
W11 4EQ

Phone 02072213548

Email parish-finance@clementjames.org

Website www.stclementandstjames.org.uk

Activities

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

Activities: Regular public worship open to all. Provision of sacred space for prayer/contemplation. Pastoral care and services; visiting sick and bereaved. Teaching of Christianity through sermons, courses and study groups. Facilitating the use of the churches by local organisations. Taking of school assemblies. Working with The ClementJames Centre, in its provision of educational and into work opportunities.

Classification

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

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Kensington And Chelsea

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£246,699	£248,694	-	-
2023-12-31	£203,336	£208,515	-	-
2022-12-31	£248,896	£217,154	-	-
2021-12-31	£315,352	£205,046	-	-
2020-12-31	£125,057	£150,666	-	-

Trustees

Name	Role	Appointed
Rev Gareth Wardell	Chair	2020-04-23
Cynthia Edun		2023-05-21
Doreen Marya Patterson		2025-05-18
Dr RACHEL CARR		2024-05-19
Emily Bowerman		2025-05-18
Kemi Soyeye		2025-05-18
Lala Manners		2025-05-18
MATTHEW William BARRETT		2025-05-18
Mary Frances Owens		2025-05-18
Maureen Gould		2023-05-21
Naluwembe Binisa		2023-05-21
Richard David Brown		2024-05-19
Rosie Emily May Connelly		2025-05-18

Accounts



ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDING 31 DECEMBER 2024

Registered Charity Number 1132478

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ADMINISTRATIVE DETAILS OF THE CHARITY

Charity Name:

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS

Registered Charity Number: 1132478

Vicar: The Reverend Gareth Wardell

Self-Supporting Associate Vicar: The Reverend Nicholas Morris

Self-Supporting Curate The Reverend Philippa Fernee

Part-time Youth Worker: Eman Henein

Part-time Administrator: Marie Casey

Church Address – St James Norlands	Church Address – St Clement Notting Dale
St James's Gardens London W11 4RB	Treadgold Street London W11 4BP

Correspondence and Parish Office Address:

95 Sirdar Road London W11 4EQ

Treasurer	Independent Examiner
Mary Frances Owens	Mr TD Neale FCA Kirk Rice LLP Victoria House, 178-180 Fleet Road Fleet, Hampshire GU51 4DA

Bankers

CAF Bank Ltd	Barclays Bank plc
25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	132-134 Kensington High Street London W8 7RL

Church Architects

St Clement	St James
Jon Bolter BA BArch RIBA AADipCons AABC Rees Bolter New North House 202 New North Road London N1 7BJ	Heather Cerowski Cerowski Architects East Grinstead West Sussex

TRUSTEES' REPORT

The Parochial Church Council of St Clement with St Mark Notting Dale and St James Norlands (the PCC) presents its report and accounts for the year ended 31 December 2024.

The accounts have been prepared in accordance with the accounting policies set out in the notes to the financial accounts (page 37) and comply with the PCC's governing documents, applicable laws, and the requirements of the Church Accounting Regulations 2006 ('the regulations'), the Charities Act 2011 and the Charities Act 2022 ('the Acts').

PCC STRUCTURE, GOVERNANCE, AND MANAGEMENT

Charitable status

The PCC acts with the Vicar of St Clement and St James as the governing body.

The PCC's activities include:

- Regular public worship open to all
- The provision of sacred space for personal prayer and contemplation.
- Pastoral work, including visiting the sick and bereaved.
- Teaching Christianity through sermons, courses, and small study groups.
- Taking religious assemblies at our local schools.
- Providing services to the community by facilitating the use of the church by local organisations.
- In partnership with its sister organisation, The ClementJames Centre, supporting its provision of educational programmes for young people and adults, and its employment programme.

Governing Documents of the Parochial Church Council

The PCC is governed by two pieces of Church of England legislation, known as "Measures."

These are:

- The Parochial Church Councils (Powers) Measure 1956 as amended. This defines the principal function, or purpose, of the PCC as 'promoting in the parish the whole mission of the Church'. The full text of the PCC Powers Measure in its currently amended form is available on the Statute Law Database: <https://www.legislation.gov.uk/ukcm/Eliz2/4-5/3/contents>
- The Church Representation Rules (in Schedule 3 to the Synodical Government Measure 1969 as amended). The full text of the Church Representation Rules in its currently amended form is available on the Statute Law Database: <https://www.churchofengland.org/about/leadership-and-governance/legal-resources/church-representation-rules>

Risk Management

The trustees have assessed the major risks to which the charity is exposed, in particular those related to operational and financial matters, and have set up appropriate procedures to reduce exposure to those risks.

Trustee selection method

Charity trustees are elected at each Annual Parochial Church Meeting of the charity.

The Parochial Church Council (PCC)

The members of the PCC who served during the year were:

Churchwardens:

St James <ul style="list-style-type: none">Matthew Barrett (from 2024 to 2025)Doreen Patterson (from 2024 to 2025)	St Clement <ul style="list-style-type: none">Frederica Venn (from 2024 to 2025)
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PCC, Deanery Synod representatives, and Churchwardens from **May 2023**:

Name	Role	Date From/To
Reverend Gareth Wardell	Vicar and Chair of PCC	Ex Officio
Matthew Barrett	Churchwarden	From 2023 to 2024
Doreen Patterson	Churchwarden	From 2023 to 2024
Frederica Venn	Churchwarden	From 2023 to 2024
Mary Frances Owens	Treasurer (co-opted)	From 2023 to 2024
Irene Naluwembe Binaisa	PCC Member	From 2023 to 2026
Richard Brown	PCC Member	From 2021 to 2024
Rachel Carr	PCC Member	From 2021 to 2024
Cynthia Edun	PCC Member & Secretary	From 2023 to 2026
Maureen Gould	PCC Member	From 2023 to 2026
Timothy Lee	PCC Member & Vice Chair	From 2023 to 2026
Lala Manners	PCC Member	From 2022 to 2025
Oluwakemi Soyege	PCC Member	From 2022 to 2025
Merrilees Smiley	Deanery Synod Rep	From 2023 to 2026
David Soanes	Deanery Synod Rep	From 2023 to 2026

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Frederica Venn	Churchwarden	From 2024 to 2025
Mary Frances Owens	Treasurer (co-opted)	From 2024 to 2025
Irene Naluwembe Binaisa	PCC Member	From 2023 to 2026
Richard Brown	PCC Member	From 2024 to 2027
Rachel Carr	PCC Member	From 2024 to 2027
Harry Davies*	PCC Member	From 2024 to 2027
Cynthia Edun	PCC Member & Secretary	From 2023 to 2026
Mauren Gould	PCC Member	From 2023 to 2026
Timothy Lee*	PCC Member/Vice Chair	From 2023 to 2026
Lala Manners	PCC Member	From 2022 to 2025
Oluwakemi Soyeye	PCC Member	From 2022 to 2025
Merrilees Smiley	Deanery Synod Rep	From 2023 to 2026
David Soanes	Deanery Synod Rep	From 2023 to 2026

*Resigned in 2024

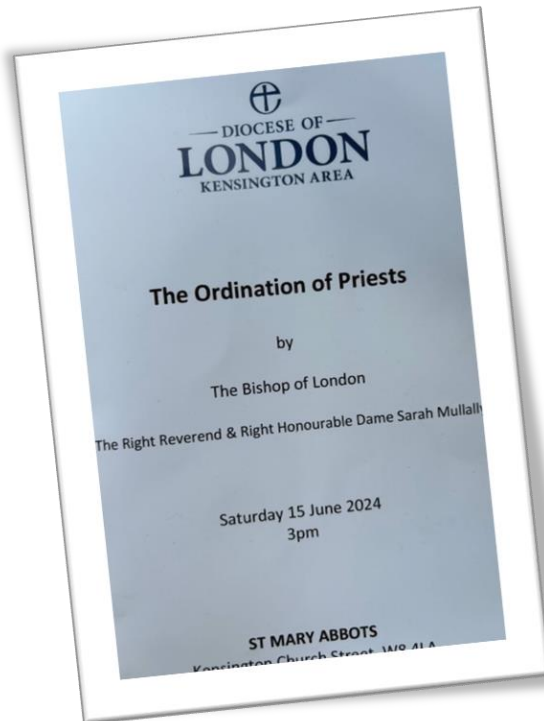
Electoral Roll

The 2024 Electoral Roll stands at 186 people (St James: 146; St Clement: 40), unchanged from the previous year.

REVIEW OF ACTIVITIES

Parish Overview

One of the parish highlights of 2024 was the ordination to the priesthood of our curate, the Revd Pippa Fernée, by the Bishop of London, Dame Sarah Mullally. Pippa continues in post four days a week as our much-valued Parish Manager - a post she continues to juggle with her role as our non-stipendiary Curate two days a week.



The following week, Pippa presided at the Eucharist for the first time, at a joint service for both our churches, followed by a party to celebrate this significant milestone in her ministry.



Our Ministry Team was further strengthened later in the year when our Archdeacon, the Venerable Richard Frank, came to preach and formally license Karen May Fong as our Licensed Lay Minister and Fr. Nick as our Associate Vicar (see entry from the Church Times below!). We are blessed with a great and growing team!

MORRIS. The Revd Nicholas Morris, NS Assistant Curate of St Clement and St Mark, Notting Dale, and St James's, Norland (London), to be NS Associate Vicar.

With an enhanced ministry team and a well-functioning parish office now in place, we have continued work on the implementation of our five-year Mission Action Plan. The Mission Action Group, meets periodically focused on helping the parish to meet the aims set out in our Mission Action Plan. By way of a reminder, the key points of our Mission Action Plan are as follows:

Mission Statement

“The Parish of St Clement & St James exists to make Christ known in word and deed, welcoming and serving in our local community as we journey together.”

Vision Statement

“An inspiration for our neighbourhood: we aim to be a diverse, thriving, inclusive, and spiritually confident church.”

1. Flourishing Congregations:

St James

- *to grow St James Church to 70 adults and 15 children regularly attending*

During 2024, we continued to worship at our regular weekly service time of 9:45 am, whilst consolidating a pattern of a more youth-focused All-age service on the 1st Sunday of each month. Anointing with oil and prayer for healing is offered at both churches on the 2nd Sunday of each month, and Sunday School takes place on Sundays during the school term-time.

On the 1st Sunday of each month at St James' church, we also offer a more contemplative alternative to the All-age service, using the BCP (Book of Common Prayer) liturgy. Average attendance for the BCP service fluctuates between 8-10 people.

St Clements

- *to grow St Clement Church to 30 adults and 5 children regularly attending*

During 2024, particular care was taken to ensure there was no unnecessary cancellation of services, other than for agreed joint-services, and never to cancel services on consecutive Sundays. Attendance at St Clement's now hovers around 20 people Sunday by Sunday.

We have continued to see a modest increase in the attendance of young people at St Clements on Sundays during 2024. Numbers vary from one child to at least five, but sadly we still lack the consistency of regular numbers which would easily lead to the establishment of a “Sunday School.” Often, and with delight on both parts, some of the young people have been engaged in assisting during the Mass helping out as servers or leading aspects of the liturgy (readings/prayers). Some adults have volunteered to offer a little time to help with a Sunday School, and the provision of a Sunday School at St Clement remains a prayerful priority for the parish.

2. Outward Focus

- *both churches opened 5 days a week, where possible, with users supported by volunteers.*

Unless otherwise booked by local users, St James is normally open from Monday to Thursday during the week, in addition to Sundays, thereby enabling local people to come into the church to light a candle, sit in stillness or engage in silent prayer. The Vicar leads regular school services at St James, in partnership with our Parish Primary School.

St Clement's church hosts our annual school carol service in December. In addition we have also hosted visits to St Clement's church from Years 1 and 2 at Avondale Primary School, as part of their Religious Education curriculum, as they learn more about different faith communities and discover what happens in a church building! During the week St Clement's church is in regular use by our two resident charities: The Clement James Centre and IntoUniversity.

As part of our desire to be more outward focused, an additional stated aim of our Mission Action Plan is

- *to organise 10 events a year, reaching incrementally 1,000 people by 2028*

To this end, since our last APCM, special events/services took place, which have helped to draw-in members of the wider community during the year. These have included:

14th February 2024, not only was this Valentine's Day, it was also Ash Wednesday! In keeping with a number of churches around the country and here in London, we decided to offer 'Ashes 2 Go' to busy commuters passing through Latimer Road tube station one of the busiest transport hubs in our parish. Many people stopped to be 'ashed' and to be prayed for and said how much they appreciated this.



24th March 2024, Palm Sunday – We were delighted to welcome The Goldsmiths’ Choral Union, one of the finest choirs in the UK, to perform Duruflé’s Requiem. This provided the perfect start to our keeping of Holy Week, which included a full range of services to mark Maundy Thursday and Good Friday, concluding with a joy-filled celebration of the resurrection at both churches on Easter Sunday morning! Donations at the Requiem were used to establish an Organ Fund for needed repairs to the organ at St James Church.



14th April 2024 – We were honoured to welcome Bishop Emma, the Bishop of Kensington, to a packed St James’ church, for our annual Confirmation service. In addition to five candidates from our Parish, we were delighted to welcome nine other candidates from St Mary the Boltons, and St John’s Notting Hill, many of them from an Iranian background, who were also confirmed by Bishop Emma.



27th April 2024 – St Clement’s church took part in the annual ‘Un-lock London’ Walk. This involves churches in a different area of London each year, opening for the day to welcome visitors who come to learn about the churches in a part of the city they may be unfamiliar with, and to pray for their ministry. We welcomed over five hundred visitors to St Clement’s church over the course of the day!



9th May 2024, Fr. Gareth along with Fr. Philip from All Saints’ church Notting Hill, joined with Bishop Ric, the Bishop of Islington, in a prayer walk around our two parishes as part of the annual ‘Thy Kingdom Come’ prayer initiative.



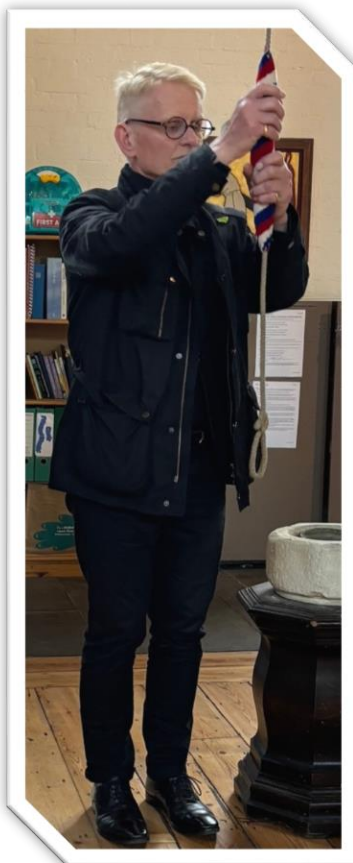
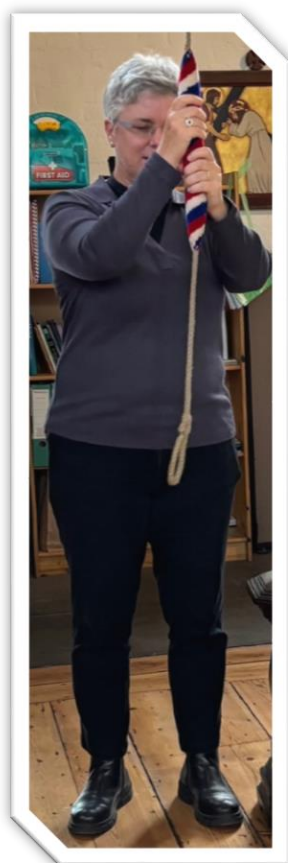
4th and 11th June and 2nd July 2024, saw the resumption of our annual '*Speaker Series*' when key people with local connections came to tell their story. This year's speakers were Notting Hill resident and the UK's top documentary film maker, Molly Dineen; Lesley Bilinda, formerly Vicar of St Andrew's Fulham Fields and the UK's only British-born widow of the Rwandan Genocide, and Leroy Logan, former Chair of the Black Police Association at the time of the Stephen Lawrence Inquiry.



14th June 2024 was the 7th Anniversary of the Grenfell Tower Fire. St Clement's church remained open throughout the day for people to come in and pray, be still, or light a candle, with prayers led every hour on the hour.



As in previous years, at 6 pm the bell of St Clement's church was tolled 72 times to mark each of the lives lost, and then 7 times to mark the years that have elapsed since the tragedy. This year we were joined by Bishop Emma, the Bishop of Kensington, who helped with tolling the bell and joined the local silent march of witness afterwards. The bell of St James Church was also tolled at the same time.



16th June 2024, the Sunday nearest to the anniversary, a special commemorative mass was held at St Clement's church. The Revd Robert Thompson, who was curate in the parish at the time of the tragedy, was our visiting preacher.



It was a particular encouragement to be joined on this occasion, by these two visitors from St. Stephen & St. Martin's Episcopal Church, our link parish in Brooklyn, New York!



6th July 2024 we held our annual Parish Fete at St James' church. Despite torrential rain, the old maxim that *'the show must go on'* prevailed! Having set up outside, we quickly moved everything indoors as the rain began, and despite this, a good time was had by all, and much needed funds were raised for the parish!



25th August 2024 – the annual Carnival Mass was held at St Clement’s church with musical input from the Pan Nectar Steel Band, who use the church for their rehearsals in the weeks prior to the Carnival. Sadly, although the Clement James Centre continue to hold their popular Carnival Arts workshop for children over the summer months, workshop participants no longer take part in the carnival itself. However, the parish still had a presence in the carnival as Fr Nick and Fr Gareth continued to help push the Pan Nectar float around the full route on both days of the carnival.

6th October 2024, ‘Pet Blessing Services’ were held at both our churches, to mark the feast of St Francis of Assisi, known for his love of animals.



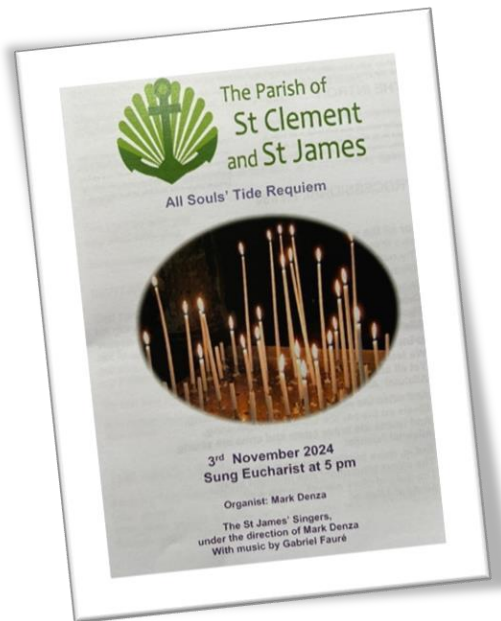
This is a service that continues to grow in popularity year-on-year and for the first time this year, we were even joined by two police horses who turned up for a blessing!



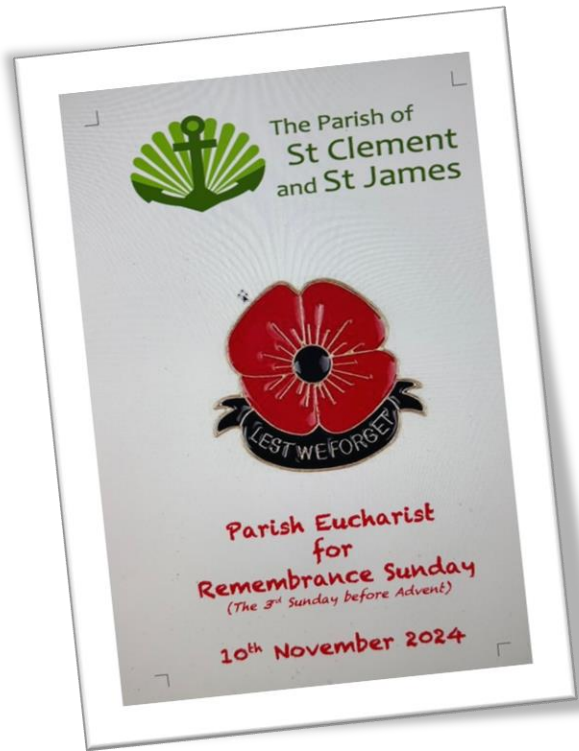
18th October 2024, a Harvest Barn Dance, along with a live Celidh Band and caller was held at St Clement's church and a delicious supper catered for us by Pheobe Clegg was served. Harvest Festival was celebrated in both churches on Sunday 20th October, with generous donations of non-perishable food-stuffs and other items being delivered to the North Kensington Food Bank in the week that followed.



3rd November 2024, the worship at our annual All-Souls' tide service included a full liturgical performance of Fauré's Requiem! There was a significant increase in the numbers attending this service compared with previous years as people from across our parish and beyond came to remember and offer prayers for those we love but see no longer.



10th November 2024, was Remembrance Sunday and this was marked in both our churches and included, as always, a two-minute silence with the traditional playing of Reveille and Last Post.



24th November 2024 – we celebrated St Clement's Patronal Festival with a joint parish eucharist and, for the second year in a row, we were blessed with music provided by 'Sanctified' – a folk/blues worship band recommended by our former Church Warden, Barney Palfrey. As always, the service was followed by a splendid parish lunch!



8th December 2024 - was our *Carols by Candlelight* service, one of the most popular parish events of the year. This was led by the Imperial College Chamber Choir and took place in a packed St James' church, followed by mulled wine and mince pies afterwards.



20th December 2024 - there was also an invitation to mulled wine, mince pies and carol-singing at the vicarage for anyone able to come. Many did, including several reindeer!



The year ended with a joyful celebration of Christmas and a full complement of services including: a Crib Service, Midnight Mass of the Nativity, and a Christmas Morning Festival Eucharist across both churches.

In addition to the above-mentioned focus on Flourishing Congregations and an Outward Focus, our Strategic Plan also mentions the importance of:

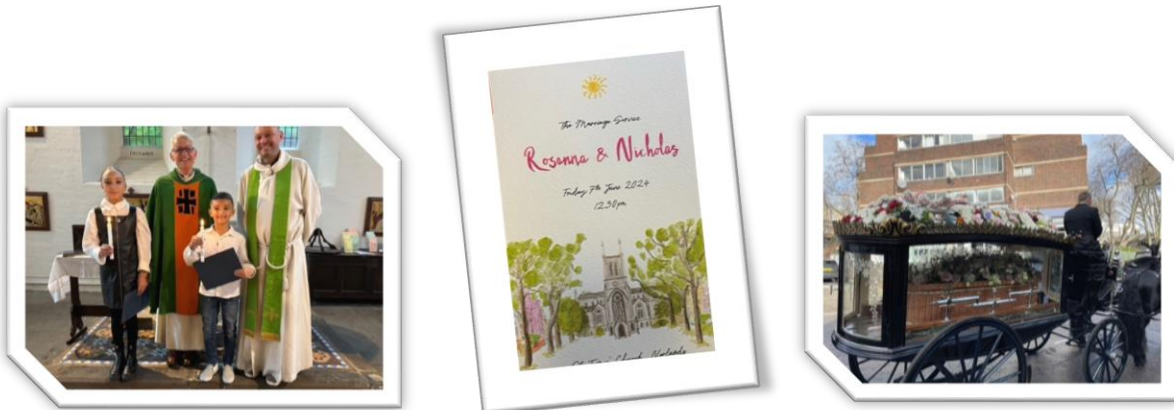
3. Confidence in Our Tradition

- *To promote a way of life to nurture and teach our inclusive, liberal, catholic tradition, leading to a third of our members in active participation, identified and empowered to serve as leaders of different aspects of church life and an increase in vocations to ordained ministry by two, in five years 'time (2028)*

“A Way of Life”, written by Reverend Nick, was presented to the PCC and approved for publication and distribution at our two churches this year. This is intended to provide a five-fold focus to our tradition and offer newcomers a simple explanation of how we see ourselves as part of God’s Kingdom.

Occasional Offices

Across the parish, there were 6 baptisms, 3 weddings/wedding blessings, and 10 funerals/memorial services.



Pastoral Care

The vicar continued to undertake regular hospital and home visits throughout the year, including the provision of Home Communion for many who are in hospital, residential care homes or who are housebound.

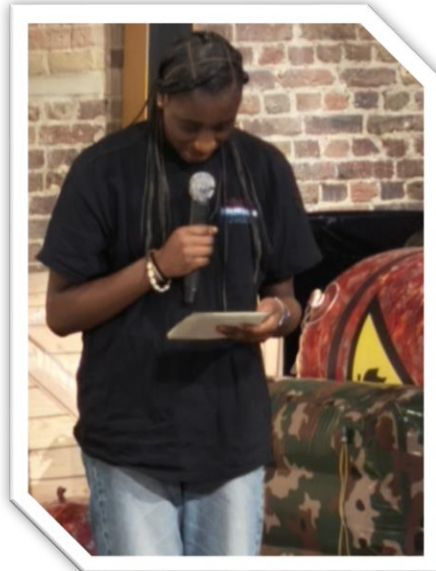
Children and Young People’s Ministry

Eman Henein, our part-time Parish Youth and Children’s worker, whom we share with our neighbouring parish, the Holland Park Benefice, continued to serve in the parish at least seven hours a week, often more. Eman’s post is funded through our membership of YMIC (Youth Ministry in Communion), a collaborative youth ministry aimed at supporting youth work in churches within the catholic/liberal-catholic tradition.

She assisted with the Sunday School (at St James' church) which was run by Anna Lee and Katherine Soanes throughout the year. The parish has a subscription to the online "Roots" Sunday School website, which offers liturgically linked Sunday school activities and resources for download to support this. Eman continued to run JAFFA Club (*Jesus A Friend For All!*), an after-school club held on Mondays at our parish primary school, which regularly attracted up to 15 children. She was supported in this work by Revd Pippa Fernée throughout 2024. A new initiative in 2024 was an excellent parish children's Easter Party held at St Clement's church, with a surprise guest appearance from a local clown!



Our parish participates fully in the various large, multi-parish events put on by YMIC every term for churches across our episcopal area and at least four or five young people attended from our parish on each occasion. These included an event attended by the Archbishop of Canterbury (prior to his resignation) at which Chanel Afriyie, one of our young people, was asked to participate in leading the service.



The vicar also led a group of young people from our churches on the Kensington Area Youth Weekend, from 21st to 23rd June, held at the Oakwood Challenge outdoor activities centre in Berkshire where they were able to take part in many exciting and adventurous activities and to explore the Christian faith and its relevance for their lives.



In addition to the above, the vicar also served as a school governor at our parish primary school and as a trustee of the Clement James Centre.

Worship

Sunday services

The principal acts of worship in the parish are our Sunday services, with a Parish Eucharist offered at St James at 09.45 and St Clement's at 11.30 am, with an additional BCP Communion service at St James on the first Sunday of each month.

During school term time, Sunday School provision was offered, except for the first Sunday of the month when an 'All Age Service' takes place, with a more child-focused talk, instead of a sermon.

School Services

School services take place in both churches, including services marking Ash Wednesday, Easter, the End of the School Year, Harvest Festival, Advent at St James' church, and a special School Christmas Carol Service at St Clement's church.

Morning Prayer

Morning Prayer continued to be offered online via our Parish Facebook page, on Saturdays and Monday to Thursday each week, with an average attendance of between 5 and 12 people attending regularly.

PCC Report

The congregations of the two churches continue to seek to express the love of God in the parish and beyond. Our two Victorian churches have been greatly adapted over the years. As places of worship and beautiful sacred spaces, the churches are in regular use for public worship and open for private prayer on many occasions during the week. They are also in heavy demand for community activities during the week.

Public benefit

The trustees have discussed the issue of public benefit and are confident the breadth and scope of the work undertaken, as disclosed in this report, comply with Section 17 of the Charities Act 2011 and have due regard to the Charity Commissions' general guidance on public benefit.

The Church Buildings Fabric Reports 2023

St Clement's Fabric Report 2024

- Annual PAT Testing of all equipment in the Parish Office and the Church Building was completed.
- The boiler and gas DRU heaters in the church were all serviced. Two DRU heaters remain switched off due to worn parts and gaining access to clear out the air vents. A Gas Safety Certificate was provided.
- A new thermostat was installed in the church to control all the DRU heaters.
- The Lightning Conductor was inspected and confirmed to be in good condition.
- Fire extinguishers were tested and serviced.
- The gutters for the church building and the vicarage/parish office were cleaned. Damaged gutters on the vicarage were also replaced – paid for by the Diocese.
- Repairs to a soil stack and new lead flashing to the parapet wall above the vestries was completed.
- The toilets in the lobby area became blocked twice due to ongoing issues with the flush mechanism. This occurs when large groups of people are on site and the demand for the toilet is high!
- Various minor electrical works following the EICR Inspection at the end of 2023 were completed in 2024.
- Tim Kitcher has taken over the maintenance of the garden on Treadgold Street. The tall hedges were pruned to provide adequate ventilation for the DRU heaters.
- In November, the drains and electric pump in LC2 failed. A replacement pump and major repairs to the drainage system was undertaken at great expense. Works continued into 2025.
- The church building and premises continue to be used and rented out by our two sister organisations, The ClementJames Centre and IntoUniversity. The church is hired occasionally by other organisations.

Frederica Venn, St Clement's Churchwarden

St James Fabric Report 2024

- Gutters, hopper and downpipes were cleared as part of an annual cycle.
- The boiler and the gas system were serviced and the church received its gas safe certificate
- The heating system was serviced. The small water leak identified in 2022 underneath the system remains, but it causes no harm and poses no threat at this time.
- The engineers who serviced the heating system continue to advise that the system's gas flue, which emerges on the north side of the church, is in breach of the latest guidelines and should be modified in the future to make it compliant.
- The remaining category 2 faults identified in the 2021 Electrical Installation Condition Report were completed in early 2024
- A PAT test for all electrical appliances was carried out.
- A new fire alarm circuit board was installed and the smoke alarms were serviced
- Emergency fire exit lights were installed throughout the church.
- An entirely new electrical circuit board was installed in the cupboard in the gallery which controls the main part of the church
- Despite an inspection having been carried out in November 2023, no Quinquennial Inspection Report was delivered. A new church architect was therefore appointed, Heather Cerowski, at the end of 2024. She will carry out her QI inspection in January 2025.
- A large concrete cross on the roof of the East Side of the church fell off. Two different church architects were asked to conduct a roof survey to see if this was a one-off issue or a symptom of something worse. For various reasons neither was able to organise the roof survey. The problem will therefore be handled by our new church architect Heather Cerowski in 2025.
- Following a recurrent – and expensive – series of blockages in the drains coming out of the toilets, a drain survey was conducted and major repairs were carried out, part financed by a generous grant from the Benefact Trust. The most urgent drain repairs have been carried out, but further work remains to be done.
- The organ humidifier and the organ were both serviced.
- £10,000 was raised for organ repairs from a concert at St James by the Goldsmiths Choral Union on Palm Sunday. The concert itself was very generously funded by a member of the congregation
- In December 2024, Bishop & Son produced a comprehensive list of works for repairs to the organ, so a faculty can be applied for in 2025. The costs will be very considerable, in excess of £55k.
- New cupboards were installed in the vestry
- The congregation, at the behest of the churchwardens, decorated the church beautifully for Easter, Remembrance Sunday and Christmas.
- Plans for new baptistry windows above the font were granted a faculty by the DAC. Installation will follow in early 2025.
- Fire extinguishers tested and serviced
- The lightning conductors were tested and found to be functioning and well-earthed.
- All three clock faces are now inaccurate and will need to be resynchronised.
- Tim Kitcher has taken over the maintenance of the Calvary Garden and the "Thames Water Garden".
- Access to the Thames Water Garden has been fully restored.
- The hot air hand dryer in the men's toilets stopped working and needs replacing.
- Church rentals: Our customers include Potter's House Church, London Youth Opera (previously W11 Opera) and Norland Place School who both use the church for storage arrangements. Potters House Church continues use the space for regular services. The process was begun to turn the relationship with Potters into a Licence Under Faculty and heads of terms were produced. Norland Place School continues to use the church for functions, as does the London Youth Opera, which uses the church for rehearsals. There was one lucrative short-term rent by a TV production company. Andrew O'Connor occasionally rents the back room for drama rehearsals
- Thanks to the efforts of a string of volunteers, the Old Vestry in the east end of the church was completely emptied in preparation for building works, designed to turn it into a rentable office. A suitable builder has been identified, as has a potential renter

- *Works needed: Fix chicken wire in bell chamber (Q), instal new baptistry windows, various minor repairs around church and backrooms; replace ladder to loft area, replace footstool for lectern, replace broken floor tiles in chancel; replace broken wall tiles in toilets; replace broken hand dryer in men's toilets; repair the organ's memory control system; the organ needs retuning and its pipes need cleaning; several altar frontals and vestments are becoming ragged and need repairing; Applications for faculties for the organ, the old vestry and to replace some pews with chairs need to be made. There will be a host of works from the 2025 Q1*

Doreen Patterson & Matthew Barrett, Church Wardens, St James Norlands

Clergy and Other Staff

As well as our Vicar, Reverend Gareth Wardell, we were delighted that Reverend Nick Morris, having completed his training as one of our curates, has stayed on and is now licensed as our Associate Vicar. Reverend Pippa Fernée was priested at St Mary Abbots Church, Kensington on 15th June 2024 and is halfway through her curacy with us. Both Nick and Pippa are self-supporting ministers. Pippa also works as our Parish Manager.

- Marie Casey continues in her part-time role as Church Administrator and in the latter part of 2024 started to work in the Parish Office one full day per week. This means she can focus on her role without distractions from her other role working for the Clement James Centre.
- Eman Henein has settled into her role as the Parish Youth Worker. The afterschool club JAFFA Club continues to thrive, and towards the latter part of 2024, Eman set up a Youth Group that meets fortnightly on Thursday evenings during term time.

Safeguarding

The Parish Safeguarding Officer (PSO) is Katherine Soanes. During 2024 safeguarding meetings were held once a term with Katherine Soanes, Gareth Wardell, Pippa Fernee, and Anna Lee in attendance. These meetings covered safeguarding practices and procedures, safeguarding training, DBS checks, and any concerns of a safeguarding nature. In 2024, the main activity involving children continued to be the Sunday School at St James Church. In October 2024, a Youth Group was started. As a parish church, we are also aware of the possibility of vulnerable adults coming onto the premises for services. At present, we do not run any groups or specific ministries that involve those deemed to be vulnerable adults.

There were no incidents in 2024 that met the safeguarding (rather than pastoral) threshold in Sunday School or across the two churches. In the event of an incident, the PSO would take advice from the Diocesan Safeguarding Team.

The Diocesan Safeguarding Team operates a dashboard system on safeguarding matters for each church. This is updated regularly by the PSO.

The focus for 2025 will be the monitoring and implementation of safeguarding training for all roles that require it.

The ClementJames Centre

ClementJames has supported the community for over 40 years, growing from a small after-school homework club to a significant part of the voluntary and community sectors in the borough, helping over 2500 people annually. We help people to release their potential and live fulfilled lives through four aligned programmes.

Employment Support - Helping people to gain meaningful and sustainable employment. We offer tailored advice and support, mentoring, and work skills activities.

Young People's Education - Helping young people to learn, flourish, and achieve their potential. We provide academic support, mentoring, intensive literacy and numeracy support, and aspirational activities.

Adult Learning - Supporting adults to improve their English, Maths, and ICT skills. We offer a wide range of Functional Skills courses and intensive literacy and numeracy support.

Wellbeing & Support - Empowering people to overcome barriers and challenges and to engage with their own wellbeing. We do this through the provision of Information, Advice and Guidance, and wellbeing support and activities that challenge isolation and help people build positive networks.

Below are some of the outcomes from our work in the last year.

Employment: 86 individuals are now in employment or training

Young People's Education: 78% of our Year 13 students progressed directly to university, employment, training, or apprenticeships. Additionally, 68 Literacy and Numeracy students made a year's progress in either their Maths or English in just 9 weeks.

Adult Learning: 94% of students achieved their course outcomes.

Wellbeing Support: 292 local people received information, advice, and guidance support and almost 300 issues were resolved.

The ClementJames Centre shares so many common values with St Clement and St James with respect to helping people to thrive in the North Kensington area. This partnership is reflected in the strong relationship between both organisations with the Vicar (currently Father Gareth Wardell) serving as a Trustee of The ClementJames Centre and many parishioners and their families being supported by the Centre. Father Gareth plays an integral role on The ClementJames Board, helping the charity define strategic goals, and help us retain strong community bonds. The community continues to face significant challenges and utilising the St Clement's site, which has such a strong and rich history of creative safe spaces and fostering community engagement and togetherness, allows the Centre to have a substantive impact and help thousands of young people and adults in the local area. This was especially apparent during the recent filming of scenes for the National Theatre's 'Grenfell: In the Words of Survivors', where the Church was considered the most suitable place for the bereaved and survivors to speak about their experiences.

Dami Solebo, Chief Executive Officer, The ClementJames Centre

The Church School

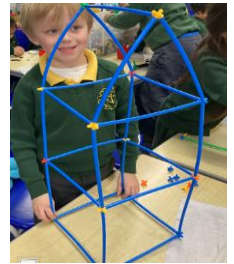
News from St Clement & St James CE Primary School 2023



St Clement & St James CE Primary School

Compassion - Forgiveness - Thankfulness - Friendship

“Love is patient. Love is kind.” 1 Corinthians 13



St Clement & St James' CE Primary School serves as a cornerstone of faith-based education within our Parish, promoting Christian values alongside an ambitious creative curriculum. It provides education to children from early years to primary level, ensuring a holistic approach that nurtures both academic excellence and moral integrity. All those involved in our inclusive school community continue to strive for excellence. Our commitment to ensuring that pupils receive a high standard of education never wavers and our staff team along with Father Gareth, and our governors work diligently to achieve the very best for all. This report provides an overview of the school, detailing its current status, achievements, challenges, and areas for development. The partnership between the Parish and the school plays a vital role in fostering spiritual and academic growth within the community. Relationships between the school and parish continue to be strong. Father Gareth and Molly continue to greet all pupils and parents at the gate and they are well-known and loved by the whole school community.

St Clement & St James continues to be a gateway for secondary school transfer to the Church of England and Catholic Secondary Schools: Chelsea Academy CE, Twyford CE, Ark Burlington Danes CE, and St Marylebone girls CE.

Church Community

There is continued input on the governing body from the church community. Natalie Cowley is our parent governor and Lala Manners and Nalu Binaisa (also governors) make visits to the school for special events when possible. Lala volunteers in our Reception class on a regular basis. The Church Fete in the summer term was well attended by our families and some staff also joined to run a face painting stall.

Father Gareth leads collective worship weekly and continues to run successful confirmation classes. Eman, Pippa and Father Gareth run the 'Jaffa club' for Year 5 and Year 6 pupils and this is well attended by pupils.

School church services

The Harvest festival, Christmas services, Ash Wednesday and the Easter Service were well attended by pupils and some parents. The Carol Service at Christmas was held at St Clements' church and was very well attended by pupils and parents from St Clement & St James', St Thomas' and Princess Frederica - the schools within our partnership.

School Overview

Ark Start St Clement's Nursery

We are working in partnership with Ark Start and our Nursery. Ark Start St Clement opened in September 2024. The nursery offers wraparound care for children from 9 months to 4 years old and we receive the children into our

reception class from the term that they are five years old. This valuable service provides affordable childcare for working families.

OPAL Play

We received a Gold Award for our play provision through Opal Play. This means that we are an accredited Opal Play School. OPAL stands for Outdoor Play and Learning and is a programme endorsed and supported by Sport England. OPAL's mission statement is "To ensure that every school child has an amazing playtime every day with no exceptions." We aim to: improve well-being. develop self-regulation.

Helen, our Opal Mentor wrote the following for our Opal Play award.

"I started working with the staff here in January 2023. I have been so impressed with the way they have approached OPAL, working tirelessly to transform playtimes so that every child has an amazing playtime every day. Louise as Curricular Lead for Play has been thorough and committed to making the school's play space rich and varied for children. Charlie has been open to ideas and reflective as a Play Coordinator, leading a fantastic Play Team to deliver really fun, engaging, purposeful playtimes. And the children - you were brilliant at showing me your costumes, mud pies, potions and - a first and a favourite for me - the scooter wash! This OPAL Gold Award is truly deserved and you can all be so proud of yourselves and your school."

Year 5 Residential Trip

The Residential Trip to the Gordon Brown Centre in June 2024 was a success as always and Children visiting the Centre receive a first class fantastic residential experience perfected over the past 40 years. Whilst at the Centre children learned how to be brave, to play, create, explore, take risks and make new discoveries in a safe, secure and natural environment. Father Gareth and Molly joined us for this wonderful experience.

Children's Book Project

We continue to work with the Children's Book Project. We are working with this charity to tackle book poverty, giving every pupil the opportunity to own their own book. We have run a range of gifting projects: a pop up book shop in our lovely Peter Rabbit Garden; a book bundle give-away at the end of the school day and we have organised our very own book hut where children can take a book home, this is available for the children at break and lunchtime.

Working in Partnership with our linked schools

Father Gareth (and Molly) attended the year five residential trip in the summer term again this year, joining in with the fun of outdoor learning experiences and providing support, comfort, and continuity of care for all pupils. Father Gareth and Molly are significant members of our school community and they continue to greet children on a daily basis and support children and families where there are worries and/or concerns.

We are also working in partnership with Princess Frederica CE Primary School in Brent and we aim to secure this partnership and consult to Federate in the coming year.

Breakfast Club:

Magic Breakfast continues to run effectively in our school worth approximately £10k per year; this provides a "universal breakfast without barriers"; they deliver bagels, crumpets etc each week which are available, warmed, in baskets in classrooms so no child has to ask; they are free and accessible to all. Hunger in the mornings has been a massive concern from all teachers recently so we are thrilled we can offer this to every child with no stigma.

School Journey and Trips:

School Journey 4 day residential in 2024 was partially funded for most children; this was paid for by 3 separate funders totalling approximately £4k. Children from years 3,4 and 5 were taken to the Lyric Christmas Panto, paid for by K and C Foundation, and despite not being in Hammersmith, we benefited from the Hammersmith schools programme discount for £15 tickets (usually £44!) total cost £1000. We also got adult tickets for free. We got the same benefit for 2 year groups in St Thomas school.

John Lyons Charity paid for an Easter school holiday programme where we worked with a group of local youth workers in an organisation called Maxilla City to provide a week of memories for our most vulnerable children; food was provided as well as full days of activities including Kidzania, bowling and trampolining at Oxygen. We included 16 children, and the full cost was £3,600.

After School Clubs:

The clubs are largely delineated into sports or creative activities; we have engaged a wide range of professionals to deliver an exciting programme and we re-assign children 3 times per year at the start of a new term in order to cope with demand and to make it fair. Football and cooking are always the most popular by far, but craft, singing and Science club all have high demand too; there is never any club we offer that isn't oversubscribed as we take all club suggestions from children.

Fundraising Report for SCSJ School Trust 2024-2025

Corporate Partnerships and Crowdfunding:

Phoenix have donated £20k per year since 2021 to fully subsidise the daily clubs programme at St Clement St James school. In the last 2 years they have contributed an additional £5k towards fundraising costs which allowed Gabrielle to expand her time and deliver significantly more funds and partnerships to benefit the children and families. From September 2025 - we will be working with a new fundraiser - Frankie Campbell.

Achievements

- Strong academic performance with high attainment levels in core subjects.
- Active engagement in worship, religious studies, and community outreach.
- Excellent pastoral care programs that support students' well-being.
- Successful extracurricular activities fostering creativity, teamwork, and leadership.
- Positive feedback from parents and the local community regarding the school's ethos and impact.

Challenges

- Limited funding for infrastructure improvements and resource development.
- Limited funding for pupils with additional needs
- Funding cuts for therapeutic support in school
- Ensuring continued faith development in an increasingly secular educational landscape.

Areas for Development

- Expanding financial support through fundraising initiatives and grant applications.
- Improving communication channels between the school, church, and parents.
- To work with a Charity 'Care to Grow' to provide additional emotional literacy support for pupils in need.

Conclusion & Recommendations

The linked church school remains a vital part of our Parish's mission, positively influencing children's education and spiritual formation. To ensure its continued success, a concerted effort is required from all stakeholders, including the Parish, school staff, parents, and the wider community. By addressing the identified challenges and areas for growth, we can reinforce the school's role as a beacon of faith and learning.

Proposed Action Points:

- Increase fundraising efforts to enhance resources and infrastructure.
- Encourage Parish members to participate in school events and mentoring opportunities.

This report aims to facilitate informed discussions and action to further strengthen the bond between the Parish and the linked church school for the benefit of the children and the wider community.

Ellie Dowthwaite, Head of School, St Clement & St James CofE Primary School

REPORT ON THE PROCEEDINGS OF THE KENSINGTON DEANERY SYNOD

Deanery Synod meetings in 2024 continued to align with London Diocese's *2030 Vision*, with each meeting focusing on a specific theme:

- **Compassionate Communities (February)** – Hosted by St Barnabas Church, this meeting centred on *Caring for God's Creation* and encouraged churches to engage with the Eco Church Awards. Andy Buckler illustrated the Five Marks of Mission using a rainbow metaphor, highlighting *Tell, Teach, Tend, Transform, and Treasure*—with the fifth mark emphasising the importance of treasuring God's creation. Due to a last-minute change, Charlotte Bannister-Parker, Associate Vicar of St John's, Notting Hill and Founder of The Hope4Creation Foundation, stepped in as the guest speaker. She spoke brilliantly about a journey of lamentation, pilgrimage, and hospitality, underscoring the necessity of an eco-spiritual faith and reflecting on humanity's impact on creation.
- **Spring Common Fund Meeting** – Held at Chelsea Old Church, this meeting provided an opportunity to discuss and review financial commitments within the deanery.
- **Summer Garden Party (June)** – With grateful thanks to Mother Emma, Synod members gathered in the beautiful gardens of St Mary Abbots Vicarage for a summer social event, fostering fellowship among clergy and laity.
- **Confident Disciples (November)** – St Philip's, Earl's Court Road hosted this session, introducing the *Grow Course*. The meeting featured a 'Barriers to Growth' video and testimonies from parishes currently undertaking the course, as well as reflections from St Barnabas on their experience of completing it.
- **Creative Growth (December)** – St Philip's, Gloucester Road hosted the final meeting of 2024, with a focus on *Cultural Diversity*. Revd Sally Bally, Vicar of Holy Trinity Hounslow, shared insights from her experience leading a multi-cultural and multi-lingual congregation. She emphasised that cultural diversity is a gift rather than a threat and encouraged churches to embrace the richness it brings.

Key Ongoing Matters

- **Safeguarding** remained a standing agenda item at each meeting, with continued encouragement for churches to engage with the Safeguarding Dashboard.
- **Deanery Governance** – Governors were elected to serve on the deanery's LDBS schools, ensuring continued support and leadership in church schools.

We are hugely grateful to all who contributed to the Synod meetings throughout the year, fostering growth, learning, and unity across the Kensington Deanery.

James Heard

Kensington Area Dean

February 2025

REPORT FROM THE DIOCESE OF LONDON

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

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

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

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

FINANCES

Statement of the PCC's Financial Responsibilities

Charity law requires the PCC to prepare accounts for each financial period which give a true and fair view of the charity's state of affairs at the end of the year and of its income and expenditure for the year.

In preparing those accounts, the PCC is required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent, and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that it will continue in its activities.

The PCC is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the entity and to enable them to ensure that the accounts comply with the Charities Act 2011, the Charities Act 2022 and other relevant legislation. It is also responsible for safeguarding the assets and hence for taking reasonable steps for the prevention and protection of fraud and other irregularities.

Reserves Policy

It is the policy of the PCC to build up unrestricted free cash reserves to a level equivalent to three months' expenditure. At current levels, this amounts to a target of roughly £62,200. On 31st December 2024, the unrestricted and undesignated free cash reserves stood at £62,729.23.

The PCC considers that it is necessary to hold reserves at the target level in order to:

- ensure continuity of services
- provide a cash balance to cover delays in the receipt of income, and
- provide cover for unexpected items of expenditure of which the most likely are repairs to the church buildings.

The PCC has set up a Church Repair & Improvement Fund with a current balance of £48,906.55 to meet any part of the cost of repairs not covered by grants and donations and the cost of further capital works to the churches over the next few years.

Review of Financial Position

The PCC ended the year with a deficit of £1,427.52, which includes a gain on investments of £568.26. There were a number of exceptional items of income and matching expenditure during the year.

The PCC's income for the year was £246,698.14. This includes a grant of £9,636.80 from The Richard Pollack Charitable Trust (to fund two new stained-glass windows at St James Church) and a grant of £3,500.00 from Benefact Trust Ltd. (to fund drain repairs at St James Church). The largest source of income was £124,906.03 from the hire of church premises. Regular voluntary income and donations accounted for £56,748.24.

Expenditure for 2024 was £248,693.92. The largest item of routine expenditure is the diocesan parish share, £78,520.00. Salaries, wages and honoraria amounted to £48,870.03. Church running expenses accounted for £80,784.13 and included £22,119.39 in emergency repair work to plumbing at St Clement Church, which was paid from designated funds. Utilities expenditure amounted to £21,177.68, and administrative expenses totaled £11,387.90.

The Parish ended the year with cash balances totaling £223,989.72, of which £161,260.49 relates to restricted and designated funds. The detailed figures are set out in the statements on the following pages.

Mary Frances Owens, Treasurer

The annual report was approved by the PCC on the 28th of April 2025 and was signed on their behalf by:

Revd Gareth Wardell (PCC Chairman)

A handwritten signature in black ink, appearing to read 'Gareth Wardell', written over a light blue horizontal line.

THE PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS
REGISTERED CHARITY No: 1132478

	Note	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2024 £	TOTAL 2023 £
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2024						
INCOME AND ENDOWMENTS						
Donations and legacies						
Voluntary Income	3	55,609.39	-	1,138.85	56,748.24	48,770.22
Other Voluntary Incoming Resources	4	11,465.92	-	37,400.58	48,866.50	15,828.12
Charitable activities						
Activities for Generating Funds	5	8,416.37	-	-	8,416.37	4,011.80
Church Activities	6	130,852.03	-	-	130,852.03	132,725.97
Investments						
Income from Investments	7	1,815.00	-	-	1,815.00	1,999.20
TOTAL INCOME AND ENDOWMENTS		208,158.71	-	38,539.43	246,698.14	203,335.31
EXPENDITURE						
Costs of Generating Funds	8	2,818.88	-	2,375.00	5,193.88	1,057.75
Charitable Activities	9	-	-	-	-	30.00
Church Activities						
Diocesan Parish Share		78,520.00			78,520.00	75,500.00
Salaries Wages & Honoraria	10	38,519.80		10,350.23	48,870.03	49,378.08
Clergy House	11	-			-	-
Administration	12	8,920.59		2,467.31	11,387.90	9,942.32
Church Running Expenses	13	41,268.25	22,119.39	17,396.79	80,784.43	40,265.45
Church Utility Bills	14	20,826.68		351.00	21,177.68	27,973.36
Governance Costs	15	2,760.00			2,760.00	4,367.40
TOTAL EXPENDITURE		193,634.20	22,119.39	32,940.33	248,693.92	208,514.36
NET INCOME/(EXPENDITURE)		14,524.51	(22,119.39)	5,599.10	(1,995.78)	(5,179.05)
TRANSFERS BETWEEN FUNDS						
		(55,000.00)	55,000.00			
GAIN/(LOSS) ON INVESTMENT						
		568.26	-	-	568.26	(534.51)
NET MOVEMENT IN FUNDS		(39,907.23)	32,880.61	5,599.10	(1,427.52)	(5,713.56)
BALANCES BROUGHT FORWARD AT 01.01.2024		151,088.37	16,025.94	104,859.35	271,973.66	277,687.22
BALANCES CARRIED FORWARD AT 31.12.2024		111,181.14	48,906.55	110,458.45	270,546.14	271,973.66

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2024 £	TOTAL 2023 £
RECONCILIATION OF RESOURCES RETAINED TO NET CASH FLOW					
NET MOVEMENT IN FUNDS	(39,907.23)	32,880.61	5,599.10	(1,427.52)	(5,713.56)
(Decrease)/Increase in Creditors	4,780.84	-	(363.21)	4,417.63	(4,200.51)
(Increase)/Decrease in Debtors	(16,389.34)	-	-	(16,389.34)	43,680.37
Depreciation	-	-	3,701.52	3,701.52	3,701.52
Booking Deposits	(150.00)	-	-	(150.00)	450.00
Deferred Income	-	-	(9,636.80)	(9,636.80)	11,736.00
Income from investments	(1,815.00)	-	-	(1,815.00)	(1,999.20)
Gain/(Loss) on Investment	(568.26)	-	-	(568.26)	534.51
Cash used in operating activities	(54,048.99)	32,880.61	(699.39)	(21,867.77)	48,189.13
Cash flows from investing activities					
Purchase of Fixed Assets	-	-	-	-	-
Income from investments	1,815.00	-	-	1,815.00	1,999.20
Cash used in investing activities	1,815.00	-	-	1,815.00	1,999.20
Cash flows from financing activities					
Loan from Diocese Area Council repayment	-	-	-	-	-
Cash provided by financing activities	-	-	-	-	-
NET CASH INFLOW (OUTFLOW)	(52,233.99)	32,880.61	(699.39)	(20,052.77)	50,188.33

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2024

NET CASH INFLOW (OUTFLOW)	(52,233.99)	32,880.61	(699.39)	(20,052.77)	50,188.33
Cash at 31.12.2023	114,963.22	16,025.94	113,053.33	244,042.49	163,459.99
Cash at 31.12.2024	62,729.23	48,906.55	112,353.94	223,989.72	213,648.32

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2024 £	TOTAL 2023 £
BALANCE SHEET AT 31ST DECEMBER 2024					
Fixed Assets					
Tangible Fixed Assets	16	-	11,102.40	11,102.40	14,803.92
Investment	17	22,355.76	-	22,355.76	21,787.50
Total Fixed Assets		22,355.76	11,102.40	33,458.16	36,591.42
Current Assets					
Debtors		-	-	40,782.77	24,393.43
Bank: Deposit Account		-	-	26,624.64	26,208.74
Banks: Current Accounts		48,906.55	101,455.25	197,323.15	217,686.82
Cash in Hand		-	-	41.93	146.93
Total Current Assets		48,906.55	101,455.25	264,772.49	268,435.92
Current Liabilities					
Booking Deposits		775.00	-	775.00	925.00
Deferred Income		-	2,099.20	2,099.20	11,736.00
Creditors		24,810.31	-	24,810.31	20,392.68
Total Current Liabilities		25,585.31	2,099.20	27,684.51	33,053.68
Net Current Assets		88,825.38	99,356.05	237,087.98	235,382.24
NET ASSETS		111,181.14	110,458.45	270,546.14	271,973.66
FUNDS					
Unrestricted		111,181.14	-	111,181.14	151,088.37
Designated	22	-	48,906.55	48,906.55	16,025.94
Restricted	22	-	110,458.45	110,458.45	104,859.35
TOTAL FUNDS		111,181.14	110,458.45	270,546.14	271,973.66

Approved by the PCC on the 28th of April 2025 and signed on their behalf by

Revd Gareth Wardell (PCC Chairman)



Mary Frances Owens (PCC Hon Treasurer)



NOTES TO THE FINANCIAL STATEMENTS

1. Funds

Funds

Unrestricted funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

The Designated Funds of the PCC are set out below.

Church Repair & Improvement Fund

Recognising the need for extensive provision for repair and improvement to its two churches, the PCC set up a Church Repair & Improvement Fund.

The Restricted Funds of the PCC are set out below.

Additional Ministry Fund (Previously known as The Curate Fund)

This fund was created to finance the stipend of an additional priest or curate for the parish. The donors have agreed that this fund can also be used to finance compensation for administrative staff.

St Clement Garden, St Clement Garden Capital Fund and St Clement Garden Maintenance Fund

These funds were created to establish and maintain St Clement's garden.

Grenfell Relief Fund

This fund was created by a grant from the Diocese and is used for purposes related to support for those affected by the Grenfell tragedy.

St James Window Fund

This fund was created by a grant from Norland Conservation Society for repairs to the historic west facing roundel window as well as other stained glass windows at St James. There have been additional contributions to this fund from individual donors.

St James Organ Fund

This fund was established by donations during the Duruffé Requiem concert to fund needed repairs of the organ at St James Church. A part of the funds of the Re-Generation Project Fund were also allocated to this fund at the same time, at the donor's request. This work is expected to start late in 2025 or in 2026.

St James Baptistry Window Fund

This fund was established for the purpose of funding two new stained glass windows at St James Church, designed by artist Mark Cazalet. These windows were installed in January 2025 and are located above the Baptism font. The bulk of the project was funded by the Richard Pollock Charitable Trust.

Re-Generation Project Fund

This fund was established in 2021 by a private donation to fund a three phase development programme at St James to restore the church, to make the space better for public events and to enable new services.

Youth Work Fund

The PCC receives grants and donations and raises funds to support youth work in the community.

Other funds arise from time to time as a result of special appeals (see Note 22).

2. Accounting Policies

Basis of Preparation

The financial statements have been prepared under the Charities Act 2011 and the Charities Act 2022 and in accordance with the Church Accounting Regulations 2006 together with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice, Accounting and Reporting by Charities preparing their accounts in accordance with FRS 102.

The financial statements have been prepared under the historical cost convention.

The PCC constitutes a public benefit entity as defined by FRS 102.

The presentation currency of the financial statements is the Pound Sterling (£).

Incoming Resources

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

Gift Aid on donations is recognised in the year the donations are received.

Rental income is recognised when the rent is due.

Dividend and interest income is accounted for when received.

Funds raised from the summer fair and other events are accounted for gross.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Resources Expended

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the balance sheet and the amount outstanding included in expenditure.

Capital Commitments

In 2023, the parish committed to the design, manufacture and installation of two new stained glass windows at St James Church, which were completed in January 2025. By the end of 2024, £12,900.80 in total had been spent on this project, and a remaining £3,262 was spent in January 2025, bringing the total cost to £16,162.80. This project has received funding of £15,000 from the Richard Pollack Charitable Trust (see Baptistry Window Fund under Note 1 above and in Note 22 below). Income to the parish from the Trust 'is recognised as expenses for the project are paid.

Emergency repair work to plumbing at St Clement Church amounted to £22,119.39 in 2024, which was paid from designated funds. A further £22,888.14 was spent on this work at the beginning of 2025. This work is now complete and no further work in this respect is anticipated.

There were no additional capital commitments as of 31 December.2024.

Investments

Investments are valued at market value. The market valuation is obtained from the investment fund which manages the investment on behalf of the Charity. Gains and losses are recognised as movements in unrestricted funds.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by s.96(2)(a) of the Charities Act 1993.

Moveable 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 which can be inspected at any reasonable time. For inalienable property acquired prior to 2001 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, on individual items under £1,000, or on the repair of moveable church furnishings is expensed.

Heaters are depreciated on a straight line basis over five years

Office Fixtures & Fittings costing £1,000 or over are depreciated on a straight line basis over ten years.

Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Estimates are based on historical experience and other assumptions that are considered reasonable in the circumstances. The actual amount or values may vary in certain instances from the assumptions and estimates made. Changes will be recorded, with corresponding effect in profit or loss, when, and if, better information is obtained.

Information about assumptions and estimation uncertainties that have a significant risk of resulting in material adjustment within the next financial year are included below.

Critical judgments that management has made in the process of applying accounting policies disclosed herein and that have a significant effect on the amounts recognised in the financial statements relates to the following:

Provisions

In recognising provisions, the charity evaluates the extent to which it is probable that it has incurred a legal or constructive obligation in respect of past events and the probability that there will be an outflow of benefits as a result. The judgements used to recognise provisions are based on currently known factors which may vary over time, resulting in changes in the measurement of recorded amounts as compared to initial estimates.

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2024 £	TOTAL 2023 £
INCOMING RESOURCES					
3 Voluntary Income					
Planned Giving (Gift Aided)	24,050.28	-	-	24,050.28	22,409.53
Income Tax Recoverable	5,550.02	-	-	5,550.02	5,622.45
Planned Giving (Non Gift Aided)	2,207.00	-	-	2,207.00	1,835.00
Additional Ministry Fund (Gift Aided Planned Giving)	-	-	519.96	519.96	736.61
Income Tax Recoverable	-	-	129.99	129.99	184.15
Additional Ministry Fund (Non Gift Aided)	-	-	-	-	-
Pink Envelope Collections	2,571.50	-	-	2,571.50	2,419.75
Income Tax Recoverable	512.88	-	-	512.88	604.94
Collections and Other Giving	11,859.71	-	488.90	12,348.61	9,959.26
Income Tax Recoverable	2,035.34	-	-	2,035.34	2,489.81
Cash Collections not Eligible for GASDS	-	-	-	-	-
Contactless Donations (Gift Aided)	1,456.49	-	-	1,456.49	1,779.00
Income Tax Recoverable	206.17	-	-	206.17	429.72
Contactless Donations (Non Gift Aided)	5,160.00	-	-	5,160.00	300.00
Income Tax Recoverable: Adjustment	-	-	-	-	-
	55,609.39	-	1,138.85	56,748.24	48,770.22
4 Other Voluntary Incoming Resources					
Discretionary Donations (Gift Aided)	3,800.00	-	9,690.00	13,490.00	3,000.00
Income Tax Recoverable	297.50	-	2,422.50	2,720.00	750.00
Discretionary Donations (Non Gift Aided)	6,825.52	-	10,851.00	17,676.52	820.00
LPOW Grant Scheme - VAT Reclaim	542.90	-	-	542.90	861.21
Grant for St James Drain Repair	-	-	3,500.00	3,500.00	-
St James Baptistry Window Fund	-	-	9,636.80	9,636.80	3,264.00
Royal Borough of Kensington & Chelsea	-	-	-	-	1,400.00
Other Restricted Grants	-	-	1,300.28	1,300.28	-
Diocesan Grants	-	-	-	-	5,732.91
	11,465.92	-	37,400.58	48,866.50	15,828.12
5 Activities for Generating Funds					
Summer Fair	3,310.34	-	-	3,310.34	3,731.80
Speaker Series	2,707.68	-	-	-	-
Christmas Raffle	-	-	-	-	280.00
Other Fundraising Activities	2,398.35	-	-	2,398.35	-
	8,416.37	-	-	5,708.69	4,011.80
6 Church Activities					
Fees	5,946.00	-	-	5,946.00	4,925.00
Hire of Church Buildings	124,906.03	-	-	124,906.03	127,800.97
Other Income	-	-	-	-	-
	130,852.03	-	-	130,852.03	132,725.97
7 Income from Investments					
Bank Interest	447.88	-	-	447.88	700.45
Other Interest and Dividends	1,367.12	-	-	1,367.12	1,298.75
	1,815.00	-	-	1,815.00	1,999.20

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2024 £	TOTAL 2023 £
RESOURCES EXPENDED					
8 Costs of Generating Funds					
Summer Fair	651.40	-	500.00	1,151.40	1,057.75
Speaker Series	870.78	-	-	870.78	-
Christmas Raffle	-	-	-	-	-
Other Fundraising Activities	1,296.70	-	1,875.00	3,171.70	-
	2,818.88	-	2,375.00	5,193.88	1,057.75
9 Charitable Activities					
Churches Together in Notting Hill	-	-	-	-	30.00
Other Gifts	-	-	-	-	-
	-	-	-	-	30.00
10 Salaries Wages and Honoraria					
Administrators	37,554.80	-	1,950.23	39,505.03	40,033.08
Organist and Choir Fees	770.00	-	8,400.00	9,170.00	8,365.00
Other Wages & Fees	195.00	-	-	195.00	980.00
	38,519.80	-	10,350.23	48,870.03	49,378.08
11 Clergy House					
Clergy Expenses	-	-	-	-	-
Repairs & Redecoration	-	-	-	-	-
Clergy House Utilities	-	-	-	-	-
	-	-	-	-	-
12 Administration					
Minor Office Equipment	797.20	-	-	797.20	-
Recruitment	-	-	-	-	41.10
Telephone, Internet and Online subscriptions	908.24	-	-	908.24	672.18
Office Utilities	2,121.25	-	-	2,121.25	1,684.94
Printing, Stationery & Postage	3,411.32	-	-	3,411.32	3,849.82
Travel & Transportation	-	-	-	-	-
Youth Work	291.36	-	2,467.31	2,758.67	605.39
Miscellaneous	1,391.22	-	-	1,391.22	3,088.89
	8,920.59	-	2,467.31	11,387.90	9,942.32
13 Church Running Expenses					
Event Supplies	1,312.83	-	-	1,312.83	576.78
Website	348.00	-	-	348.00	161.00
Copyright Licence	336.00	-	-	336.00	322.00
Advertising	855.63	-	-	855.63	371.71
London Diocese: Share of Fees	1,809.00	-	-	1,809.00	1,799.00
Sanctuary	1,195.26	-	-	1,195.26	1,047.24
Cleaning	4,139.21	-	-	4,139.21	4,663.33
Insurance	9,441.22	-	-	9,441.22	9,169.71
St James WIFI	889.39	-	-	889.39	707.98
Minor Equipment under £1000	169.49	-	-	169.49	334.56
Depreciation	-	-	3,701.52	3,701.52	3,701.52
Equipment Repairs and Maintenance	5,321.12	-	-	5,321.12	9,076.12
Church Repairs & Maintenance	13,409.60	22,119.39	3,500.00	39,028.99	3,566.40
Organ Repairs & Maintenance	1,152.00	-	-	1,152.00	752.10
St James Door Restoration	-	-	-	-	-
St James Baptistry Window Expenditure	-	-	9,636.80	9,636.80	3,264.00
St James Garden	889.50	-	-	889.50	427.00
St Clement Garden	-	-	558.47	558.47	325.00
	41,268.25	22,119.39	17,396.79	80,784.43	40,265.45
14 Church Utility Bills					
Gas	10,563.42	-	351.00	10,914.42	15,360.99
Electricity	9,218.05	-	-	9,218.05	11,738.36
Water	1,045.21	-	-	1,045.21	874.01
	20,826.68	-	351.00	21,177.68	27,973.36
15 Governance					
Rapleys Commercial Property Inspection & Report Fee	-	-	-	-	1,847.40
Examination Fees	2,760.00	-	-	2,760.00	2,520.00
	2,760.00	-	-	2,760.00	4,367.40

16 Tangible Fixed Assets

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Cost at 1 January 2024	19,107.65	-	47,012.80	66,120.45
Additions	-	-	-	-
Cost at 31 December 2024	19,107.65	-	47,012.80	66,120.45
Accumulated Depreciation at 1 January 2024	19,107.65	-	32,208.88	51,316.53
Charge for the Year	-	-	3,701.52	3,701.52
Accumulated Depreciation at 31 December 2024	19,107.65	-	35,910.40	55,018.05
Net Book Value at 1 January 2024	-	-	14,803.92	14,803.92
Net Book Value at 31 December 2024	-	-	11,102.40	11,102.40

17 Listed Investments

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Market value at 1 January 2024	21,787.50	-	-	21,787.50
Revaluation/Loss for the year	568.26	-	-	568.26
Market value at 31 December 2024	22,355.76	-	-	22,355.76

18 Employees

The PCC had one part time employee and one full time employee engaged in administration during 2024. The part time employee was paid by the ClementJames Community Project which is reimbursed by the PCC.

The PCC also had one part time youth worker, paid by Youth Ministry in Communion, a collaboration of Anglican churches.

See Note 10 for a breakdown of salaries, wages and fees.

	2024 £	2023 £
Total salaries, wages and fees	48,870.03	49,378.08

No employees received remuneration in excess of £60,000 during the year.

19 Trustees Remuneration

During the years ended 31.12.2023 and 31.12.2024, two churchwardens Frederica Venn and Doreen Patterson, who are also trustees, received compensation for acting as vergers during a number of wedding and funeral services held at St James Church and St Clement Church. These amounts are shown below.

	2024 £	2023 £
Trustees remuneration	1,175.00	515.00

20 Related Party Transactions

Other than the trustee remuneration listed above, there were no disclosable related party transactions during the year.

21 Independent Examiner's Remuneration

The Independent Examiner's Remuneration constituted a fee of £2,760.00.

22 Movements on Funds

	Balances at 1.1.24 £	Income £	Transfers in £	Total Incoming £	Expenditure £	Transfers out £	Balances at 31.12.24 £
Designated							
Church Repair & Improvement	16,025.94	-	55,000.00	55,000.00	22,119.39	-	48,906.55
Total Designated	16,025.94	-	55,000.00	55,000.00	22,119.39	-	48,906.55
Restricted							
Additional Ministry Fund	-	649.95	-	649.95	649.95	-	-
St Clement Garden Fund	14,803.92	-	-	-	3,701.52	-	11,102.40
St Clement Garden Capital Fund	13,692.00	-	-	-	-	-	13,692.00
St Clement Garden Maintenance Fund	9,273.20	-	-	-	558.47	-	8,714.73
Grenfell Relief Fund	422.92	-	-	-	-	-	422.92
St James Organ Fund	-	10,763.90	10,000.00	20,763.90	-	-	20,763.90
St James Window Fund	3,262.50	-	-	-	-	-	3,262.50
St James Baptistry Window Fund	-	9,636.80	-	9,636.80	9,636.80	-	-
Re-Generation Project Fund	62,500.00	-	-	-	-	10,000.00	52,500.00
Youth Work Fund	904.81	1,562.50	-	1,562.50	2,467.31	-	-
Total Restricted	104,859.35	22,613.15	10,000.00	32,613.15	17,014.05	10,000.00	110,458.45

23 Prior Period Comparative SOFA

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2023

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2023 £
INCOME AND ENDOWMENTS				
Voluntary Income	47,849.46	-	920.76	48,770.22
Other Voluntary Incoming Resources	5,431.21	-	10,396.91	15,828.12
Activities for Generating Funds	4,011.80	-	-	4,011.80
Income from Investments	1,999.20	-	-	1,999.20
Church Activities	132,725.97	-	-	132,725.97
TOTAL INCOME AND ENDOWMENTS	192,017.64	-	11,317.67	203,335.31
EXPENDITURE				
Costs of Generating Funds	1,057.75	-	-	1,057.75
Charitable Activities	30.00	-	-	30.00
Church Activities				
Diocesan Parish Share	75,500.00	-	-	75,500.00
Salaries Wages & Honoraria	41,692.59	-	7,685.49	49,378.08
Clergy House	-	-	-	-
Administration	9,282.62	-	659.70	9,942.32
Church Running Expenses	26,526.33	-	13,739.12	40,265.45
Church Utility Bills	27,973.36	-	-	27,973.36
Governance Costs	4,367.40	-	-	4,367.40
TOTAL EXPENDITURE	186,430.05	-	22,084.31	208,514.36
NET INCOME/(EXPENDITURE)	5,587.59	-	(10,766.64)	(5,179.05)
GAIN/(LOSS) ON INVESTMENT	(534.51)	-	-	(534.51)
NET MOVEMENT IN FUNDS	5,053.08	-	(10,766.64)	(5,713.56)
BALANCES BROUGHT FORWARD AT 1.1.23	146,035.29	16,025.94	115,625.99	277,687.22
BALANCES CARRIED FORWARD AT 31.12.23	151,088.37	16,025.94	104,859.35	271,973.66

24 Ultimate Controlling Party

The Charity is controlled by the trustees.

Independent Examiner's Report to Parochial Church Council (PCC) of St Clement with St Mark Notting Dale and St James Norlands

This report on the financial statements of the PCC for the year ended 31 December 2024, which are set out on pages 35 to 41, is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 ('the Regulations') and s.145 of the Charities Act 2011 ('the Act').

Respective responsibilities of the PCC and the examiner

As members of the PCC you are responsible for the preparation of the financial statements; you consider that the audit requirement of the Regulations and s.144(2) of the Act does not apply. It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations. I report in respect of my examination of the PCC's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the Act; and
 - to prepare financial statements, which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Kirk Rice LLP

Mr TD Neale FCA
Kirk Rice LLP
Victoria House
178-180 Fleet Road
Fleet
Hampshire
GU51 4DA

Accounts



The Parish of
St Clement
and **St James**

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDING 31 DECEMBER 2023**

Registered Charity Number 1132478

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ADMINISTRATIVE DETAILS OF THE CHARITY

Charity Name:

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS

Registered Charity Number: 1132478

Vicar: The Reverend Gareth Wardell

Self-Supporting Curates: The Reverend Nicholas Morris and The Reverend Philippa Fernee following her Ordination at St Paul's Cathedral in July 2023

Part-time Youth Worker: Eman Henein

Church Address – St James Norlands	Church Address – St Clement Notting Dale
St James's Gardens London W11 4RB	Treadgold Street London W11 4BP

Correspondence and Parish Office Address:

95 Sirdar Road London W11 4EQ

Treasurer	Independent Examiner
Mary Frances Owens	Tim Neale FCA Kirk Rice LLP Victoria House, 178-180 Fleet Road Fleet, Hampshire, GU51 4DA

Bankers

CAF Bank Ltd	Barclays Bank plc
25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	132-134 Kensington High Street London W8 7RL

Church Architects

St Clement	St James
Jon Bolter BA BArch RIBA AADipCons AABC Rees Bolter New North House 202 New North Road London N1 7BJ	Malcolm Fryer ARB RIBA AABC Malcolm Fryer Architects Unit LG05 – Screenworks 22 Highbury Grove London N5 2EF

TRUSTEES' REPORT

The Parochial Church Council of St Clement with St Mark Notting Dale and St James Norlands (the PCC) presents its report and accounts for the year ended 31 December 2023.

The accounts have been prepared in accordance with the accounting policies set out in the notes to the financial accounts (page 30) and comply with the PCC's governing documents, applicable laws, and the requirements of the Church Accounting Regulations 2006 ('the regulations'), the Charities Act 2011 and the Charities Act 2022 ('the Acts').

PCC STRUCTURE, GOVERNANCE, AND MANAGEMENT

Charitable status

The PCC acts with the Vicar of St Clement and St James as the governing body.

The PCC's activities include:

- Regular public worship open to all
- The provision of sacred space for personal prayer and contemplation.
- Pastoral work, including visiting the sick and bereaved.
- Teaching Christianity through sermons, courses, and small study groups.
- Taking religious assemblies at our local schools.
- Providing services to the community by facilitating the use of the church by local organisations.
- In partnership with its sister organisation, The ClementJames Centre, supporting its provision of educational programmes for young people and adults, and its employment programme.

Governing Documents of the Parochial Church Council

The PCC is governed by two pieces of Church of England legislation, known as "Measures."

These are:

- The Parochial Church Councils (Powers) Measure 1956 as amended. This defines the principal function, or purpose, of the PCC as 'promoting in the parish the whole mission of the Church'. The full text of the PCC Powers Measure in its currently amended form is available on the Statute Law Database: <https://www.legislation.gov.uk/ukcm/Eliz2/4-5/3/contents>
- The Church Representation Rules (in Schedule 3 to the Synodical Government Measure 1969 as amended). The full text of the Church Representation Rules in its currently amended form is available on the Statute Law Database: <https://www.churchofengland.org/about/leadership-and-governance/legal-resources/church-representation-rules>

Risk Management

The trustees have assessed the major risks to which the charity is exposed, in particular those related to operational and financial matters, and have set up appropriate procedures to reduce exposure to those risks.

Trustee selection method

Charity trustees are elected at each Annual Parochial Church Meeting of the charity.

The Parochial Church Council (PCC)

The members of the PCC who served during the year were:

Churchwardens:

St James <ul style="list-style-type: none">• Matthew Barrett (from 2022 to 2023)• Doreen Patterson (from 2022 to 2023)	St Clement <ul style="list-style-type: none">• Frederica Venn (from 2022 to 2023)
--	--

PCC, Deanery Synod representatives, and Churchwardens from **May 2022**:

Name	Role	Date From/To
Matthew Barrett	Churchwarden	To 2023
Doreen Patterson	Churchwarden	To 2023
Frederica Venn	Churchwarden	To 2023
Doreen Patterson	Deanery Synod Rep	To 2023
Maureen Gould	Deanery Synod Rep	To 2023
Mary Frances Owens	Treasurer (co-opted)	To 2023
Oluwakemi Soyege	PCC Member	To 2022
Lala Manners	PCC Member	To 2022
Irene Naluwembe Binaisa	PCC Member	To 2023
Cynthia Edun	PCC Member	To 2023
Timothy Lee	PCC Member	To 2023
Rosalyn Silvester	PCC Member	To 2023
Merrilees Smiley	PCC Member	To 2023
Richard Brown	PCC Member	To 2024
Rachel Carr	PCC Member	To 2024

PCC, Deanery Synod Representatives, and Churchwardens from **May 2023**:

Name	Role	Date From/To
Reverend Gareth Wardell	Vicar and Chair of PCC	Ex Officio
Matthew Barrett	Churchwarden	From 2023 to 2024
Doreen Patterson	Churchwarden	From 2023 to 2024
Frederica Venn	Churchwarden	From 2023 to 2024
Mary Frances Owens	Treasurer (co-opted)	From 2023 to 2024
Cynthia Edun	PCC Secretary	From 2023 to 2026
Timothy Lee	PCC Member/Vice Chair	From 2023 to 2026
Maureen Gould	PCC Member	From 2023 to 2026
Lala Manners	PCC Member	From 2022 to 2025
Oluwakemi Soyeye	PCC Member	From 2022 to 2025
Irene Naluwembe Binaisa	PCC Member	From 2023 to 2026
Richard Brown	PCC Member	From 2021 to 2024
Rachel Carr	PCC Member	From 2021 to 2024
Merrilees Smiley	Deanery Synod Rep	From 2023 to 2026
David Soanes	Deanery Synod Rep	From 2023 to 2026

Electoral Roll

The 2023 Electoral Roll stands at 186 people (St James: 146; St Clement: 40), unchanged from the previous year.

REVIEW OF ACTIVITIES

Parish Overview

During 2022, the Vicar served as a member of the selection and interview panel for the new Bishop of Kensington, so it was a particular joy for various members of our congregation to be present for her service of commissioning as our new Area Bishop at St Barnabas Church, Kensington, on the 19th February 2023.

One of the highlights of 2023 was the ordination to the diaconate of our ordinand The Revd Pippa Fernée at St Paul's Cathedral. Pippa came to our parish as an ordinand on placement in October 2022 while undertaking part-time ordination training at St Mellitus College. On 8th March, Pippa also took on the role of part-time Parish Manager. She now serves as our non-stipendiary Curate (2 days a week) and as paid Parish Manager (4 days a week).



With our administrative function thus strengthened and a growing clergy team in prospect the parish was well-placed to begin planning for the future. On Saturday 25th March, the PCC met together for a PCC Away Day led by the Revd Jonathan Rust, to begin the process of developing a new 5 year Mission Action Plan.



Following the Away Day, a draft MAP was further refined over the coming months, with new Mission and Vision statements agreed as follows:

Mission Statement

“The Parish of St Clement & St James exists to make Christ known in word and deed, welcoming and serving in our local community as we journey together.”

Vision Statement

“An inspiration for our neighbourhood: we aim to be a diverse, thriving, inclusive, and spiritually confident church.”

A Mission Action Group, comprising Revd Gareth Wardell, Revd Nick Morris, Revd Pippa Fernee, Oluwakemi Soyeye, Rachel Carr, Harry Davies and Matthew Barrett now meets periodically with a focus on helping the parish to meet the aims agreed in the last APCM, and set out here in our new Mission Action Plan and related to each church as follows:

1. Flourishing Congregations:

St James

- *to grow St James Church to 70 adults and 15 children regularly attending*

We have continued to worship at our regular time of 9:45 am, consolidating a pattern of a more youthful focused All-age worship on the 1st Sunday of the month, offering anointing for healing on the 2nd Sunday, and continuing to offer a Sunday School on Sundays during term-time.

As from 1st October, an 8 am Eucharist was reinstated on the 1st Sunday of each month, offering a contemplative alternative to the All-age service, using the BCP (Book of Common Prayer) liturgy. The average attendance is currently between 6-8 people.

St Clement

- *to grow St Clement Church to 30 adults and 5 children regularly attending*

A greater intention towards St Clement Church, with particular resolve to avoid the unnecessary cancellation of services, other than for agreed joint services, has led numbers to hover around 20 Sunday by Sunday. A post-service lunch for members of St Clement's Church was planned for January 2024 to help foster a sense of unity. If successful, further St Clement Church lunches will be repeated.

We have seen a modest increase in the attendance of young people at St Clements on Sundays. Whilst this is somewhat irregular, they have been coming along, notably with their grandparents. Numbers vary from one child to at least five, but sadly we still lack the consistency of regular numbers which would easily lead to the establishment of a “Sunday School.” Often, and with delight on both parts, some of the young people have been engaged in serving during the Mass. Some adults have volunteered to offer a little time to help with a Sunday School, perhaps every month. The provision of a Sunday School at St Clement remains a prayerful priority for the parish.

2. Outward Focus

- *both churches opened 5 days a week, where possible, with users supported by volunteers*

St James is being opened four days a week for silent prayer. It is regularly visited by visitors to the parish, for example by a professional actress who grew up locally and whose first steps ‘treading the boards’ came through St James. Rev'd Gareth Wardell leads regular school services in partnership with the Parish Primary School.

- *to organise 10 events a year, reaching incrementally 1,000 people by 2028*

To this end, since our last APCM, significant additional events/services which have helped to draw in members of the wider community during the year have included:

- Saturday 6th May: St Clement's church was opened throughout the day to enable local people to watch the coronation of His Majesty King Charles III live. This was projected onto the new drop-down screen installed recently at St Clement's.



- Sunday 7th May – An afternoon ecumenical service, shared jointly with our friends from St Francis of Assisi church was held at St James' church, with special choral music in celebration of the Coronation. Afternoon tea, with Coronation themed refreshments were provided in the gardens after the event!



- Sunday 14th May: We held our annual Parish Confirmation Service with Bishop Emma the Bishop of Kensington, followed by parish lunch. Three children and one adult were confirmed. Photos from the event were used more widely in diocesan publicity material as they were considered to exemplify 'joy and diversity'!



- Saturday 1st July – Our annual parish Summer Fete was held in the gardens at St James' church. (The Revd Pippa Fernée was also ordained deacon on this day and the vicar left the parish fete early to be present in the cathedral along with a number of other members of our congregation who went along to support her).



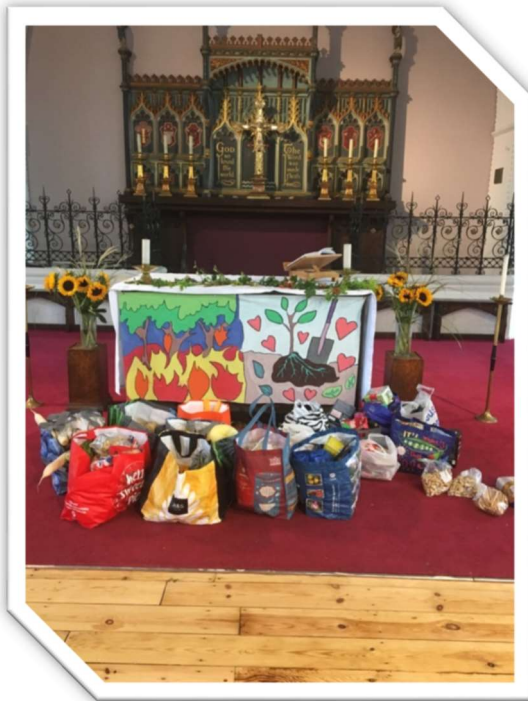
- Sunday 27th August – saw the annual Carnival Mass at St Clement’s, followed by clergy participation in the Carnival (pushing the Pan-Nectar Steel Band float around the Carnival route for both full days of the carnival!)



- Sunday 1st October – Services held to mark the Feast of St Francis of Assisi, included Blessing of the Animals/Pet Blessings at both our churches, attracting significant numbers from the wider community, along with their many pets.



- Sunday 15th October and Sunday 12th November, we celebrated Harvest Festival and marked Remembrance Sunday, respectively at both our churches, drawing in members of the wider parish community. Harvest gifts of food and other items were donated to the North Kensington Food Bank which is experiencing unprecedented levels of demand. The traditional Reveille and Last Post were played at our Remembrance Sunday services.



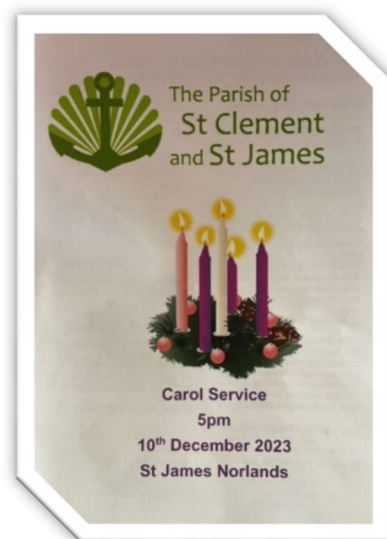
- Monday, 16th October – St Clement's church hosted Bishop Lusa, the Bishop of Willesden, and a large group of pilgrims participating in a pilgrimage/walk for Racial Justice which he was leading across the diocese to mark Black History Month. The pilgrims began their visit to our parish with a time of prayer at the Grenfell Tower memorial wall, and then came to St Clements' where they were warmly welcomed with refreshments. The vicar addressed the gathering by giving a brief history of St Clement's involvement in service to the local community over the past 150 years!



- Sunday 26th November – We celebrated St Clement’s Patronal Festival with a joint parish eucharist with music provided by Mudslide Morris – a folk/jazz worship band recommended by our former Church Warden, Barney Palfrey. We also took the opportunity to remember and give thanks for the life of Bishop Keith Riglin, a former curate of our parish who had died recently and very unexpectedly.



- Sunday 10th December - We held our annual Parish Carol Service with The Imperial College Chamber Choir. This is always one of our best attended services, with several hundred people present and 2023 was no exception. A Christmas raffle organized to coincide with this event helped raise additional funds for the parish.



We are now looking forward to re-starting the Summer Speaker Programme in 2024. Confirmed speakers are Lesley Bilinda, Leroy Logan, and Molly Dineen for Tuesdays in June and early July (final dates to be confirmed).

There is also progress on a new baptistry window at St James, designed by Mark Cazalet and made possible by a generous local benefactor, this is making its way through the faculty process. A grand opening reception is planned in late 2024 or early 2025.

During the week St Clement is in regular use by our partner organisations The ClementJames Centre and IntoUniversity. In this way, the church building is busy serving the Parish although not always through the direct presence of church activities and church members. Sadly, the Community Fridge partnership was forced to close due to a lack of suitable provisions being available. This seems to be due to the rising cost of living weighing on what is being made available for distribution.

3. Confidence in Our Tradition

- *To promote a way of life to nurture and teach our inclusive, liberal, catholic tradition, leading to a third of our members in active participation, identified and empowered to serve as leaders of different aspects of church life and an increase in vocations to ordained ministry by two, in five years time (2028)*

“A Way of Life”, written by Reverend Nick, was presented to the PCC and approved for publication and distribution at our two churches this year. This is intended to provide a five-fold focus to our tradition and offer newcomers a simple explanation of how we see ourselves as part of God’s Kingdom. Publication is expected in 2024.

Occasional Offices

Across the parish, there were 6 baptisms, 12 funerals/memorial services, and 2 weddings/wedding blessings in 2023, while 4 candidates were confirmed.

Pastoral Care

The vicar undertakes regular hospital and home visits, including the provision of Home Communion, for any who are in hospital, residential care homes or who are housebound.

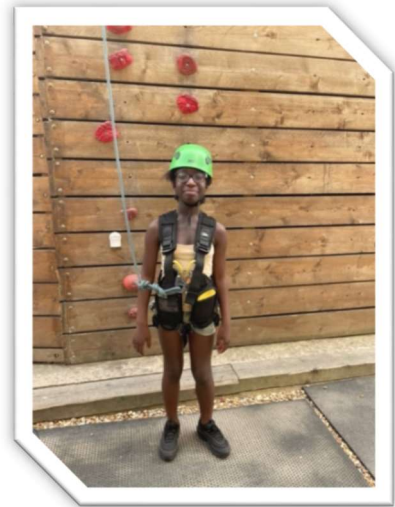
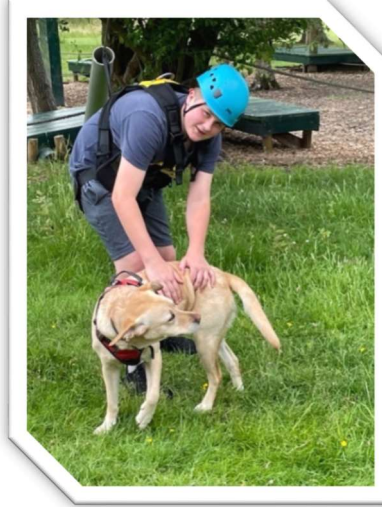
Children and Young People’s Ministry

One of the highlights of 2023 was the appointment of Eman Henein, our new part-time Parish Youth and Children’s worker who we share with our neighbouring parish, the Holland Park Benefice. Eman’s post is funded through our membership of YMIC (Youth Ministry in Communion) a collaborative youth ministry aimed at supporting youth work in churches within the catholic/liberal-catholic tradition. She assists with the flourishing Sunday School (at St James’ church) run by Anna Lee and Catherine Soanes and is working to support the development of a Sunday School at St Clement’s. A subscription has been taken out to the online “Roots” Sunday School website, which offers liturgically linked Sunday school activities and resources for download, to support this. Eman has started JAFFA Club (Jesus A Friend For All!) an after-school club held on Mondays at our parish primary school, which regularly attracts up to 16 children. She is supported in this work by Revd Pippa Fernée.

Our parish participates fully in the various large, multi-parish events put on by YMIC every term for churches across our episcopal area with at least four or five young people attending from our parish on each occasion. In 2023, this included an event hosted by our parish at St Clement's church attended by about 80 young people with Taize style worship led by Fr. Nick Morris.



The vicar also led a group of young people from our churches on the Kensington Area Youth Weekend, from 16th to 18th June, held at the Oakwood Challenge outdoor activities centre in Berkshire where they were able to take part in many exciting and adventurous activities and to explore the Christian faith and its relevance for their lives.



Worship

Sunday services

The principal acts of worship in the parish are our Sunday services, with a Parish Eucharist offered at St James at 09.45 and at St Clement's at 11.30 am, with an additional BCP Communion service being offered at St James on the 1st Sunday of each month.

During school term time, Sunday School provision was offered, except for the first Sunday of the month when 'All Age Services' take place, with a more child-focused talk, in place of a sermon.

School Services

School services take place in both churches; including services marking Ash Wednesday, Easter, the End of the School Year, Harvest Festival, Advent at St James' church, and a special school Christmas Carol Service at St Clement's church.

Morning Prayer

Morning Prayer continued to be offered online via our Parish Facebook page, on Saturdays and Monday to Thursday each week, with an average attendance of between 5 and 12 every day.

PCC Report

The congregations of the two churches continue to seek to express the love of God in the parish and beyond. Our two Victorian churches have been greatly adapted over the years. As places of worship and beautiful sacred spaces, the churches are in regular use for public worship and open for private prayer on many occasions during the week. They are also in heavy demand for community activities during the week.

Public benefit

The trustees have discussed the issue of public benefit and are confident that the breadth and scope of the work undertaken, as disclosed in this report, comply with Section 17 of the Charities Act 2011 and has due regard to the Charity Commissions' general guidance on public benefit.

The Church Buildings Fabric Reports 2023

St Clement Fabric Report 2023

- The Quinquennial Inspection was undertaken in January 2023 by John Bolter of Rees Bolter Architects.
- Maintenance work on The Grenfell Memorial Garden was undertaken in the Summer of 2023, notwithstanding the challenges after The Well-Tempered Gardener withdrew its services to maintain the garden.
- A full survey of the Electrical Installation as required by law was undertaken towards the end of 2023. All Category C2 works identified have been completed. The next survey will be required in 2028.
- PAT Testing of all equipment in the Parish Office and the Church Building was completed.
- The boiler and gas DRU heaters in the church were all serviced. One DRU heater was switched off completely due to worn parts. A Gas Safety Certificate was provided.
- The Lightning Conductor was inspected and confirmed in good condition.
- Fire extinguishers were checked and passed safety inspections in April 2023.
- A new Audio/Visual System was installed in the church. This was mainly funded by IntoUniversity but the PCC also contributed towards the cost.
- The gutters for the church building and the vicarage/parish office were cleaned.

- The toilet facilities were problematic – mainly the flush mechanisms are not as robust as they were which required a plumber to be called out twice.
- Adam Harvey, a chartered surveyor with Rapleys LLP surveyed St Clement's and advised future possible commercial and non-commercial rental rates for the church.
- The church building and premises continue to be used and rented out by our two sister organisations, The ClementJames Centre and IntoUniversity. The church is hired occasionally by other organisations. Most notable was the filming of interviews with local residents closely affected by the Grenfell Tower tragedy, which was used by The National Theatre London in a film shown at the National Theatre in the summer of 2023.

Frederica Venn, St Clement's Churchwarden

St James Fabric Report 2023

- Gutters, hopper, and downpipes cleared as part of an annual cycle.
- The boiler and the gas system were serviced and the church received its gas-safe certificate.
- The heating system was serviced. The small water leak identified in 2022 underneath the system remains, but it causes no harm and poses no threat currently.
- The engineers who serviced the heating system continue to advise that the system's gas flue which emerges on the north side of the church is in breach of the latest guidelines and should be modified in the future to make it compliant.
- The process of dealing with the Category 2 faults identified in the 2021 Electrical Installation Condition Report began in December 2023. It will be completed in early 2024.
- A PAT test for all electrical appliances was commissioned.
- The long-awaited Quinquennial Inspection was carried out in November after the appointment of Malcolm Fryer as the Church Architect.
- While the QI report has not yet been delivered, we were told that the church was basically in good condition but that two significant issues required prompt action. i) a creeper in the Calvary Garden was wrapped around a downpipe, masking it and pulling it away from the wall right up to the roof and gutter level. ii) chicken wire protecting the bell chamber in the tower has come away, allowing pigeons to enter. The creeper was dealt with just before Christmas 2023.
- The QI also identified shrubs in St James's Gardens growing against the walls as a source of damp in both the women's toilets and the vestry. The Garden Committee, which looks after the gardens agreed to cut the shrubs back.
- A loose handle on the main church entrance doors was repaired.
- New toilet seats were installed in the men's, women's, and disabled toilet.
- The inner porch doors were fitted with a hook and eye system to keep them open. This replaced the wooden wedges previously used to prop them open.
- A broken banister strut was replaced in the organ loft.
- Back walls were fitted to the long aluminium storage cabinet below the sink in the kitchen, making the cupboards useable.
- The aumbry in the Lady Chapel had a new lock installed and new keys were made.
- The organ humidifier and the organ were both serviced.
- A new desk was sourced for free from the Latymer Christian Centre and put into the vestry.
- New cupboards were acquired free from the same source.
- A new Advent Wreath including with a pink candle was acquired to replace the decrepit old one.
- A new ceramic donkey was bought for the Crib Scene.
- The congregation, at the behest of the churchwardens, decorated the church beautifully for Easter, Remembrance Sunday and Christmas.
- The 1921 Book of Remembrance was finally restored and returned to the church.
- The shepherd from the Crib scene (damaged by Norland Place School) was repaired.
- Plans for new baptistry windows above the font were approved by the PCC and are now with the Archdeacon pending faculty approval. The window will be paid for by a very generous private donor.
- A new gooseneck microphone for the lectern was installed to replace the old one that had been damaged by Norland Place School.

- Fire extinguishers tested and serviced. A new fire blanket was installed in the vestry.
- The lightning conductors were tested and found to be functioning and well-earthed.
- The west-facing clock dial on the church tower is giving an inaccurate time-reading. It was synchronised with the other two clock dials by the Cumbria Clock Company in June but has since gone wrong. Their report states that some of the mechanism's brass fittings have become worn, which suggests a bigger fix is required.
- The Well-Tempered Garden Company opted to stop maintaining the Calvary Garden. A temporary replacement was found.
- On several occasions the toilets and sewer pipes had to be unblocked by DynoRod. A full drain survey was advised and should be conducted in 2024.
- Church rentals: Our customers include Potter's House Church; London Youth Opera (previous W11 Opera) and Norland Place School both use the church for storage arrangements. Potter's House Church continues to use the space for regular services and Norland Place School uses it for functions. London Youth Opera has resumed using the church for rehearsal. There were also two lucrative short-term rentals by production companies. Vaudeville Props occasionally rents the back room for drama rehearsals.
- Adam Harvey, a chartered surveyor with Rapleys LLP surveyed St James and advised on future possible commercial and non-commercial rental rates for the various spaces.
- Works needed: Fix chicken wire in bell chamber (Q), install new baptistry windows, complete PAT testing, various minor repairs around the church and backrooms; replace ladder to loft area, replace footstool for lectern; access to noticeboard near Thames Water station needs to be restored; replace broken floor tiles in the chancel; replace broken wall tiles in the toilets; repair the organ's memory control system; the organ needs returning and its pipes need cleaning; several altar frontals and vestments are becoming ragged and need repairing.

Doreen Patterson & Matthew Barrett, Church Wardens, St James Norlands

Clergy and Other Staff

As well as our Vicar – Reverend Gareth Wardell and our Curate Nick Morris, we were delighted to have Pippa Fernée as our Ordinand from October 2022 to July 2023 when she was Ordained in St Paul's Cathedral and now serves as a Curate here. Pippa, like Nick is also self-supporting.

- Laima Vheat was appointed as the Parish Finance Officer in August 2022 and at the beginning of March 2023 left the role. Pippa Fernée stepped into the role because of her previous experience as an Operations Manager at a large church.
- Marie Casey continues in her part-time role as Church Administrator managing the bookings and all the printing.
- We also benefitted from the arrival of a part-time youth worker Eman Henein who began her work in October 2023. Eman does 7.5 hours per week with us and is funded by Youth Ministry in Communion. Eman began an after-school club at our local primary school which is known as the JAFFA Club, "Jesus A Friend For All." The numbers attending are regularly 15+ which is a real encouragement.

Safeguarding

Katherine Soanes continues as Parish Safeguarding Officer. There are Children's Champions at each church. The Rev'd Pippa Fernée replaced Anna Lee as the Lead Recruiter for Safeguarding/DBS matters. Anna continues as a Recruiter to further bolster our Safeguarding responsibilities and support of Pippa. The PCC continues to adopt the Diocesan Child Protection Policy and complies with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, about having due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults, as follows:

Child Protection

The Church of England, in all aspects of its life, is committed to and will champion the protection of children and young people both in society as a whole and in its own community. It fully accepts, endorses, and will implement the principle enshrined in the Children Act 1989, that the welfare of the child is paramount. The Church of England will foster and encourage best practice within its community by setting standards for working with children and young people and by supporting parents in the care of their children. It will work with statutory bodies, voluntary agencies, and other faith communities to promote the safety and well-being of children and young people. It is committed to acting promptly whenever a concern is raised about a child or young person or about the behaviour of an adult and will work with the appropriate statutory bodies when an investigation into child abuse is necessary. The Church of England is committed to encouraging an environment where all people and especially those who may be vulnerable for any reason are able to worship and pursue their faith journey with encouragement and in safety. Everyone, whether they see themselves as vulnerable or not, will receive respectful pastoral ministry recognizing any power imbalance within such a relationship.

Safeguarding Adults

All church workers involved in any pastoral ministry will be recruited with care including the use of the Criminal Records Bureau disclosure service when legal or appropriate. Workers will receive training and continuing support. Any allegations of mistreatment, abuse, harassment or bullying will be responded to without delay. Whether or not the matter involves the church there will be cooperation with the police and local authority in any investigation. Sensitive and informed pastoral care will be offered to anyone who has suffered abuse, including support to make a complaint if so desired: help to find appropriate specialist care either from the church or secular agencies will be offered. Congregations will often include people who have offended in a way that means they are a continuing risk to vulnerable people. The risks will be managed sensitively with the protection of adults and children in mind.

Youth activities

The parish has continued to be a part of, enjoy, and develop working with Youth Ministry in Communion (YMIC). Several of our young people have participated in various events hosted by different churches that form part of YMIC. It has been wonderful to see so many young people from across the Kensington Area come together and have a lot of fun.

Mission Action Plan / Group

On 25th March 2023 the PCC spent a Saturday considering the Parish's Vision and Mission Statements. The day was facilitated by the Reverend Jonathan Rust; Area Director of Mission Development for Kensington. Please see the Parish Overview for further detailed information under "Review of Activities".

As a result, a Mission Action Group was re-established with the remit of implementing the Mission Action Plan (MAP).

The parish continues to take part in monthly Prayer Lunches, the Annual Christian Unity Service, and other ecumenical activities such as the Lent Course hosted by different churches and denominations in the area. Frederica Venn continues to be active in supporting Churches Together in Notting Hill.

The ClementJames Centre

ClementJames has supported the community for over 40 years, growing from a small after-school homework club to a significant part of the voluntary and community sectors in the borough, helping over 2500 people annually. We help people to release their potential and live fulfilled lives through four aligned programmes.

Employment Support - Helping people to gain meaningful and sustainable employment. We offer tailored advice and support, mentoring, and work skills activities.

Young People's Education - Helping young people to learn, flourish, and achieve their potential. We provide academic support, mentoring, intensive literacy and numeracy support, and aspirational activities.

Adult Learning - Supporting adults to improve their English, Maths, and ICT skills. We offer a wide range of Functional Skills courses and intensive literacy and numeracy support.

Wellbeing & Support - Empowering people to overcome barriers and challenges and to engage with their own wellbeing. We do this through the provision of Information, Advice and Guidance, and wellbeing support and activities that challenge isolation and help people build positive networks.

Below are some of the outcomes from our work in the last year.

Employment: 86 individuals are now in employment or training

Young People's Education: 78% of our Year 13 students progressed directly to university, employment, training, or apprenticeships. Additionally, 68 Literacy and Numeracy students made a year's progress in either their Maths or English in just 9 weeks.

Adult Learning: 94% of students achieved their course outcomes.

Wellbeing Support: 292 local people received information, advice, and guidance support and almost 300 issues were resolved.

The ClementJames Centre shares so many common values with St Clement and St James with respect to helping people to thrive in the North Kensington area. This partnership is reflected in the strong relationship between both organisations with the Vicar (currently Father Gareth Wardell) serving as a Trustee of The ClementJames Centre and many parishioners and their families being supported by the Centre. Father Gareth plays an integral role on The ClementJames Board, helping the charity define strategic goals, and help us retain strong community bonds.

The community continues to face significant challenges and utilising the St Clement's site, which has such a strong and rich history of creative safe spaces and fostering community engagement and togetherness, allows the Centre to have a substantive impact and help thousands of young people and adults in the local area. This was especially apparent during the recent filming of scenes for the National Theatre's 'Grenfell: In the Words of Survivors', where the Church was considered the most suitable place for the bereaved and survivors to speak about their experiences.

Dami Solebo, Chief Executive Officer, The ClementJames Centre

The Church School

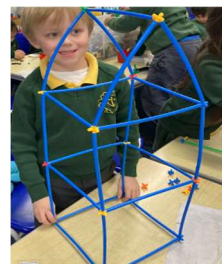
News from St Clement & St James CE Primary School 2023



St Clement & St James CE Primary School

Compassion - Forgiveness - Thankfulness - Friendship

“Love is patient. Love is kind.” 1 Corinthians 13



All those involved in our inclusive school community continue to strive for excellence. Our commitment to ensuring that pupils receive a high standard of education never wavers and our staff team along with Father Gareth, and our governors work diligently to achieve the very best for all. Relationships between the school and parish are strong. Father Gareth and Molly continue to greet all pupils and parents at the gate most days and they are well-known and respected by the whole school community. Father Gareth (and Molly) attended the year five residential trip in the summer term, joining in with the fun of outdoor learning experiences and providing support, comfort, and continuity of care for all pupils.

St Clement & St James continues to be a gateway for secondary school transfer to the Church of England and Catholic Secondary Schools: Chelsea Academy CE, Twyford CE, All Saints Catholic College, Ark Burlington Danes CE, St Marylebone CE.

Church Community

There is continued input on the governing body from the church community. Natalie Cowley is our parent governor and Lala Manners, now also a governor, volunteers in our Early Years Owlets centre on a regular basis.

The Church Fete in the summer term was well attended by our families and some staff also joined to run a face painting stall.

Father Gareth leads collective worship weekly and continues to run successful confirmation classes. Plans for a 'Jaffa club' led by Father Gareth, Pippa and Eman start in 2024 for Year 6 pupils.

School church services

The Harvest festival, Christmas service, Ash Wednesday and Easter Service were well attended by pupils and some parents.

Ofsted Inspection

We had a very successful Ofsted Inspection in June 2023:

Overall effectiveness - Good

The quality of education - **Good**
Behaviour and attitudes - **Outstanding**
Personal development - **Outstanding**
Leadership and management - **Outstanding**
Early years provision - **Outstanding**



SIAMS inspection (Statutory Inspection of Anglican and Methodist Schools)

We had a very successful SIAMS Inspection in November 2023:

School Strengths

- The vision statement, expressed through the two biblical references, underpins the strategic and daily life of St Clement and St James School. It is lived out through the school's associated Christian values. Leaders' commitment to pupils and adults gives them the confidence to grow and flourish.
- The curriculum is richly developed to meet the needs and aspirations of pupils in this diverse community. Breakfast clubs and an extensive offer of activities enhance support for pupils and their personal development.
- Provision for the most vulnerable and pupils with special educational needs and/or disabilities (SEND) is excellent, enabling them to flourish.
- Collective worship is inclusive while reflecting the pattern of the Church year. There is a shared understanding and language of spiritual development. Opportunities for spiritual engagement are well-developed across the school.
- Staff are well supported and flourish because of excellent professional development. As a consequence, they show great commitment to the school and pupils, bringing consistency and stability, so that all may flourish.

Refugee children

All of our Afghan refugee children have now been moved out of the area and we were sad to see them leave. We have four remaining Ukrainian refugee families. The children are well-established within our school community and are progressing well with their learning and friendships.



Fundraising Report for SCSJ School Trust 2023-2024

Breakfast Club:

Magic Breakfast has just been secured for the school worth approximately £10k per year; this provides a "universal breakfast without barriers"; they deliver bagels, crumpets etc. each week which are available, warmed, in baskets in classrooms so no child has to ask; they are free and accessible to all. Hunger in the mornings has been a massive concern from all teachers recently so we are thrilled we can offer this to every child with no stigma.

School Journey and Trips:

School Journey 4-day residential in 2023 was partially funded for most children; this was paid for by 3 separate funders totalling approximately £4k. Children from years 3, 4 and 5 were taken to the Lyric Christmas Panto, paid for by K and C Foundation, and despite not being in Hammersmith, we benefited from the Hammersmith schools programme discount for £15 tickets (usually £44!) total cost £1,000. We also got adult tickets for free. We got the same benefit for 2-year groups in St Thomas school.



John Lyons Charity paid for an Easter school holiday programme where we worked with a group of local youth workers in an organisation called Maxilla City to provide a week of memories for our most vulnerable children; food was provided as well as full days of activities including Kidzania, bowling and trampolining at Oxygen. We included 16 children, and the full cost was £3,600.



After School Clubs:

The clubs are largely delineated into sports or creative activities; we have engaged a wide range of professionals to deliver an exciting programme and we re-assign children 3 times per year at the start of a new term in order to cope with demand and to make it fair. Football is always the most popular by far, but craft, singing and drama all have high demand too; there is never any club we offer that isn't oversubscribed as we take all club suggestions from children.

Corporate Partnerships and Crowdfunding:

Phoenix has donated £20k per year since 2021 to fully subsidise the daily clubs programme at St Clement St James school. In the last 2 years, they have contributed an additional £5k towards fundraising costs which has allowed Gabrielle to expand her time and deliver significantly more funds and partnerships to benefit the children and families.

At the start of the last financial year, with much learning accrued from the Crowdfunder process, we raised an additional £10k above and beyond the Phoenix anchor donation. We were able to use this funding towards our new Family Support Worker Kanika. Last February we appointed Kanika for a trial, short-term contract as we had a small unrestricted donation to use, and this was by far the most urgent need in the school. We were so fortunate to be able to appoint a local person, a mother in the school, and a fully qualified social worker into this vital role.

Family Support Worker Review:

Fast forward and after a year in post, Kanika has made a transformational difference to the lives of so many children and families. Her appointment dovetailed with the retirement of Rita, our Nurture Room mentor (and the end of the 3-year nurture room funding). Kanika was able to pick up the reins and work with anxious, struggling, or dysregulated children each day in that dedicated space. At the beginning and end of the day, she meets with parents, helping them access support from social services, local charities, or directly with her. The key priorities are housing instability, severe mental health issues, cost of living crisis, and increasing isolation.

In the last year Kanika has supported:

- 30+ children in planned nurture room sessions
- 15 children in unplanned nurture room sessions (where they self-refer or present during the day in need of acute support)
- 7 successful referrals to Early Help (the threshold keeps moving up and it is becoming harder to have referrals accepted by Social Services)

- 7 successful referrals to Campden Charities which has resulted in employment and training support including paying for courses, energy bills being paid, uniforms and white goods paid for and contributions to school trips
- 50 families supported in a range of ways including advocacy, advice and practical help such as referrals to food banks, for ESOL classes and the local law centre



Ellie Dowthwaite, Head Teacher, St Clement & St James CofE Primary School

THE KENSINGTON DEANERY SYNOD (“Synod”) REPORT

As reported last year, meetings of the Synod followed the diocese’s **Vision 2030** themes, taking one broad theme at each meeting:

- February’s meeting was held at St Clement’s Church. Jill Dodd the **Compassionate Communities** Development Worker gave an overview of the work of her team and invited Synod to consider how they were already or could be engaging with this aspect of Vision 2030.
- The Spring Common Fund meetings were held both in person and on zoom.
- In June Synod members enjoyed a summer garden party in the grounds of the St Mary Abbots Vicarage.
- St George’s Campden Hill hosted the September meeting of Synod at which the Revd Richard Carter, author of ‘The City is my Monastery’ spoke on the theme of **Confident Disciples** and the life-giving Rule of Life he has developed.
- The last meeting of 2023 was hosted by St Thomas, Kensal Rise and was on the theme of **Growing Younger**. Jacob Holme presented the work of Youth Ministry in Communion; Jo Jones, the Kensington Area Schools and Youth Chaplain had provided a power point and offers for parishes to contact her if she could be of help. The work of St Luke’s for Clergy Wellbeing was also promoted.

Throughout the year Safeguarding was a standing item on agendas and members had been encouraged to get their churches engaging with the Safeguarding Dashboard. Governors were also elected to the deanery LDBS schools.

Sarah Tett, Diocesan Synod member for Kensington, Lay-chair of Kensington Deanery Synod

FINANCIAL REPORT

Statement of the PCC's Financial Responsibilities

Charity law requires the PCC to prepare accounts for each financial period which give a true and fair view of the charity's state of affairs at the end of the year and of its income and expenditure for the year.

In preparing those accounts, the PCC is required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent, and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that it will continue in its activities.

The PCC is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the entity and to enable them to ensure that the accounts comply with the Charities Act 2011, the Charities Act 2022 and other relevant legislation. It is also responsible for safeguarding the assets and hence for taking reasonable steps for the prevention and protection of fraud and other irregularities.

Reserves Policy

It is the policy of the PCC to build up unrestricted free cash reserves to a level equivalent to three months' expenditure. At current levels, excluding the expenditure on the baptistry stained glass window at St James Church, this amounts to a target of roughly £51,300. On 31st December 2023, the unrestricted and undesignated free cash reserves stood at £114,963.22.

The PCC considers that it is necessary to hold reserves at the target level in order to:

- ensure continuity of services
- provide a cash balance to cover delays in the receipt of income, and
- provide cover for unexpected items of expenditure of which the most likely are repairs to the church buildings.

The PCC has set up a Church Repair & Improvement Fund with a current balance of £16,025.94 to meet any part of the cost of repairs not covered by grants and donations and the cost of further capital works to the churches over the next few years.

Review of Financial Position

The PCC ended the year with a deficit of £5,713.56, which includes a loss on investments of £534.51. There were a number of exceptional items of income and matching expenditure during the year.

The PCC's income for the year was £203,335.31. The exceptional income items mentioned above total £10,396.91 and consist of grants from the Diocese of London, The Richard Pollack Charitable Trust (to fund the new baptistry stained glass window at St James Church) and the Royal Borough of Kensington & Chelsea. The largest source of income was £127,800.97 from the hire of church premises. Regular voluntary income and donations accounted for £48,770.22.

Expenditure for 2023 was £208,514.36. The largest item of routine expenditure is the diocesan parish share, £75,500.00. Salaries, wages, and honoraria amounted to £49,378.08. Church running expenses accounted for £40,265.45. Utilities expenditure amounted to £27,973.36, and Administrative expenses totaled £9,942.32.

The Parish ended the year with cash balances totaling £244,042.49, of which £129,079.27 relates to restricted and designated funds. The detailed figures are set out in the statements on the following pages.

Mary Frances Owens, Treasurer

THE PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS
REGISTERED CHARITY No: 1132478

	Note	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2023 £	TOTAL 2022 £
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2023						
INCOME AND ENDOWMENTS						
Voluntary Income	3	47,849.46		920.76	48,770.22	47,819.16
Other Voluntary Incoming Resources	4	5,431.21		10,396.91	15,828.12	64,386.65
Activities for Generating Funds	5	4,011.80			4,011.80	3,758.48
Income from Investments	6	1,999.20			1,999.20	1,426.34
Church Activities	7	132,725.97			132,725.97	131,504.98
TOTAL INCOME AND ENDOWMENTS		192,017.64	-	11,317.67	203,335.31	248,895.61
EXPENDITURE						
Costs of Generating Funds	8	1,057.75			1,057.75	1,163.58
Charitable Activities	9	30.00			30.00	87.90
Church Activities						
Diocesan Parish Share		75,500.00			75,500.00	73,200.00
Heritage Fund Round 3 Grant Expenditure	10	-		-	-	13,894.69
Salaries Wages & Honoraria	11	41,692.59		7,685.49	49,378.08	32,620.60
Clergy House	12	-			-	885.36
Administration	13	9,282.62		659.70	9,942.32	10,145.83
Church Running Expenses	14	26,526.33	-	13,739.12	40,265.45	72,202.45
Church Utility Bills	15	27,973.36			27,973.36	10,673.89
Governance Costs	16	4,367.40			4,367.40	2,280.00
TOTAL EXPENDITURE		186,430.05	-	22,084.31	208,514.36	217,154.30
NET INCOME/(EXPENDITURE)		5,587.59	-	(10,766.64)	(5,179.05)	31,741.31
DEPOSITS RECOVERABLE						
TRANSFER MISDIRECTED INCOME						
GAIN/(LOSS) ON INVESTMENT		(534.51)			(534.51)	(1,316.67)
NET MOVEMENT IN FUNDS		5,053.08	-	(10,766.64)	(5,713.56)	30,424.64
BALANCES BROUGHT FORWARD AT 01.01.2023		146,035.29	16,025.94	115,625.99	277,687.22	247,262.58
BALANCES CARRIED FORWARD AT 31.12.2023		151,088.37	16,025.94	104,859.35	271,973.66	277,687.22

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2023 £	TOTAL 2022 £
RECONCILIATION OF RESOURCES RETAINED TO NET CASH FLOW					
NET MOVEMENT IN FUNDS	5,053.08	-	(10,766.64)	(5,713.56)	30,424.64
(Decrease)/Increase in Creditors	(2,320.92)	(2,242.80)	363.21	(4,200.51)	2,001.55
(Increase)/Decrease in Debtors	43,680.37	-	-	43,680.37	(6,750.21)
Depreciation	-	-	3,701.52	3,701.52	3,701.52
Booking Deposits	450.00	-	-	450.00	(300.00)
Deferred Income	-	-	11,736.00	11,736.00	-
Income from investments	(1,999.20)	-	-	(1,999.20)	(1,426.34)
Gain/(Loss) on Investment	534.51	-	-	534.51	1,316.67
Cash used in operating activities	45,397.84	(2,242.80)	5,034.09	48,189.13	31,820.51
Cash flows from investing activities					
Purchase of Fixed Assets	-	-	-	-	-
Income from investments	1,999.20	-	-	1,999.20	1,426.34
Cash used in investing activities	1,999.20	-	-	1,999.20	(1,426.34)
Cash flows from financing activities					
Loan from Diocese Area Council repayment	-	-	-	-	-
Cash provided by financing activities	-	-	-	-	-
NET CASH INFLOW (OUTFLOW)	47,397.04	(2,242.80)	5,034.09	50,188.33	30,394.17

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2023

NET CASH INFLOW (OUTFLOW)	47,397.04	(2,242.80)	5,034.09	50,188.33	30,394.17
Cash at 31.12.2022	67,566.18	18,268.74	108,019.24	193,854.16	163,459.99
Cash at 31.12.2023	114,963.22	16,025.94	113,053.33	244,042.49	193,854.16

BALANCE SHEET AT 31ST DECEMBER 2023

Fixed Assets						
Tangible Fixed Assets	17	-	-	14,803.92	14,803.92	18,505.44
Investment	18	21,787.50	-	-	21,787.50	22,322.01
Total Fixed Assets		21,787.50	-	14,803.92	36,591.42	40,827.45
Current Assets						
Debtors		24,393.43	-	-	24,393.43	68,073.80
Bank: Deposit Account		26,208.74	-	-	26,208.74	25,879.16
Banks: Current Accounts		88,607.55	16,025.94	113,053.33	217,686.82	167,933.07
Cash in Hand		146.93	-	-	146.93	41.93
Total Current Assets		139,356.65	16,025.94	113,053.33	268,435.92	261,927.96
Current Liabilities						
Booking Deposits		925.00	-	-	925.00	475.00
Deferred Income		-	-	11,736.00	11,736.00	-
Creditors		20,029.47	-	363.21	20,392.68	24,593.19
Total Current Liabilities		20,954.47	-	12,099.21	33,053.68	25,068.19
Net Current Assets		118,402.18	16,025.94	100,954.12	235,382.24	236,859.77
NET ASSETS		140,189.68	16,025.94	115,758.04	271,973.66	277,687.22
FUNDS						
Unrestricted		151,088.37	-	-	151,088.37	146,035.29
Designated	23	-	16,025.94	-	16,025.94	16,025.94
Restricted	23	-	-	104,859.35	104,859.35	115,625.99
TOTAL FUNDS		151,088.37	16,025.94	104,859.35	271,973.66	277,687.22

Approved by the PCC on the 7th of May 2024 and signed on their behalf by

Revd Gareth Wardell (PCC Chairman)



Mary Frances Owens (PCC Hon Treasurer)



NOTES TO THE FINANCIAL STATEMENTS

1. Funds

Funds

Unrestricted funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

The Designated Funds of the PCC are set out below.

Church Repair & Improvement Fund

Recognising the need for extensive provision for repair and improvement to its two churches, the PCC set up a Church Repair & Improvement Fund.

The Restricted Funds of the PCC are set out below.

Additional Ministry Fund (Previously known as The Curate Fund)

This fund was created to finance the stipend of an additional priest or curate for the parish. The donors have agreed that this fund can also be used to finance compensation for administrative staff.

St Clements Garden, St Clements Garden Capital Fund and St Clement Garden Maintenance Fund

These funds were created to establish and maintain St Clement's garden.

Grenfell Relief Fund

This fund was created by a grant from the Diocese and is used for purposes related to support for those affected by the Grenfell tragedy.

St James Window Fund

This fund was created by a grant from Norland Conservation Society for repairs to the historic west facing roundel window as well as other stained glass windows at St James. There have been additional contributions to this fund from individual donors.

St James Baptistry Window Fund

This fund has been established for the purpose of funding two new stained glass windows at St James Church, to be located above the Baptism font. Artist Mark Cazalet has been commissioned to create the design for these windows. The project is funded by the Richard Pollock Charitable Trust.

Re-Generation Project Fund

This fund was established in 2021 by a private donation to fund a three phase development programme at St James to restore the church, to make the space better for public events and to enable new services.

Youth Work Fund

The PCC receives grants and raises funds to support youth work in the community.

Other funds arise from time to time as a result of special appeals (see Note 25)

2. Accounting Policies

Basis of Preparation

The financial statements have been prepared under the Charities Act 2011 and the Charities Act 2022 and in accordance with the Church Accounting Regulations 2006 together with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice, Accounting and Reporting by Charities preparing their accounts in accordance with FRS 102.

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102.

The trust constitutes a public benefit entity as defined by FRS 102.

The presentation currency of the financial statements is the Pound Sterling (£).

Incoming Resources

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

Gift Aid on donations is recognised in the year the donations are received.

Rental income is recognised when the rent is due.

Dividend and interest income is accounted for when received.

Funds raised from the summer fair and other events are accounted for gross.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Resources Expended

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the balance sheet and the amount outstanding included in expenditure.

Capital Commitment

The parish has committed to the design, manufacture and installation of two new stained glass windows, together costing £15,000, at St James Church. As of 31.12.2023, the parish had spent £3,264.00 on this project, and will spend the remaining £11,736.00 in 2024. This project has been fully funded by The Richard Pollock Charitable Trust (see Baptistry Window Fund under Note 1 above and in Note 23 below). Income to the parish from the Trust is recognised as expenses for the project are paid. There were no capital commitments as of 31.12.2022.

Investments

Investments are valued at market value. The market valuation is obtained from the investment fund which manages the investment on behalf of the Charity.

Gains and losses are recognised as movements in unrestricted funds.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by s.96(2)(a) of the Charities Act 1993.

Moveable 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 which can be inspected at any reasonable time. For inalienable property acquired prior to 2001 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, on individual items under £1,000, or on the repair of moveable church furnishings is written off.

Heaters are depreciated on a straight line basis over five years

Office equipment costing £1,000 or over is depreciated on a straight line basis over three years.

Office Fixtures & Fittings costing £1,000 or over are depreciated on a straight line basis over ten years.

Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Estimates are based on historical experience and other assumptions that are considered reasonable in the circumstances. The actual amount or values may vary in certain instances from the assumptions and estimates made. Changes will be recorded, with corresponding effect in profit or loss, when, and if, better information is obtained.

Information about assumptions and estimation uncertainties that have a significant risk of resulting in material adjustment within the next financial year are included below.

Critical judgments that management has made in the process of applying accounting policies disclosed herein and that have a significant effect on the amounts recognised in the financial statements relates to the following:

Provisions

In recognising provisions, the charity evaluates the extent to which it is probable that it has incurred a legal or constructive obligation in respect of past events and the probability that there will be an outflow of benefits as a result. The judgements used to recognise provisions are based on currently known factors which may vary over time, resulting in changes in the measurement of recorded amounts as compared to initial estimates.

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2023 £	TOTAL 2022 £
INCOMING RESOURCES					
3 Voluntary Income					
Planned Giving (Gift Aided)	22,409.53	-	-	22,409.53	24,321.04
Income Tax Recoverable	5,622.45	-	-	5,622.45	5,429.24
Planned Giving (Non Gift Aided)	1,835.00	-	-	1,835.00	1,485.00
Additional Ministry Fund (Gift Aided Planned Giving)	-	-	736.61	736.61	939.96
Income Tax Recoverable	-	-	184.15	184.15	234.99
Additional Ministry Fund (Non Gift Aided)	-	-	-	-	519.96
Pink Envelope Collections	2,419.75	-	-	2,419.75	711.03
Income Tax Recoverable	604.94	-	-	604.94	186.25
Collections and Other Giving	9,959.26	-	-	9,959.26	10,397.63
Income Tax Recoverable	2,489.81	-	-	2,489.81	3,354.06
Cash Collections not Eligible for GASDS	-	-	-	-	50.00
Contactless Donations (Gift Aided)	1,779.00	-	-	1,779.00	-
Income Tax Recoverable	429.72	-	-	429.72	-
Contactless Donations (Non Gift Aided)	300.00	-	-	300.00	-
Income Tax Recoverable: Adjustment	-	-	-	-	-
	47,849.46	-	920.76	48,770.22	47,819.16
4 Other Voluntary Incoming Resources					
Discretionary Donations (Gift Aided)	3,000.00	-	-	3,000.00	760.00
Income Tax Recoverable	750.00	-	-	750.00	190.00
Discretionary Donations (Non Gift Aided)	820.00	-	-	820.00	365.00
LPOW Grant Scheme - VAT Reclaim	861.21	-	-	861.21	5,858.30
Grant for Youth Work	-	-	-	-	150.00
Heritage Recovery Fund Round 3 Grant	-	-	-	-	37,469.60
St James Baptistry Window Fund	-	-	3,264.00	3,264.00	-
Royal Borough of Kensington & Chelsea	-	-	1,400.00	1,400.00	1,500.00
St James Door Fund	-	-	-	-	11,099.00
Income Tax Recoverable	-	-	-	-	1,056.25
St James Window Fund	-	-	-	-	2,660.00
Income Tax Recoverable	-	-	-	-	602.50
Other Restricted Donations	-	-	-	-	180.00
Income Tax Recoverable	-	-	-	-	45.00
Diocesan Grants	-	-	5,732.91	5,732.91	2,641.00
	5,431.21	-	10,396.91	15,828.12	64,386.65
5 Activities for Generating Funds					
Summer Fair	3,731.80	-	-	3,731.80	3,758.48
Christmas Raffle	280.00	-	-	280.00	-
	4,011.80	-	-	4,011.80	3,758.48
6 Income from Investments					
Bank Interest	700.45	-	-	700.45	165.56
Other Interest and Dividends	1,298.75	-	-	1,298.75	1,260.78
	1,999.20	-	-	1,999.20	1,426.34
7 Church Activities					
Fees	4,925.00	-	-	4,925.00	9,508.00
Hire of Church Buildings	127,800.97	-	-	127,800.97	120,941.09
Other Income	-	-	-	-	1,055.89
	132,725.97	-	-	132,725.97	131,504.98

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2023 £	TOTAL 2022 £
RESOURCES EXPENDED					
8 Costs of Generating Funds					
Summer Fair	1,057.75	-	-	1,057.75	1,163.58
Christmas Raffle	-	-	-	-	-
	1,057.75	-	-	1,057.75	1,163.58
9 Charitable Activities					
Churches Together in Notting Hill	30.00	-	-	30.00	-
Other Gifts	-	-	-	-	87.90
	30.00	-	-	30.00	87.90
10 Heritage Recovery Fund Round 3 Grant Expenditure					
Staff Salaries	-	-	-	-	4,213.90
Administration	-	-	-	-	1,246.26
Utilities	-	-	-	-	950.80
Operating Expenses	-	-	-	-	7,483.73
	-	-	-	-	13,894.69
11 Salaries Wages and Honoraria					
Administrators	32,977.59	-	7,055.49	40,033.08	20,740.91
Organist and Choir Fees	7,735.00	-	630.00	8,365.00	10,511.00
Other Wages & Fees	980.00	-	-	980.00	1,368.69
	41,692.59	-	7,685.49	49,378.08	32,620.60
12 Clergy House					
Clergy Expenses	-	-	-	-	79.90
Repairs & Redecoration	-	-	-	-	112.00
Clergy House Utilities	-	-	-	-	693.46
	-	-	-	-	885.36
13 Administration					
Minor Office Equipment	-	-	-	-	2,147.62
Recruitment	41.10	-	-	41.10	548.20
Telephone, Internet and Online subscriptions	672.18	-	-	672.18	610.66
Office Utilities	1,684.94	-	-	1,684.94	1,010.15
Printing, Stationery & Postage	3,795.51	-	54.31	3,849.82	4,250.80
Travel & Transportation	-	-	-	-	15.35
Youth Work	-	-	605.39	605.39	200.00
Miscellaneous	3,088.89	-	-	3,088.89	1,363.05
	9,282.62	-	659.70	9,942.32	10,145.83
14 Church Running Expenses					
Event Supplies	54.89	-	521.89	576.78	1,914.82
Website	161.00	-	-	161.00	468.00
Copyright Licence	322.00	-	-	322.00	301.00
Advertising	246.71	-	125.00	371.71	707.71
London Diocese: Share of Fees	1,799.00	-	-	1,799.00	2,491.00
Weddings & Funerals	-	-	-	-	40.00
Sanctuary	1,047.24	-	-	1,047.24	2,369.28
Cleaning	4,594.53	-	68.80	4,663.33	4,468.83
Insurance	9,169.71	-	-	9,169.71	8,996.42
St James WIFI	707.98	-	-	707.98	1,024.69
Minor Equipment under £1000	334.56	-	-	334.56	523.91
Depreciation	-	-	3,701.52	3,701.52	3,701.52
Equipment Repairs and Maintenance	3,343.21	-	5,732.91	9,076.12	813.12
Church Repairs & Maintenance	3,566.40	-	-	3,566.40	22,036.12
Organ Repairs & Maintenance	752.10	-	-	752.10	4,930.09
St James Door Restoration	-	-	-	-	16,383.94
St James Baptistry Window Expenditure	-	-	3,264.00	3,264.00	-
St James Garden	427.00	-	-	427.00	324.00
St Clement Garden	-	-	325.00	325.00	708.00
	26,526.33	-	13,739.12	40,265.45	72,202.45
15 Church Utility Bills					
Gas	15,360.99	-	-	15,360.99	6,609.38
Electricity	11,738.36	-	-	11,738.36	3,574.25
Water	874.01	-	-	874.01	490.26
	27,973.36	-	-	27,973.36	10,673.89
16 Governance					
Rapleys Commercial Property Inspection & Report Fee	1,847.40	-	-	1,847.40	-
Examination Fees	2,520.00	-	-	2,520.00	2,280.00
	4,367.40	-	-	4,367.40	2,280.00

17 Tangible Fixed Assets

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Cost at 1 January 2023	19,107.65	-	47,012.80	66,120.45
Additions	-	-	-	-
Cost at 31 December 2023	19,107.65	-	47,012.80	66,120.45
Accumulated Depreciation at 1 January 2023	19,107.65	-	28,507.36	47,615.01
Charge for the Year	-	-	3,701.52	3,701.52
Accumulated Depreciation at 31 December 2023	19,107.65	-	32,208.88	51,316.53
Net Book Value at 1 January 2023	-	-	18,505.44	18,505.44
Net Book Value at 31 December 2023	-	-	14,803.92	14,803.92

18 Listed Investments

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Market value at 1 January 2023	22,322.01	-	-	22,322.01
Revaluation/Loss for the year	(534.51)	-	-	(534.51)
Market value at 31 December 2023	21,787.50	-	-	21,787.50

19 Employees

The PCC had two part time employees and one full time employee engaged on administration during 2023. The part time employees were paid by the ClementJames Community Project which is reimbursed by the PCC.

2023 £	2022 £
49,378.08	32,620.60

No employees received remuneration in excess of £60,000 during the year.

20 Trustees Remuneration

During the year ended 31.12.2023, churchwardens, who are also trustees, received £515.00 in total for acting as vergers during a number of wedding and funeral services held at St James Church and St Clement Church.

21 Related Party Transactions

Other than the trustee remuneration listed above, there were no disclosable related party transactions during the year.

22 Independent Examiner's Remuneration

The Independent Examiner's Remuneration constituted a fee of £2,520.00.

23 Movements on Funds

	Balances at 1.1.23 £	Income £	Interest £	Total Incoming £	Expenditure £	Transfers £	Balances at 31.12.23 £
Designated							
Church Repair & Improvement	16,025.94	-	-	-	-	-	16,025.94
Total Designated	16,025.94	-	-	-	-	-	16,025.94
Restricted							
Additional Ministry Fund	6,134.73	920.76	-	920.76	7,055.49	-	-
St Clements Garden Fund	18,505.44	-	-	-	3,701.52	-	14,803.92
St Clements Garden Capital Fund	13,692.00	-	-	-	-	-	13,692.00
St Clements Gdn Maintenance Fund	9,598.20	-	-	-	325.00	-	9,273.20
Grenfell Relief Fund	756.25	-	-	-	333.33	-	422.92
St James Window Fund	3,262.50	-	-	-	-	-	3,262.50
St James Baptistry Window Fund	-	3,264.00	-	3,264.00	3,264.00	-	-
Re-Generation Project Fund	62,500.00	-	-	-	-	-	62,500.00
Youth Work Fund	1,176.87	-	-	-	272.06	-	904.81
Total Restricted	115,625.99	4,184.76	-	4,184.76	14,951.40	-	104,859.35

24 Prior Period Comparative SOFA

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2022

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2022 £
INCOME AND ENDOWMENTS				
Voluntary Income	46,124.25	-	1,694.91	47,819.16
Other Voluntary Incoming Resources	35,396.30	-	28,990.35	64,386.65
Activities for Generating Funds	3,758.48	-	-	3,758.48
Income from Investments	1,426.34	-	-	1,426.34
Church Activities	131,504.98	-	-	131,504.98
TOTAL INCOME AND ENDOWMENTS	218,210.35	-	30,685.26	248,895.61
EXPENDITURE				
Costs of Generating Funds	1,163.58	-	-	1,163.58
Charitable Activities	87.90	-	-	87.90
Church Activities				
Diocesan Parish Share	73,200.00	-	-	73,200.00
NCS St James Window Grant Expenditure	-	-	-	-
Heritage Fund Round 2 Grant Expenditure	-	-	-	-
Heritage Fund Round 3 Grant Expenditure	4,838.09	-	9,056.60	13,894.69
Salaries Wages & Honoraria	26,287.27	-	6,333.33	32,620.60
Clergy Expenses	885.36	-	-	885.36
Clergy House	9,945.83	-	200.00	10,145.83
Assistant Staff (Administration)	29,656.17	23,974.06	18,572.22	72,202.45
Church Running Expenses	8,032.89	-	2,641.00	10,673.89
Church Utility Bills	-	-	-	-
Major Capital Expenditure	-	-	-	-
Governance Costs	2,280.00	-	-	2,280.00
TOTAL EXPENDITURE	156,377.09	23,974.06	36,803.15	217,154.30
NET INCOME/(EXPENDITURE)	61,833.26	(23,974.06)	(6,117.89)	31,741.31
GAIN/(LOSS) ON INVESTMENT	(1,316.67)	-	-	(1,316.67)
NET MOVEMENT IN FUNDS	60,516.59	(23,974.06)	(6,117.89)	30,424.64
BALANCES BROUGHT FORWARD AT 1.1.22	85,518.70	40,000.00	121,743.88	247,262.58
BALANCES CARRIED FORWARD AT 31.12.22	146,035.29	16,025.94	115,625.99	277,687.22

25 Ultimate Controlling Party

The Charity is controlled by the trustees.

Independent Examiner's Report to Parochial Church Council (PCC) of St Clement with St Mark Notting Dale and St James Norlands

This report on the financial statements of the PCC for the year ended 31 December 2023, which are set out on pages 27 to 33, is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 ('the Regulations') and s.145 of the Charities Act 2011 ('the Act').

Respective responsibilities of the PCC and the examiner

As members of the PCC you are responsible for the preparation of the financial statements; you consider that the audit requirement of the Regulations and s.144(2) of the Act does not apply. It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations.

I report in respect of my examination of the PCC's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the Act; and
 - to prepare financial statements, which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Kirk Rice LLP

Mr TD Neale FCA
Kirk Rice LLP
Victoria House
178-180 Fleet Road
Fleet
Hampshire
GU51 4DA

15/05/2024

Accounts



The Parish of
St Clement
and **St James**

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDING 31 DECEMBER 2022**

Registered Charity Number 1132478

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ADMINISTRATIVE DETAILS OF THE CHARITY

Charity Name:

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS

Registered Charity Number: 1132478

Vicar:

The Reverend Gareth Wardell was collated and installed as the Vicar on May 26th, 2022 after a period of 26 months as Priest-in-Charge.

Church Address – St James Norlands	Church Address – St Clement Notting Dale
St James's Gardens London W11 4RB	Treadgold Street London W11 4BP

Correspondence and Parish Office Address: 95 Sirdar Road London W11 4EQ

Treasurer	Independent Examiner
Mary Frances Owens	Timothy David Neale FCA Kirk Rice LLP Victoria House 178-180 Fleet Road Fleet Hampshire GU51 4DA

BANKERS

CAF Bank Ltd	Barclays Bank plc
25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	137 Ladbroke Grove London W11 1PR

Church Architect

Jon Bolter BA BArch RIBA AADipCons AABC
Rees Bolter
New North House
202 New North Road
London N1 7BJ

TRUSTEES' REPORT

The Parochial Church Council of St Clement with St Mark Notting Dale and St James Norlands (the PCC) presents its report and accounts for the year ended 31 December 2022.

The accounts have been prepared in accordance with the accounting policies set out on page 15 of the attached accounts and comply with the PCC's governing documents, applicable laws, and the requirements of the Church Accounting Regulations 2006 ('the regulations') and s.145 of the Charities Act 2011 ('the Act').

PCC STRUCTURE, GOVERNANCE, AND MANAGEMENT

Recommendation for Suspension of Presentation to End

Following the Archdeacon's visitation in 2021, the Area Dean recommended that the Suspension of Presentation should be ended. We are pleased to report that in May of 2022, this did indeed happen as Reverend Gareth Wardell was Collated and Installed as the Vicar of the Parish.

Charitable status

The PCC acts with the Vicar of St Clement and St James as the governing body.

The PCC's activities include:

- Regular public worship open to all
- The provision of sacred space for personal prayer and contemplation.
- Pastoral work, including visiting the sick and bereaved.
- Teaching Christianity through sermons, courses, and small study groups.
- Taking religious assemblies at our local schools.
- Providing services to the community by facilitating the use of the church by local organisations.
- In partnership with its sister organisation, The ClementJames Centre, supporting its provision of educational programmes for young people and adults, and its employment programme.

Governing Documents of the Parochial Church Council

The PCC is governed by two pieces of Church of England legislation, called Measures.

These are:

- The Parochial Church Councils (Powers) Measure 1956 as amended. This defines the principal function, or purpose, of the PCC as 'promoting in the parish the whole mission of the Church'. The full text of the PCC Powers Measure in its currently amended form is available on the Statute Law Database: <http://www.legislation.gov.uk/ukcm/Eliz2/4-5/3/contents>.
- The Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended). The full text of the Church Representation Rules in its currently amended form is available on the Statute Law Database: <http://www.legislation.gov.uk/all?title=Church%20representation%20rules>.

Risk Management

The trustees have assessed the major risks to which the charity is exposed, in particular those related to operational and financial matters, and have set up appropriate procedures to reduce exposure to those risks.

Trustee selection method

Charity trustees are elected at each Annual Parochial Church Meeting of the charity.

The Parochial Church Council (PCC)

The members of the PCC who served during the year were:

Churchwardens – St James	Churchwardens – St Clement
<ul style="list-style-type: none">Matthew Barrett (from 2022)	<ul style="list-style-type: none">Frederica Venn (from 2022)
<ul style="list-style-type: none">Doreen Patterson (from 2022)	<ul style="list-style-type: none">Barnabas Palfrey (to 2022)
<ul style="list-style-type: none">Mark Cazalet (to 2022)	

PCC, Deanery Synod representatives, and Churchwardens from **May 2021**

Name	Role	Date From/To
Matthew Barrett	Churchwarden	To 2022
Doreen Patterson	Churchwarden	To 2022
Frederica Venn	Churchwarden	To 2022
Barney Palfrey	Churchwarden	To 2022
Mark Cazalet	Churchwarden	To 2022
Doreen Patterson	Deanery Synod Rep	To 2023
Maureen Gould	Deanery Synod Rep	To 2023
Mary Frances Owens	Treasurer (co-opted)	To 2022
Kemi Soyeye	PCC Member	To 2022
David Deakin	PCC Member	To 2022
Lala Manners	PCC Member	To 2022
Nalu Binaisa	PCC Member	To 2023
Cynthia Edun	PCC Member	To 2023
Tim Lee	PCC Member	To 2023
Rosalyn Silvester	PCC Member	To 2023
Merrilees Smiley	PCC Member	To 2023
Rick Brown	PCC Member	To 2024
Rachel Carr	PCC Member	To 2024

PCC, Deanery Synod Representatives, and Churchwardens from **May 2022**

Name	Role	Date From/To
Matthew Barrett	Churchwarden	To 2023
Doreen Patterson	Churchwarden	To 2023
Frederica Venn	Churchwarden	To 2023
Doreen Patterson	Deanery Synod Rep	To 2023
Maureen Gould	Deanery Synod Rep	To 2023
Mary Frances Owens	Treasurer (co-opted)	To 2023
Lala Manners	PCC Member	To 2025
Kemi Soyege	PCC Member	To 2025
Nalu Binaisa	PCC Member	To 2023
Cynthia Edun	PCC Member	To 2023
Tim Lee	PCC Member	To 2023
Rosalyn Silvester	PCC Member	To 2023
Merrilees Smiley	PCC Member	To 2023
Rick Brown	PCC Member	To 2024
Rachel Carr	PCC Member	To 2024

Electoral Roll

The 2022 electoral roll stands at 186 people (St James' 146; St Clement's 40).

REVIEW OF ACTIVITIES

Parish Overview

Following a period of interregnum and over two years as priest-in-charge, the parish marked Ascension Day (Thursday 26th May 2022) with a joyful and packed service at St Clement's church in which the Revd Gareth Wardell was formally inducted and collated as Vicar.



Many other significant developments during 2022 signalled clearly that the parish is now in a period of renewal, re-building, and recovery following the interregnum and the impact of the pandemic:

In **February**, with the invasion of Ukraine leading to the most significant conflict in Europe since the 2nd World War, for several weeks our parish became a local hub for donations to assist the millions of refugees fleeing the conflict. Two large truckloads of donated items were sorted at St James Church and dispatched to the Ukrainian/Romanian border where they were very gratefully received.



In **May**, the parish participated fully in the Kensington Area Youth weekend, held at the Oakwood Christian outdoor activity centre in Wokingham, with a number of our young people attending. The parish is also now an active member of YMIC (Youth Ministry in Communion), a newly established ministry supporting youth activities for churches within the Liberal Catholic Tradition in the Kensington Episcopal Area. Young people from our parish participated in all YMIC activities organized throughout the year.



In **June** a special celebration service attended by over 130 people was held at St James' church to mark the Queen's Platinum Jubilee, followed by afternoon tea in the gardens. The following week, services were held at St Clement's church marking the 5th anniversary of the Grenfell Tower tragedy. The parish was also involved in planning and organising the National Grenfell 5th Anniversary Memorial Service held at Westminster Abbey.



In **July** the annual parish summer fete took place in St James' gardens, with hundreds of residents from across the parish enjoying a fun day out in glorious sunshine! As in previous years, this was a joyous occasion. Our church community together with the support of local businesses put together a well-attended event for people of all ages in our diverse community. The fete raised about £3000.



In **August**, the Notting Hill Carnival returned and with it a joyful Carnival Mass at St Clement's Church, following two years in which COVID restrictions had led to its cancellation. Fr Nick and Fr Gareth, joined with the Pan Nectar steel band for two days to ensure the parish was represented throughout the carnival.



In **September**, both our churches became places for prayer, remembrance, and thanksgiving, reflecting the national mood of sorrow following the death of Her Majesty Queen Elizabeth II.



Perhaps most significantly we have now begun to consolidate our new ministry team in the parish. Our NSM curate, Fr Nick was ordained priest in June, enabling him to lead eucharistic services independently and participate more fully in the life of the parish. We were also joined by Pippa Fernée, a Licensed Lay Minister who has come to serve a year in the parish prior to being ordained in 2023.



Occasional Offices

Across the parish, there were 10 baptisms, 16 funerals/memorial services, and 4 weddings/wedding blessings in 2022, while 13 candidates were confirmed in two separate Confirmation services.



Pastoral Care

With the lifting of most COVID restrictions during 2022 we have been able to return to more traditional face-to-face approaches to pastoral care. Home visits, including the provision of Home Communion for vulnerable older people, the housebound, and those in hospital have taken place on a regular basis once more. Likewise, all funeral planning visits and follow-up meetings, as well as wedding and baptism preparation meetings took place in person.

Food Bank and Community Fridge Project

The parish has an established relationship with the Kensington & Chelsea Food Bank at Notting Hill Methodist Church with collecting points in both churches. Some parishioners continue to deliver food directly and there were generous contributions made at both churches over the Harvest Festival. Towards the end of 2022, the parish began a new partnership with the Lancaster West Residents Association and the Lancaster West Neighbour Team, providing St Clement's church as the venue for the local Community Fridge Project. This ensures un-used/unsold food from local businesses, which might otherwise go to the landfill, is offered free to local residents, thereby addressing the needs of those struggling with the current cost of living crisis whilst also helping to reduce food waste.



PCC Report

The congregations of the two churches continue to seek to express the love of God in the parish and beyond. Our two Victorian churches have been greatly adapted over the years. As places of worship and beautiful sacred spaces, they were open throughout the recent pandemic with services also streamed via Facebook. All Sunday services now take place in person but are also offered online. The churches are also in heavy demand for community activities during the week.

Public benefit

The trustees have discussed the issue of public benefit and are confident that the breadth and scope of the work undertaken, as disclosed in this report comply with Section 17 of the Charities Act 2011 and has due regard to the Charity Commissions' general guidance on public benefit.

Worship

Sunday services

The principal acts of worship in the parish are our Sunday services, with a Parish Eucharist offered at St James at 09.45 and at St Clement's at 11.30 am.

During school term time, Sunday School provision was offered, except for the first Sunday of the month when 'All Age Services' take place, with a more child focussed talk, in place of a sermon.

In addition to our regular services, we were delighted to welcome over 250 people to our Christmas Carol Service at St James, led by the Imperial College Chamber Choir, as well as enhanced congregations for our Christmas service of Midnight Mass, and services over Holy Week, Harvest Festival, and Remembrance Sunday. This year, a '*Blessing of the Animals*' service, in which we also celebrated the life of St Francis of Assisi was offered and several new people came, along with their 'animal companions'!

School Services

With the ending of all COVID restrictions, school services were able to take place in both churches once more; these included services marking Ash Wednesday, Easter, the End of the School Year, Harvest Festival, Advent at St James' church, and a special school Christmas Carol Service at St Clement's church.

Morning Prayer

Morning Prayer continued to be offered online via our Parish Facebook page, on Saturdays and Monday to Thursday each week, with an average attendance of between 5 and 12 every day.

The Church Buildings Fabric Reports 2022

St Clement Fabric Report 2022

After 2021 when there was a significant amount of work done on the church building fabric, 2022 saw much less being required.

- New wooden, stackable chairs were purchased to replace the old and battered red chairs. These were paid for by the Diocese of London.
- All relevant safety certificates were obtained.
- There were some remedial works to be done to part of the lead flashings on the roof which failed after the incredibly hot weather in the Summer of 2022. This was completed in October 2022.
- Gutter, drainage and the lightning conductor were all serviced

Frederica Venn, St Clement's Churchwarden

St James Fabric Report 2022

- Gutters, hopper and downpipes cleared as part of an annual cycle.
- The boiler and the gas system were serviced and the church received its gas safety certificate.
- The heating system was serviced. A small water leak was identified underneath the system that is impossible to get to; however, it causes no harm and poses no threat.
- The engineers who serviced the heating system advised that the system's gas flue, which emerges on the north side of the church, is in breach of the latest guidelines and should be modified in the future to make it compliant.
- All the church doors were painted and fully restored inside and outside, including the surrounding masonry and woodwork. The funds for this lengthy and expensive work were raised by The Norland Conservation Society, The St James' Square Garden Association, The St James' Square Synagogue, RBKC heritage fund, and private anonymous donors.
- The main church doors in the south porch were fitted with new locks, making access to the church far easier.
- The cross in the Calvary Garden, which had been damaged by vandalism, was made safe, restored, repainted and re-installed.
- The old noticeboards on the church doors were removed and new ones were put on the walls beside the doors.
- The sideboard containing the altar frontals was repaired and a new lock system fitted.
- The silver processional cross was repaired.
- The organ humidifier was serviced.
- New tube lights were put in above the organ.
- The stage lights were removed and replaced by energy-efficient LED lights. At some point in the future, the dimmer system for the lights needs to be updated as it does not work effectively for low-energy LED lights.
- The up lighters in the aisles have been shut down as the light fittings are beyond repair. The wiring itself is good.

- The downlights in the nave, the aisles, and the up lights in the nave were all serviced.
- The sad and unexpected death of our Quinquennial Inspector Roderick MacLennan meant that there could be no Quinquennial Inspection. It will happen in 2023.
- Fire extinguishers tested and serviced.
- The lightning conductors were tested and found to be functioning and well-earthed.
- Front gardens continue to be maintained by The Well Tempered Garden Company.
- Church rentals: Our customers include Potter's House Church, W11 Opera and Norland Place School who both use the church for storage arrangements. Potters House Church returned to full use post-Covid and Norland House School has recommenced functions at the church. There was also a lucrative rental to an advertising agency for a Louis Vuitton shoot.
- Works needed: various minor repairs around church and backrooms; replace ladder to loft area, replace footstool for lectern, walling repairs (Quinquennial); replace gas meter (Q); undertake electrical code 2 updates; replace broken tiles in chancel (Q); repair the organ's memory control system; the organ needs retuning and its pipes need cleaning; several altar frontals and vestments are becoming ragged and need repairing; the Advent wreath needs replacing.

Doreen Patterson & Matthew Barrett, Church Wardens, St James Norlands

Clergy and Other Staff

The Revd Gareth Wardell was installed as Vicar on 26th May 2022 having been Priest-in-Charge since he was licensed to the Parish on 24th March 2020.

The Revd Nick Morris who joined the clergy team as Curate in July 2021, was priested on 26th June 2022. He serves the parish one day per week as he continues to work as a full-time School Chaplain and Teacher.

- Laima Vheat was appointed as the Parish Finance Officer in August 2022 – a new role that absorbed the financial role undertaken by Charlotte Devitt. Charlotte is now concentrating full-time on her role with the ClementJames Centre. We are grateful for all that she did for the church in helping to manage the financial aspects of running the church.
- Marie Casey continues in her part-time role as Church Administrator managing the bookings and all the printing.

Safeguarding

Katherine Soanes continues as Parish Safeguarding Officer. There were Children's Champions at each church and an Evidence Checker was also appointed. The PCC continues to adopt the Diocesan Child Protection Policy. The PCC complies with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishops' guidance on safeguarding children and vulnerable adults, as follows:

Child Protection

The Church of England, in all aspects of its life, is committed to and will champion the protection of children and young people both in society as a whole and in its own community. It fully accepts, endorses, and will implement the principle enshrined in the Children Act 1989, that the welfare of the child is paramount. The Church of England will foster and encourage best practice within its community by setting standards for working with children and young people and by supporting parents in the care of their children. It will work with statutory bodies, voluntary agencies, and other faith communities to promote the safety and well-being of children and young people. It is committed to acting promptly whenever a concern is raised about a child or young person or about the behaviour of an adult and will work with the appropriate statutory bodies when an investigation into child abuse is necessary. The Church of England is committed to encouraging an environment where all people and especially those who may be vulnerable for any reason are able to worship and pursue their faith journey

with encouragement and in safety. Everyone, whether they see themselves as vulnerable or not, will receive respectful pastoral ministry recognizing any power imbalance within such a relationship.

Safeguarding Adults

All church workers involved in any pastoral ministry will be recruited with care including the use of the Criminal Records Bureau disclosure service when legal or appropriate. Workers will receive training and continuing support. Any allegations of mistreatment, abuse, harassment or bullying will be responded to without delay. Whether or not the matter involves the church there will be cooperation with the police and local authority in any investigation. Sensitive and informed pastoral care will be offered to anyone who has suffered abuse, including support to make a complaint if so desired: help to find appropriate specialist care either from the church or secular agencies will be offered. Congregations will often include people who have offended in a way that means they are a continuing risk to vulnerable people. The risks will be managed sensitively with the protection of adults and children in mind.

In accordance with guidance from the diocese, the PCC adopted the House of Bishops' Policy Statements 'Promoting a Safer Church' (2017) and 'Protecting All God's Children' (2010) and the Diocesan Safeguarding Policy 'Promoting a Safer Diocese' (2018) as part of its safeguarding policy

Youth activities

The parish has continued to be a part of, enjoy and develop working with Youth Ministry in Communion (YMIC). Several of our young people have participated in various events hosted by different churches who form part of YMIC. It has been wonderful to see so many young people from across the Kensington Area come together and have a lot of fun.

Mission Action Group

The parish continues to take part in monthly Prayer Lunches, the Annual Christian Unity Service, and other ecumenical activities. Frederica Venn continues to be active in supporting Churches Together in Notting Hill.

The ClementJames Centre

The partnership with The ClementJames Centre, the independently funded sister charity on the St Clement's site, has been particularly important in recent years as the community we serve has dealt with various challenges including the impact of Grenfell and the Covid pandemic.

The ClementJames Centre can be understood as part of the social mission of the church which reaches out beyond its faith and congregation, to support anyone seeking help, bringing together the wider community within the parish. This partnership is reflected in the strong relationship between both organisations with the Vicar (currently Father Gareth Wardell) serving as a Trustee of The ClementJames Centre and many parishioners and their families being supported by the Centre.

The ClementJames Centre has been serving the community for over 40 years and continues to thrive after a steady period of growth. At the same time, the need in the local community has significantly increased. Unemployment is a major issue across North Kensington, with certain wards experiencing exceptionally high rates and over 6,000 residents without any qualifications, making it particularly difficult for them to find employment or progress with their careers. In our local ward alone, 76% of households suffer from at least one form of deprivation around income, education, health, or housing. Due to limited English language skills, many local adults are struggling to interact with their community and feel isolated and dependent on others.

The Centre's expertise in understanding the changing needs of local residents and in helping the parish community results in measurable impact. The Centre supports around 2,600 local people each year to release their potential and live fulfilled lives through 4 aligned programmes:

- **Employment Support** - Helping people to gain meaningful and sustainable employment. We offer tailored advice and support, mentoring, and work skills activities.
- **Young People's Education** - Helping young people to learn, flourish and achieve their potential. We provide academic support, mentoring, intensive literacy and numeracy support and aspirational activities. As a result of the successful young people's programme at The ClementJames Centre, the IntoUniversity charity was created to provide a network of IntoUniversity centres across London and further afield. IU North Kensington, which is still run by The ClementJames Centre, is also part of the wider IntoUniversity network, a national charity, whose head office is located at St Clement's.
- **Adult Learning** - Supporting adults to improve their English, Maths and ICT skills. We offer a wide range of Functional Skills courses and intensive literacy and numeracy support.
- **Wellbeing & Support** - Empowering people to overcome barriers and challenges and to engage with their own wellbeing. We do this through the provision of Information, Advice and Guidance, and wellbeing support and activities.

Demand for Information, Advice, and Guidance services continues to be considerable and the Centre has strong partnerships with specialist organisations such as Green Doctors and Crosslight to help support people with issues around energy bills and debt respectively. Additionally, we work with providers who can support the housing needs of our clients including Shelter, offering specialist advice and even advocacy.

The ClementJames Centre is a core part of the Bi-Borough's strategy to help reduce school exclusions in the local area and in the last year we launched our Children & Young People's Advocacy pilot programme in conjunction with a national charity, Coram. This project has been vital for several families unaware of their rights and different available options to children and young people before/when they are excluded.

In the last year, we had the following outcomes:

- 65% of children and young people who received 1-2-1 literacy and numeracy support made a year's progress in just nine weeks.
- 86% of Year 13 students progressed directly to university.
- 89% of adult learners achieved the outcomes of their course.
- 357 issues were resolved for our clients by the team.

In June 2022, Dami Solebo was appointed Chief Executive of The ClementJames Centre, replacing Interim CEO Hannah Starr, who followed Clare Richards. The Centre requested the input of the Vicar in making this appointment and the Senior Management Team of The Centre is keen to continue the unique relationship between the Charity and the Parish.

Dami Solebo, Chief Executive Officer, The ClementJames Centre

The Church School

News from St Clement & St James CE Primary School 2022



St Clement & St James CE Primary School

Compassion - Forgiveness - Thankfulness - Friendship

"Love is patient. Love is kind." 1 Corinthians 13

All those involved in our inclusive school community continue to strive for excellence. Our commitment to ensuring that pupils receive a high standard of education never waivers and our staff team along with Father Gareth, and our governors work diligently to achieve the very best for all. Relationships between the school and parish are strong. Father Gareth and Molly continue to greet all pupils and parents at the gate each day and they are well-known and respected by the whole school community. Father Gareth (and Molly) attended the year five residential trip in the summer term, joining in with the fun of outdoor learning experiences and providing support, comfort, and continuity of care for all pupils.

St Clement & St James continues to be a gateway for secondary school transfer to the Church of England and Catholic Secondary Schools: Chelsea Academy CE, Twyford CE, All Saints, Convent of Jesus and Mary Language College. Father Gareth led successful confirmation classes; six children were confirmed and four children were baptised in 2022.



There is continued input on the governing body from the church community. Natalie Cowley is our parent governor and Lala Manners, now also a governor, volunteers in our Early Years Owlets centre on a regular basis.

The Church Fete in the summer term was well attended by our families and some staff also joined to run a face painting stall.

It was wonderful attending school services in church again in 2022. The Harvest festival, Christmas service, Ash Wednesday and the Easter Service were well attended by pupils and some parents.



Refugee children

Most of our Afghan refugee children have now been moved out of the area and we were sad to see them leave. However, we have welcomed five wonderful Ukrainian refugee families. The children are well-established within our school community already and are quickly learning English and forming friendships with their new classmates. Again this year, Generous donations from our parish have enabled us to ensure all children have uniforms, P.E. kits, shoes, and clothing for all weather.

SCSJ Fundraising Summary 2022-23

THRIVE!

We achieved £7.5k funding from local councillors via *City Living Local Lives* to commence a pilot for an after-school club called THRIVE! after Easter 2022. We wanted to enhance our after-school provision to include children who, for a variety of reasons, require a lot of adult time and attention. We were keen to work with a partner who understood our values and approach, and who could show our children compassion and patience as well as fun and creativity.

Solidarity Sports is an award-winning charity based in our borough who works with children recovering from complex trauma. Their approach has harnessed the transformative power of play and they have a commitment to creating a safe, inclusive, and loving environment where happy memories can flourish. This is exactly what they have brought to our THRIVE! project and our children who attend couldn't be happier with this completely unique and very special club. The pilot was so successful we went onto secure 3-year funding from John Lyons Charity for £75k starting in September 2022.

Trips

John Lyons also funded our Easter trips in partnership with Maxilla City, and the DfE paid for our December week of trips with them. Kensington and Chelsea Foundation paid for 3-year groups to go to the Lyric Theatre in Hammersmith to see a mesmerizing production of Cinderella. Approx £9k raised for trips in 2022.

After-School Clubs

We offer a vibrant programme of after-school clubs every day after school, largely delineated according to KS1 and KS2. They are hugely popular with children and parents alike, and we work with a range of partners to deliver the ever-evolving programme of activities which include football, fencing, craft, and drama.

Our incredibly generous donor at Phoenix Asset Management has continued the financial support for our clubs and even increased the annual donation to £25k to also cover some fundraising costs. The donation is unrestricted, so we have been able to fund some clubs with other small pots of money, freeing up some of this donation for a family support worker pilot.

Family Support

One of the biggest priorities at the school during this unprecedented era of crises is increased family support. By repurposing some available funding (approx. £10k), we were able to create a short-term post and we were lucky enough to have a parent (Kanika) apply for the role who happens to be a qualified Children and Families Social Worker who lives locally and has made a huge impact in a short time. The funding for our Nurture Room ran out at the end of March and our Nurture Mentor Jan who was retiring was able to hand over the Nurture Room and a smaller cohort of children to Kanika as part of her work.

Peter Rabbit Garden

By working with Grow2Know, a local community interest company focused on sustainability led by a parent (Tayshan Hayden-Smith) we leveraged over £100k both in kind and in cash to pay for the brand-new Peter Rabbit Garden. Peter Rabbit/Penguin Random House paid for the garden design and build, some trees were gifted to us, PR and comms time was given for free, and the launch party was paid for in its entirety. In addition to this, we had workshops delivered to lots of our children which were paid for by Octavia Housing.



**Sarah Bouette, Executive Head
Teacher, St Thomas's Federation**

Ellie Dowthwaite, Head Teacher, St Clement & St James CofE Primary School

FINANCES

Statement of the PCC's Financial Responsibilities

Charity law requires the PCC to prepare accounts for each financial period which give a true and fair view of the charity's state of affairs at the end of the year and of its income and expenditure for the year.

In preparing those accounts, the PCC is required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent, and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that it will continue in its activities.

The PCC is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the entity and to enable them to ensure that the accounts comply with the Charities Act 2011 and other relevant legislation. It is also responsible for safeguarding the assets and hence for taking reasonable steps for the prevention and protection of fraud and other irregularities.

Reserves Policy

It is the policy of the PCC to build up unrestricted free cash reserves to a level equivalent to three months' expenditure. At current levels, excluding the expenditure on repairs to St James's doors, this amounts to a target of roughly £50,200. On 31st December 2022, the unrestricted and undesignated free cash reserves stood at £67,566.18.

The PCC considers that it is necessary to hold reserves at the target level in order to:

- ensure continuity of services
- provide a cash balance to cover delays in the receipt of income, and
- provide cover for unexpected items of expenditure of which the most likely are repairs to the church buildings.

The PCC has set up a Church Repair & Improvement Fund with a current balance of £16,025.94 to meet any part of the cost of repairs not covered by grants and donations and the cost of further capital works to the churches over the next five years.

Review of Financial Position

The PCC ended the year with a surplus of £30,424.64, which includes a loss on investments of £1,316.67. There were a number of exceptional items of income and some associated items of expenditure. One was a grant for continuity support after the Covid pandemic. Another was support for energy payments. Others were restricted grants and donations that funded specific renovation work carried out in 2022, and some are restricted and will be expended on renovation projects in future years. If the exceptional items of income along with the associated 2022 renovation expenditure were excluded, there would have been a deficit of £8,719.77.

The PCC's income for the year was £248,895.61. The exceptional income items mentioned above total £57,028.35 and consist of grants from Norland Conservation Society, Heritage Recovery Fund, the Diocese of London and restricted donations from generous individuals to finance the renovation of the doors at St James Church. The largest source of income was £120,941.09 from the hire of church premises. Regular voluntary income and donations accounted for £47,819.16.

Expenditure for 2022 was £217,154.30. Expenditure to restore the doors at St James Church amounted to £16,383.94. The largest item of routine expenditure is the diocesan parish share, £73,200.00. Church running expenses accounted for £72,202.45, of which £7,483.70 was funded by a grant from the Cultural Recovery Fund for Heritage (see Heritage Recovery Fund Round 3 above).

Salaries, wages, and honoraria amounted to £36,834.50 of which £4,213.90 was also funded by this grant (Heritage Recovery Fund Round 3 above). Utilities expenditure amounted to £11,624.69 of which £3,591.80 was funded by two grants; these included a £2,641.00 Energy Support Grant from the Diocese of London, and £950.80 from the Cultural Recovery Fund for Heritage (see Heritage Recovery Fund Round 3 above).

The Parish ended the year with cash balances totalling £193,854.16, of which £126,287.89 relates to restricted and designated funds. The detailed figures are set out in the statements on the following pages.

Gareth Wardell
Vicar and PCC Chairman
May 2023

THE PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS
REGISTERED CHARITY No: 1132478
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2022

	Note	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2022 £	TOTAL 2021 £
INCOME AND ENDOWMENTS						
Voluntary Income	3	46,124.25		1,694.91	47,819.16	46,007.20
Other Voluntary Incoming Resources	4	35,396.30		28,990.35	64,386.65	146,121.83
Activities for Generating Funds	5	3,758.48			3,758.48	3,755.06
Income from Investments	6	1,426.34			1,426.34	1,136.98
Church Activities	7	131,504.98			131,504.98	118,331.24
TOTAL INCOME AND ENDOWMENTS		218,210.35	0.00	30,685.26	248,895.61	315,352.31
EXPENDITURE						
Costs of Generating Funds	8	1,163.58			1,163.58	809.09
Charitable Activities	9	87.90			87.90	50.00
Church Activities						
Diocesan Parish Share		73,200.00			73,200.00	73,200.00
St James Window Fund Expenditure	10				0.00	10,720.00
Heritage Fund Round 2 Grant Expenditure	11				0.00	37,389.00
Heritage Fund Round 3 Grant Expenditure	12	4,838.09		9,056.60	13,894.69	20,483.40
Salaries Wages & Honoraria	13	26,287.27		6,333.33	32,620.60	17,678.71
Clergy House	14	885.36			885.36	814.63
Administration	15	9,945.83		200.00	10,145.83	2,149.52
Church Running Expenses	16	29,656.17	23,974.06	18,572.22	72,202.45	35,321.24
Church Utility Bills	17	8,032.89		2,641.00	10,673.89	6,426.42
Major Capital Expenditure					0.00	0.00
Governance Costs	18	2,280.00			2,280.00	4.40
TOTAL EXPENDITURE		156,377.09	23,974.06	36,803.15	217,154.30	205,046.41
NET INCOME/(EXPENDITURE)		61,833.26	-23,974.06	-6,117.89	31,741.31	110,305.90
DEPOSITS RECOVERABLE						
TRANSFER MISDIRECTED INCOME						
GAIN/(LOSS) ON INVESTMENT		-1,316.67			-1,316.67	2,789.34
NET MOVEMENT IN FUNDS		60,516.59	-23,974.06	-6,117.89	30,424.64	113,095.24
BALANCES BROUGHT FORWARD AT 01.01.2022		85,518.70	40,000.00	121,743.88	247,262.58	134,167.34
BALANCES CARRIED FORWARD AT 31.12.2022		146,035.29	16,025.94	115,625.99	277,687.22	247,262.58

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2022 £	TOTAL 2021 £
RECONCILIATION OF RESOURCES RETAINED TO NET CASH FLOW					
NET MOVEMENT IN FUNDS	60,516.59	-23,974.06	-6,117.89	30,424.64	113,095.24
(Decrease)/Increase in Creditors	-241.25	2,242.80	0.00	2,001.55	12,677.41
(Increase)/Decrease in Debtors	-42,673.60	0.00	35,923.39	-6,750.21	-41,821.88
(Increase) in Sequestration				0.00	0.00
Depreciation			3,701.52	3,701.52	3,701.52
Deposits Recoverable	-300.00			-300.00	175.00
Income from investments	1,426.34			1,426.34	1,136.98
Gain/(Loss) on Investment	1,316.67			1,316.67	-2,789.34
Cash used in operating activities	20,044.75	-21,731.26	33,507.02	31,820.51	86,174.93
Cash flows from investing activities					
Purchase of Fixed Assets					
Income from investments	-1,426.34	0.00	0.00	-1,426.34	-1,136.98
Cash used in investing activities	-1,426.34	0.00	0.00	-1,426.34	-1,136.98
Cash flows from financing activities					
Loan from Diocese Area Council repayment					
Cash provided by financing activities	0.00	0.00	0.00	0.00	0.00
NET CASH INFLOW (OUTFLOW)	18,618.41	-21,731.26	33,507.02	30,394.17	85,037.95

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2022

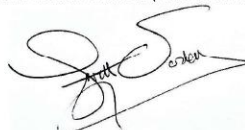
NET CASH INFLOW (OUTFLOW)	18,618.41	-21,731.26	33,507.02	30,394.17	85,037.95
Cash at 31.12.2021	48,947.77	40,000.00	74,512.22	163,459.99	78,422.04
Cash at 31.12.2022	67,566.18	18,268.74	108,019.24	193,854.16	163,459.99

BALANCE SHEET AT 31ST DECEMBER 2022

Fixed Assets						
Tangible Fixed Assets	19	0.00	0.00	18,505.44	18,505.44	22,206.96
Investment	20	22,322.01	0.00	0.00	22,322.01	23,638.68
Total Fixed Assets		22,322.01	0.00	18,505.44	40,827.45	45,845.64
Current Assets						
Debtors		68,073.80	0.00	0.00	68,073.80	61,323.59
Bank: Deposit Account		25,879.16	0.00	0.00	25,879.16	25,837.52
Banks: Current Accounts		41,645.09	18,268.74	108,019.24	167,933.07	137,540.54
Cash in Hand		41.93	0.00	0.00	41.93	81.93
Total Current Assets		135,639.98	18,268.74	108,019.24	261,927.96	224,783.58
Current Liabilities						
Deposits Recoverable		475.00	0.00	0.00	475.00	775.00
Creditors		22,350.39	2,242.80	0.00	24,593.19	22,591.64
Total Current Liabilities		22,825.39	2,242.80	0.00	25,068.19	23,366.64
Net Current Assets		112,814.59	16,025.94	108,019.24	236,859.77	201,416.94
Loan from Diocese Area Council						
NET ASSETS		135,136.60	16,025.94	126,524.68	277,687.22	247,262.58
FUNDS						
Unrestricted		146,035.29	0.00	0.00	146,035.29	85,518.70
Designated		0.00	16,025.94	0.00	16,025.94	40,000.00
Restricted		0.00	0.00	115,625.99	115,625.99	121,743.88
TOTAL FUNDS		146,035.29	16,025.94	115,625.99	277,687.22	247,262.58

Approved by the PCC on the 16th of May 2023 and signed on their behalf by

Revd Gareth Wardell (PCC Chairman)



Mary Frances Owens (PCC Hon Treasurer)



NOTES TO THE FINANCIAL STATEMENTS

1. Funds

Funds

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

The Designated Funds of the PCC are set out below.

Church Repair & Improvement Fund

Recognising the need for extensive provision for repair and improvement to its two churches, the PCC set up a Church Repair & Improvement Fund. This fund replaces the two funds below which were under the custodianship of the London Diocesan Fund but which have now been repaid to the PCC.

The Restricted Funds of the PCC are set out below.

Additional Ministry Fund (Previously known as The Curate Fund)

This fund was created to finance the stipend of an additional priest or curate for the parish. The donors have agreed that this fund can also be used to finance compensation for administrative staff.

Ministry Support Fund

This fund was created by a grant from the Diocese and is to be used for staff costs to support the ministry of the Parish.

St Clements Garden, St Clements Garden Capital Fund and St Clement Garden Maintenance Fund

These funds were created to establish and maintain St Clement's garden.

Grenfell Relief Fund

This fund was created by a grant from the Diocese and is used for purposes related to support for those affected by the Grenfell tragedy.

St James Window Fund

This fund was created by a grant from Norland Conservation Society for repairs to the historic west facing roundel window as well as other stained glass windows at St James. There have been additional contributions to this fund from individual donors.

St James Door Fund

This fund was created to finance repairs of the doors at St James church.

Heritage Recovery Fund Round 3

This fund was established with a grant from the Cultural Recovery Fund for Heritage with the aim of providing short term support for organisations suffering financially due to the Covid-19 pandemic. It is used to fund operating expenses and reserves (within limitations).

Re-Generation Project Fund

This fund was established in 2021 by a private donation to fund a three phase development programme at St James to restore the church, to make the space better for public events and to enable new services.

Youth Work Fund

The PCC receives grants and raises funds to support youth work in the community.

Other funds arise from time to time as a result of special appeals (see Note 25)

2. Accounting Policies

Basis of Preparation

The financial statements have been prepared under the Charities Act 2011 and the Charities Act 2022 and in accordance with the Church Accounting Regulations 2006 together with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice, Accounting and Reporting by Charities preparing their accounts in accordance with FRS 102.

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102.

The trust constitutes a public benefit entity as defined by FRS 102.

The presentation currency of the financial statements is the Pound Sterling (£).

Incoming Resources

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

Gift Aid on donations is recognised in the year the donations are received.

Income tax recoverable on Gift Aid donations is recognised when the related income is recognised.

Rental income is recognised when the rent is due.

Dividend and interest income is accounted for when received.

Funds raised from the summer fair and other events are accounted for gross.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Resources Expended

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the balance sheet and the amount outstanding included in expenditure.

Capital Commitment

There were no capital commitments at 31.12.2022 (2021 Nil)

Investments

Investments are valued at market value. The market valuation is obtained from the investment fund which manages the investment on behalf of the Charity.

Gains and losses are recognised as movements in unrestricted funds.

Fixed Assets

Consecrated and beneficed property of any kind is excluded from the accounts by s.96(2)(a) of the Charities Act 1993.

Moveable Church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as alienable property unless consecrated. They are listed in the church's inventory which can be inspected at any reasonable time. For inalienable property acquired prior to 2001 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, on individual items under £500, or on the repair of moveable church furnishings is written off.

Heaters are depreciated on a straight line basis over five years

Office equipment costing £1,000 or over is depreciated on a straight line basis over three years.

Office Fixtures & Fittings costing £1,000 or over are depreciated on a straight line basis over ten years.

Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Estimates are based on historical experience and other assumptions that are considered reasonable in the circumstances. The actual amount or values may vary in certain instances from the assumptions and estimates made. Changes will be recorded, with corresponding effect in profit or loss, when, and if, better information is obtained.

Information about assumptions and estimation uncertainties that have a significant risk of resulting in material adjustment within the next financial year are included below.

Critical judgments that management has made in the process of applying accounting policies disclosed herein and that have a significant effect on the amounts recognised in the financial statements relates to the following:

Provisions

In recognising provisions, the charity evaluates the extent to which it is probable that it has incurred a legal or constructive obligation in respect of past events and the probability that there will be an outflow of benefits as a result. The judgements used to recognise provisions are based on currently known factors which may vary over time, resulting in changes in the measurement of recorded amounts as compared to initial estimates.

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2022 £	TOTAL 2021 £
INCOMING RESOURCES					
3 Voluntary Income					
Planned Giving (Gift Aided)	24,321.04	0.00	0.00	24,321.04	26,767.20
Income Tax Recoverable	5,619.24	0.00	0.00	5,619.24	6,654.24
Planned Giving (Non Gift Aided)	1,485.00	0.00	0.00	1,485.00	1,140.00
Additional Ministry Fund (Gift Aided Planned Giving)	0.00	0.00	939.96	939.96	1,359.96
Income Tax Recoverable	0.00	0.00	234.99	234.99	339.99
Additional Ministry Fund (Non Gift Aided)	0.00	0.00	519.96	519.96	519.96
Pink Envelope Collections	711.03	0.00	0.00	711.03	1,070.46
Income Tax Recoverable	186.25	0.00	0.00	186.25	252.62
Collections and Other Giving	10,397.63	0.00	0.00	10,397.63	6,236.79
Income Tax Recoverable	3,354.06	0.00	0.00	3,354.06	1,465.98
Cash Collections not Eligible for GASDS	50.00	0.00	0.00	50.00	200.00
Income Tax Recoverable: Adjustment	0.00	0.00	0.00	0.00	0.00
	46,124.25	0.00	1,694.91	47,819.16	46,007.20
4 Other Voluntary Incoming Resources					
Donations (Gift Aided)	760.00	0.00	0.00	760.00	340.00
Donations (Non Gift Aided)	365.00	0.00	0.00	365.00	400.00
LPOW Grant Scheme - VAT Reclaim	5,858.30	0.00	0.00	5,858.30	0.00
Grant for Youth Work	0.00	0.00	150.00	150.00	604.43
Norland Conservation Society grants	0.00	0.00	0.00	0.00	10,720.00
Heritage Recovery Fund Round 2 Grant	0.00	0.00	0.00	0.00	48,389.00
Heritage Recovery Fund Round 3 Grant	28,413.00	0.00	9,056.60	37,469.60	20,483.40
Re-Generation Project fund	0.00	0.00	0.00	0.00	50,000.00
Royal Borough of Kensington & Chelsea	0.00	0.00	1,500.00	1,500.00	0.00
St James Door Fund	0.00	0.00	11,099.00	11,099.00	0.00
Income Tax Recoverable	0.00	0.00	1,056.25	1,056.25	0.00
St James Window Fund	0.00	0.00	2,660.00	2,660.00	0.00
Income Tax Recoverable	0.00	0.00	602.50	602.50	0.00
Other Restricted Donations	0.00	0.00	180.00	180.00	0.00
Income Tax Recoverable	0.00	0.00	45.00	45.00	12,585.00
Diocesan Grant: Energy Support Grant	0.00	0.00	2,641.00	2,641.00	2,600.00
	35,396.30	0.00	28,990.35	64,386.65	146,121.83
5 Activities for Generating Funds					
Speakers Program	0.00	0.00	0.00	0.00	0.00
Summer Fair	3,758.48	0.00	0.00	3,758.48	3,755.06
	3,758.48	0.00	0.00	3,758.48	3,755.06
6 Income from Investments					
Bank Interest	165.56	0.00	0.00	165.56	6.43
Other Interest and Dividends	1,260.78	0.00	0.00	1,260.78	1,130.55
	1,426.34	0.00	0.00	1,426.34	1,136.98
7 Church Activities					
Fees	9,508.00	0.00	0.00	9,508.00	4,624.00
Hire of Church Buildings	120,941.09	0.00	0.00	120,941.09	112,364.42
Other Income	1,055.89	0.00	0.00	1,055.89	1,342.82
	131,504.98	0.00	0.00	131,504.98	118,331.24

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2022 £	TOTAL 2021 £
RESOURCES EXPENDED					
8 Costs of Generating Funds					
Fundraising Event	0.00	0.00	0.00	0.00	20.00
Summer Fair	1,163.58	0.00	0.00	1,163.58	789.09
	<u>1,163.58</u>	<u>0.00</u>	<u>0.00</u>	<u>1,163.58</u>	<u>809.09</u>
9 Charitable Activities					
Other Gifts	87.90	0.00	0.00	87.90	50.00
	<u>87.90</u>	<u>0.00</u>	<u>0.00</u>	<u>87.90</u>	<u>50.00</u>
10 St James Window Fund Expenditure					
Stained Glass Window Repairs - St James	0.00	0.00	0.00	0.00	10,720.00
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>10,720.00</u>
11 Heritage Recovery Fund Round 2 Grant Expenditure					
Grant Project Management	0.00	0.00	0.00	0.00	8,300.00
Deep Cleaning of Buildings	0.00	0.00	0.00	0.00	2,000.00
Organ & Piano Maintenance & Tuning	0.00	0.00	0.00	0.00	5,000.00
Church Utility Costs	0.00	0.00	0.00	0.00	2,100.00
Insurance & Maintenance of Churches	0.00	0.00	0.00	0.00	4,000.00
Marketing costs	0.00	0.00	0.00	0.00	3,000.00
Stained Glass Window Repairs - St James	0.00	0.00	0.00	0.00	12,989.00
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>37,389.00</u>
12 Heritage Recovery Fund Round 3 Grant Expenditure					
Staff Salaries	2,744.60	0.00	1,469.30	4,213.90	6,147.37
Professional Fees	0.00	0.00	0.00	0.00	2,088.00
Administration	828.61	0.00	417.65	1,246.26	829.02
Utilities	0.00	0.00	950.80	950.80	2,212.92
Operating Expenses	1,264.88	0.00	6,218.85	7,483.73	9,206.09
	<u>4,838.09</u>	<u>0.00</u>	<u>9,056.60</u>	<u>13,894.69</u>	<u>20,483.40</u>
13 Salaries Wages and Honoraria					
Note: See also Heritage Fund Grant Expenditure, notes 11 & 12.					
Administrators	14,407.58	0.00	6,333.33	20,740.91	12,482.71
Organists' Fees	10,511.00	0.00	0.00	10,511.00	5,196.00
Other Wages & Fees	1,368.69	0.00	0.00	1,368.69	0.00
	<u>26,287.27</u>	<u>0.00</u>	<u>6,333.33</u>	<u>32,620.60</u>	<u>17,678.71</u>
14 Clergy House					
Clergy Expenses	79.90	0.00	0.00	79.90	479.40
Repairs & Redecoration	112.00	0.00	0.00	112.00	0.00
Clergy House Utilities	693.46	0.00	0.00	693.46	335.23
	<u>885.36</u>	<u>0.00</u>	<u>0.00</u>	<u>885.36</u>	<u>814.63</u>
15 Administration					
Note: See also Heritage Fund Grant Expenditure, note 12.					
Minor Office Equipment	2,147.62	0.00	0.00	2,147.62	0.00
Recruitment	548.20	0.00	0.00	548.20	0.00
Telephone & Internet	610.66	0.00	0.00	610.66	550.11
Office Utilities	1,010.15	0.00	0.00	1,010.15	0.00
Printing, Stationery & Postage	4,250.80	0.00	0.00	4,250.80	1,053.16
Travel & Transportation	15.35	0.00	0.00	15.35	19.28
Youth Work	0.00	0.00	200.00	200.00	0.00
Miscellaneous	1,363.05	0.00	0.00	1,363.05	526.97
	<u>9,945.83</u>	<u>0.00</u>	<u>200.00</u>	<u>10,145.83</u>	<u>2,149.52</u>
16 Church Running Expenses					
Note: See also Heritage Fund Grant Expenditure, notes 11 & 12.					
Events	132.37	0.00	1,782.45	1,914.82	1,492.67
Website	468.00	0.00	0.00	468.00	92.46
Copyright Licence	301.00	0.00	0.00	301.00	287.00
Advertising	707.71	0.00	0.00	707.71	144.00
London Diocese: Share of Fees	2,491.00	0.00	0.00	2,491.00	1,371.00
Weddings & Funerals	40.00	0.00	0.00	40.00	139.75
Sanctuary	2,369.28	0.00	0.00	2,369.28	483.06
Cleaning	4,468.83	0.00	0.00	4,468.83	3,073.11
Insurance	8,996.42	0.00	0.00	8,996.42	4,659.27
St James WIFI	1,024.69	0.00	0.00	1,024.69	151.95
Minor Equipment under £500	523.91	0.00	0.00	523.91	8.89
Depreciation	0.00	0.00	3,701.52	3,701.52	3,701.52
Equipment Repairs and Maintenance	813.12	0.00	0.00	813.12	575.90
Church Repairs & Maintenance	6,575.84	15,235.28	225.00	22,036.12	14,160.16
Organ Repairs & Maintenance	420.00	4,510.09	0.00	4,930.09	2,586.50
St James's Door Restoration	0.00	4,228.69	12,155.25	16,383.94	0.00
St James's Garden	324.00	0.00	0.00	324.00	864.00
St Clement's Garden	0.00	0.00	708.00	708.00	1,530.00
	<u>29,656.17</u>	<u>23,974.06</u>	<u>18,572.22</u>	<u>72,202.45</u>	<u>35,321.24</u>

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2022 £	TOTAL 2021 £
17 Church Utility Bills					
Note: See also Heritage Fund Grant Expenditure, notes 11 & 12.					
Gas	3,968.38	0.00	2,641.00	6,609.38	3,203.63
Electricity	3,574.25	0.00	0.00	3,574.25	2,999.31
Water	490.26	0.00	0.00	490.26	223.48
	<u>8,032.89</u>	<u>0.00</u>	<u>2,641.00</u>	<u>10,673.89</u>	<u>6,426.42</u>

18 Governance					
Note: See also Heritage Fund Grant Expenditure, note 12.					
Examination Fees	2,280.00	0.00	0.00	2,280.00	4.40
	<u>2,280.00</u>	<u>0.00</u>	<u>0.00</u>	<u>2,280.00</u>	<u>4.40</u>

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL £
19 Tangible Fixed Assets				
Cost at 1 January 2022	19,107.65		47,012.80	66,120.45
Additions	0.00	0.00	0.00	0.00
Cost at 31 December 2022	<u>19,107.65</u>	<u>0.00</u>	<u>47,012.80</u>	<u>66,120.45</u>
Accumulated Depreciation at 1 January 2022	19,107.65	0.00	24,805.84	43,913.49
Charge for the Year		0.00	3,701.52	3,701.52
Accumulated Depreciation at 31 December 2022	<u>19,107.65</u>	<u>0.00</u>	<u>28,507.36</u>	<u>47,615.01</u>
Net Book Value at 1 January 2022	0.00	0.00	22,206.96	22,206.96
Net Book Value at 31 December 2022	<u>0.00</u>	<u>0.00</u>	<u>18,505.44</u>	<u>18,505.44</u>

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL £
20 Listed Investments				
Market value at 1 January 2022	23,638.68	0.00	0.00	23,638.68
Revaluation/Loss for the year	-1,316.67	0.00	0.00	-1,316.67
Market value at 31 December 2022	<u>22,322.01</u>	<u>0.00</u>	<u>0.00</u>	<u>22,322.01</u>

21 Employees
The PCC had two part time employees and one full time employee engaged on administration during 2022.
The part time employees were paid by the ClementJames Community Project which is reimbursed by the PCC.

	2022 £	2021 £
	<u>32,620.60</u>	<u>18,630.08</u>

No employees received remuneration in excess of £60,000 during the year.

22 Trustees Remuneration
There was no trustee remuneration during the year.

23 Related Party Transactions
There were no disclosable related party transactions during the year.

24 Independent Examiner's Remuneration
The Independent Examiner's Remuneration constituted a fee of £2,280.00.

	Balances at 1.1.22 £	Income £	Interest £	Total Incoming £	Expenditure £	Transfers £	Balances at 31.12.22 £
Designated							
Church Repair & Improvement	40,000.00	0.00	0.00	0.00	23,974.06	0.00	16,025.94
Total Designated	<u>40,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>23,974.06</u>	<u>0.00</u>	<u>16,025.94</u>
Restricted							
Additional Ministry Fund	4,439.82	1,694.91		1,694.91	0.00	0.00	6,134.73
Ministry Support Fund	6,333.33	0.00		0.00	6,333.33	0.00	0.00
St Clements Garden Fund	29,610.00	0.00		0.00	0.00	0.00	29,610.00
St Clements Garden Capital Fund	6,288.96	0.00		0.00	3,701.52	0.00	2,587.44
St Clements Gdn Maintenance Fun	10,306.20	0.00		0.00	708.00	0.00	9,598.20
Grenfell Relief Fund	1,038.70	0.00		0.00	282.45	0.00	756.25
St James Window Fund	0.00	3,262.50		3,262.50	0.00	0.00	3,262.50
St James Door Fund	0.00	12,155.25		12,155.25	12,155.25	0.00	0.00
Heritage Recovery Fund Round 3	0.00	9,056.60		9,056.60	9,056.60	0.00	0.00
Re-Generation Project Fund	62,500.00	0.00		0.00	0.00	0.00	62,500.00
Youth Work Fund	1,226.87	150.00		150.00	200.00	0.00	1,176.87
Total Restricted	<u>121,743.88</u>	<u>26,319.26</u>	<u>0.00</u>	<u>26,319.26</u>	<u>32,437.15</u>	<u>0.00</u>	<u>115,625.99</u>

26 Prior Period Comparative SOFA

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2021

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2021 £
INCOME AND ENDOWMENTS				
Voluntary Income	43,787.29		2,219.91	46,007.20
Other Voluntary Incoming Resources	11,825.00		134,296.83	146,121.83
Activities for Generating Funds	3,755.06			3,755.06
Income from Investments	1,136.98			1,136.98
Church Activities	118,331.24			118,331.24
TOTAL INCOME AND ENDOWMENTS	178,835.57	0.00	136,516.74	315,352.31
EXPENDITURE				
Costs of Generating Funds	809.09			809.09
Charitable Activities	50.00			50.00
Church Activities				
Diocesan Parish Share	73,200.00			73,200.00
NCS St James Window Grant Expenditure			10,720.00	10,720.00
Heritage Fund Round 2 Grant Expenditure			37,389.00	37,389.00
Heritage Fund Round 3 Grant Expenditure			20,483.40	20,483.40
Salaries Wages & Honoraria	17,678.71			17,678.71
Clergy Expenses	0.00			0.00
Clergy House	814.63			814.63
Assistant Staff (Administration)	2,149.52			2,149.52
Church Running Expenses	27,321.92		7,999.32	35,321.24
Church Utility Bills	6,426.42			6,426.42
Major Capital Expenditure	0.00	0.00	0.00	0.00
Governance Costs	4.40	0.00	0.00	4.40
TOTAL EXPENDITURE	128,454.69	0.00	76,591.72	205,046.41
NET INCOME/(EXPENDITURE)	50,380.88	0.00	59,925.02	110,305.90
GAIN/(LOSS) ON INVESTMENT	2,789.34			2,789.34
NET MOVEMENT IN FUNDS	53,170.22	0.00	59,925.02	113,095.24
BALANCES BROUGHT FORWARD AT 1.1.21	32,348.48	40,000.00	61,818.86	134,167.34
BALANCES CARRIED FORWARD AT 31.12.21	85,518.70	40,000.00	121,743.88	247,262.58

27 Ultimate Controlling Party

The Charity is controlled by the trustees.

Independent Examiner's Report to Parochial Church Council (PCC) of St Clement with St Mark Notting Dale and St James Norlands

This report on the financial statements of the PCC for the year ended 31 December 2022, which are set out on pages 13 to 19, is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 ('the Regulations') and s.145 of the Charities Act 2011 ('the Act').

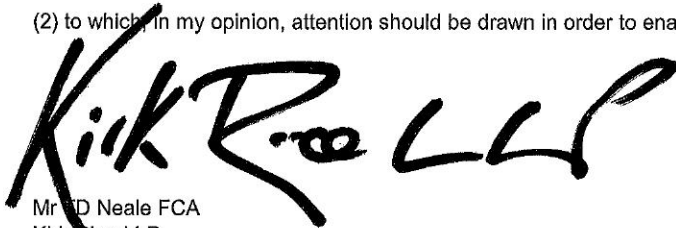
Respective responsibilities of the PCC and the examiner

As members of the PCC you are responsible for the preparation of the financial statements; you consider that the audit requirement of the Regulations and s.144(2) of the Act does not apply. It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ICAEW.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
- to keep accounting records in accordance with section 130 of the Act; and
 - to prepare financial statements, which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mr D Neale FCA
Kirk Rice LLP
Victoria House
178-180 Fleet Road
Fleet
Hampshire
GU51 4DA

17 May 2023

Accounts



The Parish of
St Clement
and St James

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDING 31 DECEMBER 2021**

Registered Charity Number 1132478

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ADMINISTRATIVE DETAILS OF THE CHARITY

Charity Name: THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS
Registered Charity Number: 1132478

Vicar/Priest-in-charge:

There is currently no vicar following the Bishop of Kensington's decision to suspend presentation of the parish. The Revd Gareth Wardell was licensed as priest-in-charge on March 24th 2020.

Church address – St James Norlands

St James's Gardens
London
W11 4RB

Church address – St Clement Notting Dale

Treadgold Street
London
W11 4BP

Correspondence address

Parish Office
95 Sirdar Road
London
W11 4EQ

Treasurer

Mary Frances Owens

Independent Examiner

Graham Jennings FCCA CTA
Kirk Rice LLP
The Courtyard
High Street
Ascot
Berkshire
SL5 7HP

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Barclays Bank PLC
137 Ladbroke Grove
London
W11 1PR

Church Architect

Jon Bolter BA BArch RIBA AADipCons AABC
Rees Bolter
New North House
202 New North Road
London N1 7BJ

TRUSTEES' REPORT

The Parochial Church Council of St Clement with St Mark Notting Dale and St James Norlands (the PCC) presents its report and accounts for the year ended 31 December 2021.

The accounts have been prepared in accordance with the accounting policies set out on page 15 of the attached accounts and comply with the PCC's governing documents, applicable laws and the requirements of the Church Accounting Regulations 2006 ('the regulations') and s.145 of the Charities Act 2011 ('the Act').

PCC STRUCTURE, GOVERNANCE AND MANAGEMENT

Suspension of presentation

Revd Gareth Wardell continued as priest-in-charge following the suspension of presentation of the parish. In the recent Archdeacon's visitation, the area dean has recommended that the suspension of presentation should be ended and we anticipate that that will happen in 2022.

Charitable status

The PCC acts with the Vicar/priest-in-charge of St Clement and St James as the governing body.

The PCC's activities include:

- Regular public worship open to all.
- The provision of sacred space for personal prayer and contemplation.
- Pastoral work, including visiting the sick and bereaved.
- Teaching of Christianity through sermons, courses and small study groups.
- Taking religious assemblies of schools.
- Providing services to the community by facilitating the use of the church by local organisations.
- In partnership with its sister organisation, The ClementJames Centre, supporting its provision of educational programmes for young people and adults, and its employment programme.

Governing Documents of the Parochial Church Council

The PCC is governed by two pieces of Church of England legislation, called Measures. These are:

- The Parochial Church Councils (Powers) Measure 1956 as amended. This defines the principal function, or purpose, of the PCC as 'promoting in the parish the whole mission of the Church'. The full text of the PCC Powers Measure in its currently amended form is available on the Statute Law Database: <http://www.legislation.gov.uk/ukcm/Eliz2/4-5/3/contents>.
- The Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended). The full text of the Church Representation Rules in its currently amended form is available on the Statute Law Database: <http://www.legislation.gov.uk/all?title=Church%20representation%20rules>.

Risk Management

The trustees have assessed the major risks to which the charity is exposed, in particular those related to operational and financial matters, and have set up appropriate procedures to reduce exposure to those risks.

Trustee selection method

Charity trustees are elected at each Annual Parochial Church Meeting of the charity.

The Parochial Church Council (PCC)

The members of the PCC who served during the year were:

Churchwardens – St James
Mark Cazalet
Doreen Patterson

Churchwardens – St Clement
Frederica Venn
Barnabas Palfrey

Deanery Synod representatives
Maureen Gould
Doreen Patterson

PCC, Deanery Synod representatives and
Churchwardens
(from October 2020)

Teresa Barclay (*to 2023*)
Matthew Barrett (*to 2023*)
Nalu Binaisa (*to 2023*)
Rick Brown (*to 2021*)
Rachel Carr (*to 2021*)
Mark Cazalet (*churchwarden to 2021*)
Len Court (*to 2022*)
David Deakin (*to 2022*)
Cynthia Edun (*to 2023*)
Maureen Gould (*Deanery Synod to 2023*)
Michelle Harris (*to 2021*)
Tim Lee (*to 2023*)
Lala Manners (*to 2022*)
Allen Molesworth (*treasurer; co-opted; to 2021*)
Doreen Patterson (*Deanery Synod to 2023*)
Rosalyn Silvester (*to 2023*)
Merrilees Smiley (*to 2023*)
Kemi Soyeye (*to 2022*)
Frederica Venn (*churchwarden to 2021*)
Barnabas Palfrey (*churchwarden to 2021*)

PCC, Deanery Synod representatives,
Churchwardens from May 2021

Teresa Barclay (*to 2023*)
Matthew Barrett (*to 2023*)
Nalu Binaisa (*to 2023*)
Rick Brown (*to 2024*)
Rachel Carr (*to 2024*)
Mark Cazalet (*churchwarden to 2022*)
David Deakin (*to 2022*)
Cynthia Edun (*to 2023*)
Maureen Gould (*Deanery Synod to 2023*)
Tim Lee (*to 2023*)
Lala Manners (*to 2022*)
Mary Frances Owens (*treasurer, co-opted to 2022*)
Barnabas Palfrey (*churchwarden to 2022*)
Doreen Patterson (*churchwarden to 2022, Deanery Synod to 2023*)
Rosalyn Silvester (*to 2023*)
Merrilees Smiley (*to 2023*)
Kemi Soyeye (*to 2022*)
Frederica Venn (*churchwarden to 2022*)

Parish staff:

The Revd Gareth Wardell, Priest-in-charge: *full time*
The Revd Nick Morris, Curate: *one day a week*

REVIEW OF ACTIVITIES

Review of achievements and performance

PCC Report

The congregations of the two churches continue to seek to express the love of God in the parish and beyond. Our two Victorian churches have been greatly adapted over the years. As places of worship and beautiful sacred spaces, they were open throughout the continue pandemic with services also streamed via Facebook. The churches are also in heavy demand for community activities.

Public benefit

The trustees have discussed the issue of public benefit and are confident that the breadth and scope of the work undertaken, as disclosed in this report complies with Section 17 of the Charities Act 2011 and has due regard to the Charity Commissions general guidance on public benefit.

Worship

Sunday services

The principal acts of worship in the parish are our Sunday services, with a Parish Eucharist offered at St James at 09.45 and at St Clement's at 11.30 am. For part of the year, these had to be offered on-line with only a small in-person team to help deliver the service. However, as soon as COVID regulations permitted we returned to in-person services at both church and, when permitted, we resumed the provision of post-service refreshments. Even when meeting in person, we continued to comply with all government and church-mandated COVID restrictions, including mask-wearing, sanitising and the recording of data for track and trace purposes.

During school term time, Sunday School provision was offered at both churches, except for the first Sunday of the month when 'All Age Services' take place, with a more child focussed talk, in place of a sermon.

In addition to our regular services, we were delighted to welcome over 320 people to our Christmas Carol Service at St James, led by the choir of Imperial College, as well as enhanced congregations for our service of midnight mass, and services over Holy Week, Harvest Festival, and Remembrance Sunday.

Morning Prayer

Morning Prayer continued to be offered on-line via our Parish Facebook page, on Saturdays and Monday to Thursday each week, with an average attendance of between 5 and 12 every day.

Occasional Offices

Across the parish, there were 9 baptisms, 12 funerals/memorial services and two weddings in 2021.



Pastoral Care

Continuing COVID restrictions during much of 2021 meant traditional approaches to pastoral care and visiting remained challenging. Home visits to vulnerable older people were not always possible, although efforts were made to keep in touch by telephone with those who are housebound. As soon as regulations permitted, all funeral planning visits and follow-up meetings took place in-person; likewise with wedding and baptism preparation meetings.

The Church Buildings

Fabric reports 2021

St Clement

- The wooden floor has been stripped and revarnished in June 2021, using money from the Heritage Recovery Fund. The effect is beautifully transformative! Loose and protruding nails were also made good.
- Gutters, hopper and downpipes were cleared as part of an annual cycle – after which a piece of metal guttering fell down two storeys in front of the old vicarage. A complaint was made, and we have not had to pay for the faulty inspection. Guttering along the front of the vicarage has been replaced.
- The gas heaters need thorough servicing, as of Dec 2021 they are (were) still not fully functional. After some repairs in the course of 2021, including clearing space around the external vents, servicing is scheduled for January 2022, which will result in another updated gas safety certificate, this having already been obtained during 2021.
- Pest control interventions have not been needed this year.
- We have had some roof leaks in 2021, which came to light after heavy rain, in the NW of the nave, and also in the Lady Chapel. An expert inspection took place with the Wardens attending in July. Repairs have not yet taken place, though we are in contact, although since this time no further rain has caused leaking.
- The wardens are concerned that the lighting in St Clement's is of very high wattage in this day and age *and* that the set-up is, at the top of at least one pillar, electrically unsafe. We recommend the system is reviewed and replaced.
 - Experiments with simply swapping the bulbs with LED versions has indicated that the current installations cannot support LED replacement bulbs without an unacceptable buzzing noise.
 - More worryingly still, the character of the wiring around one light-fitting incorporates a plug and socket connection in which it is the *plug* that is live - dangerous to an unsuspecting person who may believe otherwise while at the top of a ladder changing a bulb.

**Frederica Venn
Barnabas Palfrey**

St James

- Gutters, hopper and downpipes cleared as part of an annual cycle.
- The Heating system was serviced, with a proper VAPAC cylinder system being installed to make the hot air more humid and so less damaging to the church fabric. It was also modified to run on a simple on/off switch after the persistent failure of the NEST system, which led to the heating being in at absurd times and to running up huge bills. While this has been an improvement, it far from perfect as some users have, on a couple of occasions, simply failed to turn the heating off, leading to it being left on overnight.
- TMT heating engineers' report concluded categorically that our hot air heating was effectively overheating the ceiling of the church and underheating the pews. This is the direct cause of long-term severe damage to our precious organ and ultimately ceiling timbers. Although the VAPAC cylinder mitigates this, it does so only to some extent and the damage is ongoing. The system needs

replacing as soon as possible. Temperatures continue to be extremely high at upper levels of the church.

- Chapel studios employed subcontractors (Wessex Stained Glass) to take out and restore the west end stained glass window. This produced an almost miraculous transformation. We also employed Mathew Lloyd-Winder of Stained Glass Studios to clean and restore the entire low level Nave side aisle windows of saints dedicated by local families. The monies were raised by Heritage Lottery Grant, Norland Conservation Society and Royal Borough of Kensington and Chelsea Living Legacy funds.
- Gabriel Finn, a lighting engineer designer, produced a lighting solution for the restored tondo and cleaned side lancets in the Organ loft area, this is being installed on 18th March 2022. An opening event and dedication occasion is being organised as is a plaque to thank the donors.
- Fire extinguishers tested and serviced
- A full test and survey of the church's lighting and electrics was conducted by Tom Flynn, a church lighting specialist, who has delivered a full Electrical Installation Condition Report. He has made a number of recommendations that should be acted on as funds allow
- Tom Flynn also replaced many of the bulbs in the stage lights and some of the uplights.
- The lightning conductors were tested and found to be functioning and well earthed.
- A humidifier was installed within the body of the organ with suitable water inlet and outlet pipework, thanks to funds from the Heritage Recovery Fund. This will maintain the working body of the organ, protecting it from some of the effects of the excessive heat, but it will have little effect on the upper and frontal areas of the Organ.
- In the autumn of 2020 our Quinquennial Architect attended to do a specific check on the East end ground movement and high-level masonry stability. He did not deliver the promised report and so we intend to change architectural practice for the next quinquennial inspection due this year.
- Front gardens maintained by The Well-Tempered Garden Company Church rentals: Our customers include Potter's House Church, W11 Opera and Norland Place School who both use the church for storage arrangements. A heavy decline in rental fees due to Covid regulations effectively cancelling most of Potters' House Church services/prayer meetings, W11 Opera rehearsals and production, NPS school functions, memorials, and vestry rentals. Potters House Church returned to full use as soon as it was permissible and Norland House School recommenced functions at the Church from December 2021.
- The kitchen boiler was replaced.
- The south vestry roof was patched due to severe leaks. There have been no leaks in the rest of the building.
- Pastor Yomi of I.Y.Electrical Services replaced the bulbs and fixtures throughout the toilet and rear vestry.
- The deteriorating state of the external doors and their associated masonry and wooden surrounds was noted. The plan is to renovate and repaint them in April 2022 and fundraising has begun, with monies for this lengthy and expensive work being raised from The Norland Conservation Society, The St James' Square Garden Association, The St James' Square Synagogue, RBKC heritage fund, and private anonymous donors. The hope is the work will be finished by The Queen's Platinum Jubilee weekend on 5th June 2022.

Works needed: various works to the entrance porch; minor decorative works in the church and back rooms; = walling repairs (Q); replace gas meter (Q); undertake electrical code 2 inspection works (Q); replace broken tiles in chancel (Q); fix guards to windows by Calvary garden (Q); repair the organ's memory control system; high level LED lighting scheme to replace current tungsten bulbs and theatrical lights.

Mark Czalet
Doreen Patterson

Grenfell Tower Fire Anniversary Week

As in 2020, events to mark the anniversary of the Grenfell Tower fire were significantly impacted by COVID 19 restrictions. However, on Sunday 13th June, the Parish of St Clement & St James had been chosen to pre-record the Church of England's national on-line service for the week and this was entirely focussed on the fourth anniversary. Recorded at St Clement's church, the service was led by Fr. Gareth, with a sermon preached by the Bishop of Kensington, and music provided by the Soul Sanctuary Gospel Choir and children from the St Clement & St James Primary School. It also included input from our neighbouring parishes of St Helen's, North Kensington and All Saints Notting Hill.

On the day of the anniversary itself, St Clement's church was open throughout the day to enable people to come in and light a candle, pray or just sit quietly. Brief formal prayers were offered on the hour, while the church remained open. At 6 pm in the evening, as in previous years, the bells of St Clement's Church and St James were rung 72 times, followed by four rings, to commemorate those who died and to mark the number of years since the tragedy.



Food Bank



The parish has an established relationship with the Kensington & Chelsea Food Bank at the Notting Hill Methodist Church, but this has slipped somewhat for a number of reasons. There are still collecting points in both churches, but they are less used than before. In part this is because people have altered their shopping patterns since the pandemic began, making the gathering of food harder. Also, there used to be a regular delivery after the 10.30 midweek service at St James, which was a time that worked for the congregation and the Foodbank, but those services no longer take place. Finally the person who used to do the deliveries has moved away. Some parishioners continue to deliver food directly and there were generous contributions made at both churches over the Harvest Festival

Clergy

The Revd Gareth Wardell has continued as Priest- in-Charge since he was licensed on 24th March 2020.

He is due to be installed as Vicar on the 26th May 2022.

The Revd Nick Morris has joined as curate and is able to support the parish one day a week. Nick, who was raised an Anglican, but also spent 14 years as a Baptist minister, works as a full-time teacher and school chaplain. He is due to be priested on 26th June 2022 and will continue to serve as our curate.



Following Fr. Nick's ordination as Deacon, with Bishop Sarah!

Safeguarding

Katherine Soanes continues as Parish Safeguarding Officer. There were Children's Champions at each church and an Evidence Checker was also appointed. The PCC continues to adopt the Diocesan Child Protection Policy. The PCC complies with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishops' guidance on safeguarding children and vulnerable adults, as follows:

Child Protection

The Church of England, in all aspects of its life, is committed to and will champion the protection of children and young people both in society as a whole and in its own community. It fully accepts, endorses and will implement the principle enshrined in the Children Act 1989, that the welfare of the child is paramount. The Church of England will foster and encourage best practice within its community by setting standards for working with children and young people and by supporting parents in the care of their children. It will work with statutory bodies, voluntary agencies and other faith communities to promote the safety and well-being of children and young people. It is committed to acting promptly whenever a concern is raised about a child or young person or about the behaviour of an adult, and will work with the appropriate statutory bodies when an investigation into child abuse is necessary. The Church of England is committed to encouraging an environment where all people and especially those who may be vulnerable for any reason are able to worship and pursue their faith journey with encouragement and in safety. Everyone, whether they see themselves as vulnerable or not, will receive respectful pastoral ministry recognizing any power imbalance within such a relationship.

Safeguarding Adults

All church workers involved in any pastoral ministry will be recruited with care including the use of the Criminal Records Bureau disclosure service when legal or appropriate. Workers will receive training and continuing support. Any allegations of mistreatment, abuse, harassment or bullying will be responded to without delay. Whether or not the matter involves the church there will be cooperation with the police and local authority in any investigation. Sensitive and informed pastoral care will be offered to anyone who has suffered abuse, including support to make a complaint if so desired: help to find appropriate specialist care either from the church or secular agencies will be offered. Congregations will often include people who have offended in a way that means they are a continuing risk to vulnerable people. The risks will be managed sensitively with the protection of adults and children in mind.

In accordance with guidance from the diocese, the PCC adopted the House of Bishops' Policy Statements 'Promoting a Safer Church' (2017) and 'Protecting All God's Children' (2010) and the Diocesan Safeguarding Policy 'Promoting a Safer Diocese' (2018) as part of its safeguarding policy

Other PCC matters

The PCC made a very welcome return to meeting in person and meetings have been very well-attended.

Youth activities

Progress has been made on Father Gareth's Mission Action Plan. Along with the Summer Fete as an act of community outreach, Fr Gareth took 8 young people on the Kensington Area Youth away day and to a number of activities organised by Youth Ministry in Communion, a church youth project for churches within our own church tradition, within the Kensington Episcopal Area.



Kensington Area Youth Awayday



Youth Ministry in Communion inaugural meeting and service.

Fr. Gareth led a junior Confirmation Class at St Clement & St James Primary School, which met twice a week during the Spring term. This culminated in a joyful confirmation service at St James church presided over by the Bishop of Kensington at which 8 children were confirmed, and one of them was baptised and confirmed. There was also a link up with the Intermission Youth Theatre over half-term in October when young people drawn from across the community were able to participate in a theatre workshop.



Confirmation Service with Bishop Graham

Mission Action Group

The Mission Action Group was reconvened, with members from both parishes and has started holding regular meetings,. It has recommended restarting the Speaker programme and was the driving force behind holding the fete in September.

The parish continues to participate in monthly Prayer Lunches, an annual Christian Unity Service and other ecumenical activities. Frederica Venn is particularly active in supporting Churches Together in Notting Hill.

The ClementJames Centre

The partnership with The ClementJames Centre, the independently funded sister charity on the St Clement's site, has been particularly important over the past two years - as the community we serve has dealt with the challenges of the Covid pandemic.

The ClementJames Centre can be understood as part of the social mission of the church that reaches out beyond its faith and congregation, to support anyone seeking help, bringing together the wider community within the parish. This partnership is reflected in the strong relationship between both organisations with the Vicar (currently Priest in Charge) and some parishioners serving as ClementJames Centre trustees and volunteers, two members of staff being shared between the parish and the ClementJames Centre and many parishioners and their families being supported by the Centre.

The ClementJames Centre has been serving the community for over 40 years and continues to thrive after a steady period of growth. At the same time, the need in the local community has significantly increased. Unemployment is a major issue in North Kensington with 10,400 residents unemployed (prior to the pandemic) and over 6,100 residents without any qualifications, making it particularly difficult for them to find employment or progress with their careers. In our local ward alone, 76% of households suffer from at least one form of deprivation around income, education, health or housing. 43% of the children and young people in North Kensington are living in poverty and therefore reducing their life chances. Due to limited English language skills, many local adults are struggling to interact with their community and feel isolated and dependent on others. In North Kensington there are over 1,800 households where no occupant speaks English as their main language, and over 1,400 residents speak very little to no English. Shockingly, life expectancy is 16 years lower for men in the most deprived areas of Kensington and Chelsea than in the least deprived areas. Locally, mental health is the most common reason for long term sickness absence and the local wards fall into London's highest 20% for incapacity benefit claimant rates for mental health reasons.

The Centre's expertise in understanding the changing needs of local residents and in helping the parish community, results in measurable impact. However, despite there being an increasing need for the services of ClementJames in the area and despite the centre having the capacity to support many more people (up to 5,000 people a year) - there are long waiting lists for the Centre's services, as the number of people the Centre is able to support is constrained by the current building. Additional and improved premises are necessary to accommodate this rising demand in the area. A demand that was evident prior to the pandemic and unfortunately has grown significantly. The Centre now supports around 3,000 local people each year to release their potential and live fulfilled lives through 4 aligned programmes:

- **Employment Support** - Helping people to gain meaningful and sustainable employment. We offer tailored advice and support, mentoring and work skills activities.
- **Young People's Education** - Helping young people to learn, flourish and achieve their potential. We provide academic support, mentoring, intensive literacy and numeracy support and aspirational activities. As a result of the successful young people's programme at The ClementJames Centre, the **IntoUniversity** charity was created to provide a network of **IntoUniversity** centres across London and further afield. IU North Kensington, which is still run by The ClementJames Centre, is also part of the wider **IntoUniversity** network, a national charity, whose head office is located at St Clements.
- **Adult Learning** - Supporting adults to improve their English, Maths and ICT skills. We offer a wide range of Functional Skills courses and intensive literacy and numeracy support.
- **Wellbeing & Support** - Empowering people to overcome barriers and challenges and to engage with their own wellbeing. We do this through the provision of Information, Advice and Guidance, and wellbeing support and activities.

As society starts to reopen after the past two years of the pandemic, the impact on the local community is becoming clear. Demand for Information, Advice and Guidance services has increased massively and the Centre has been strengthening partnerships with other specialist organisations such as Green Doctors and

Crosslight to help support people with issues around energy bills and debt. School exclusions are also a prominent issue for the borough as it has the highest rate of permanent exclusions in London. School exclusions mirror social exclusion with 1 in 3 young people engaging with the Kensington & Chelsea Youth Offending Team having been excluded from mainstream school. The ClementJames Centre is a core part of the bi-borough's strategy to help reduce school exclusions in the local area and will be launching its Children & Young People's Advocacy pilot programme in conjunction with a national charity, Coram.

Over the past three years:

- **61%** of unemployed clients, seen five times or more, progressed to employment or training – compared with only 30% of people on the Government Work programme;
- **80%** of Year 13 students progressed directly to university – compared to a national average of only 24% for young people from similar backgrounds;
- **93%** of adult learners passed their exams and achieved their accreditation – compared with only 50% of students studying with the nation's largest adult learning provider;
- **77%** of issues were resolved through information, advice and guidance appointments and the remaining 23% were referred to specialist providers.

January 2022 saw the Centre's long-serving Chief Executive, Clare Richards, leave ClementJames after 23 years at the helm. Clare was instrumental in building ClementJames into the vibrant, responsive and well-regarded local charity it is today and will be very much missed by the staff team and wider community. The Centre is currently in the process of selecting a new Chief Executive and requested the input of the Vicar to ensure that the unique relationship between the charity and the parish was effectively communicated to prospective applicants. In the interim period the Centre is being led by the Senior Management Team with over 20 years of experience between them.

Hannah Starr, Interim Chief Executive Officer, The ClementJames Centre

The Summer Fete, Summer Speaker Programme, Notting Hill Carnival

The Summer Fete took place at the unusually late time of September 18th because of the late raising of the pandemic restrictions. Even so, it was a huge success, drawing in people of all ages from all over our diverse community. It raised the parish over £2000. Huge thanks must go to Kemi Soyege and Marie Casey for organising it at such short notice. Sadly, the Speaker Programme and the Carnival were both cancelled due to continuing pandemic restrictions, but it is hope they will resume in 2022.



The summer fete (in September) was a huge success!

The Church School

News from St Clement & St James CE Primary School 2021

Our lovely primary school has had a very challenging year due to the pandemic and the arrival of refugee children, but we continue to thrive. Through all of it we have been supported by Father Gareth and Molly who have been with us every morning and afternoon greeting the children and their parents at the gate.

Welcoming refugee children

In October we welcomed 27 Afghan refugee children as part of our school community. They continue to stay in a local hotel and are likely to remain with us for a few more months.

The Afghan children are now well-established within our school community and are quickly learning English and forming friendships with their new classmates.

They bring joy to our whole school community as they are cheerful, respectful and enthusiastic. We love them very much.



Generous donations from our parish have enabled us to ensure all children have uniform, underwear, shoes and clothing for all weather. The children love their new scooters and whizz to school on them all the way from Kensington High Street. Further funding has been directed to additional tuition to ensure the children can access the curriculum and begin to catch up with their peers.

In the build up to Christmas, the children went to see Aladdin at the Lyric Theatre which amazed them as it was a completely new experience. We also received donations specifically for Christmas presents to ensure the children had a lovely holiday as well.

During the autumn term we were also very pleased to welcome Graham Tomlin, Bishop of Kensington, to SCSJ. Our head pupils from Year 6 were proud to give him a tour of the school, including our new nurture room which was funded by very kind donations from Grenfell funding through the church. This space provides a warm, secure and loving

environment for those who need emotional and social support. The funding has enabled us to employ Rita, a trained Emotional Literacy Support assistant who is based in the nurture room every day. The work she and the children are doing has had a significant impact on the children's wellbeing and has resulted in improved

educational outcomes. Having spent even a little time with Rita, children are able to feel relaxed, alert and ready for learning in the classroom with their peers.

Sarah Bouette, Executive Head Teacher, St Thomas's Federation

Ellie Dowthwaite, Head Teacher, St Clement & St James CofE Primary School

Office staff

Two members of staff support the parish part time at the office. Charlotte Devitt is the part time finance officer and receptionist, on one day a week. On one and a quarter days a week, Marie Casey is the receptionist and administrative assistant.

Electoral Roll

The 2021 electoral roll stands at 186 people (St James' 146; St Clement's 40).



FINANCES

Statement of the PCC's Financial Responsibilities

Charity law requires the PCC to prepare accounts for each financial period which give a true and fair view of the charity's state of affairs at the end of the year and of its income and expenditure for the year.

In preparing those accounts, the PCC is required to:

select suitable accounting policies and apply them consistently

make judgements and estimates that are reasonable and prudent, and

prepare the accounts on the going concern basis unless it is inappropriate to presume that it will continue in its activities.

The PCC is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the entity and to enable them to ensure that the accounts comply with the Charities Act 2011 and other relevant legislation. It is also responsible for safeguarding the assets and hence for taking reasonable steps for the prevention and protection of fraud and other irregularities.

Reserves Policy

It is the policy of the PCC to build up unrestricted free cash reserves to a level equivalent to three months' expenditure. At current levels, excluding the expenditure on repairs to St James's windows and roof and re-surfacing of St Clement's floor, this amounts to a target of about £43,500. On 31st December 2021, the unrestricted and undesignated free cash reserves stood at about £48,900.

The PCC considers that it is necessary to hold reserves at the target level in order to:

- ensure continuity of services
- provide a cash balance to cover delays in the receipt of income, and
- provide cover for unexpected items of expenditure of which the most likely are repairs to the church buildings.

The PCC has set up a Church Repair & Improvement Fund with a current balance of £40,000 to meet any part of the cost of repairs not covered by grants and donations and the cost of further capital works to the churches over the next five years.

Review of Financial Position

The PCC ended the year with a surplus of £113,100, which includes gain on investments of £2,800. There were a number of exceptional items of income and some associated items of expenditure. Some of these items of income were grants for recovery from the effects of the Covid pandemic. Others were restricted and funded specific renovation work that was carried out in 2021, and some are restricted and will be expended on renovation projects in future years. If the exceptional items of income along with the associated 2021 renovation expenditure were excluded, there would have been a deficit of £7,400.

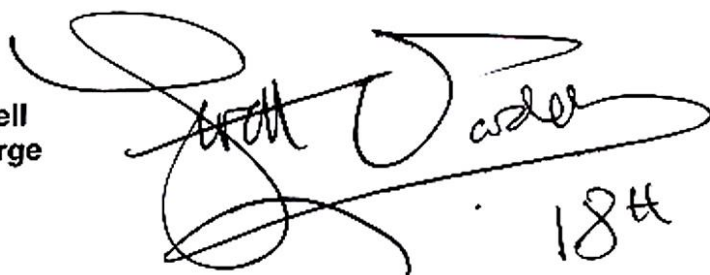
The PCC's income for the year was £315,400. The exceptional income items mentioned above total £144,700 and consist of grants from Norland Conservation Society, Heritage Recovery Fund and the Diocese of London. The largest other source of income was £108,700 from the hire of church premises. Regular voluntary income and donations accounted for £46,000.

Expenditure for 2021 was £205,000. The renovation expenditure funded by grant income amounted to £24,200 and consisted of repair work to St James windows.

The largest item of routine expenditure is the diocesan parish share, £73,200. Salaries, wages, and honoraria amounted to £32,100 (£14,400 of which is presented under Heritage grant expenditure). Church running expenses, including utility bills, accounted for £69,200 (£27,400 of which is presented under Heritage grant expenditure).

The Parish ended the year with cash balances totaling £163,500, of which £114,500 relates to restricted and designated funds. The detailed figures are set out in the statements on the following pages.

Gareth Wardell
Priest-in-charge
May 2022



18th May 2022.

THE PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS
 REGISTERED CHARITY No: 1132478
 STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2021

	Note	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2021 £	TOTAL 2020 £
INCOME AND ENDOWMENTS						
Voluntary Income	3	43,787.29		2,219.91	46,007.20	38,369.11
Other Voluntary Incoming Resources	4	11,825.00		134,296.83	146,121.83	5,964.94
Activities for Generating Funds	5	3,755.06			3,755.06	0.00
Income from Investments	6	1,136.98			1,136.98	1,074.98
Church Activities	7	118,331.24			118,331.24	79,647.73
TOTAL INCOME AND ENDOWMENTS		178,835.57	0.00	136,516.74	315,352.31	125,056.76
EXPENDITURE						
Costs of Generating Funds	8	809.09			809.09	20.00
Charitable Activities	9	50.00			50.00	0.00
Church Activities						
Diocesan Parish Share		73,200.00			73,200.00	85,200.00
NCS St James Window Grant Expenditure	10			10,720.00	10,720.00	0.00
Heritage Fund Round 2 Grant Expenditure	11			37,389.00	37,389.00	0.00
Heritage Fund Round 3 Grant Expenditure	12			20,483.40	20,483.40	0.00
Salaries Wages & Honoraria	13	17,678.71			17,678.71	18,664.66
Clergy Expenses	14	0.00			0.00	58.33
Clergy House	15	814.63			814.63	1,885.98
Administration	16	2,149.52			2,149.52	1,933.38
Church Running Expenses	17	27,321.92		7,999.32	35,321.24	32,782.22
Church Utility Bills	18	6,426.42			6,426.42	8,067.98
Major Capital Expenditure					0.00	0.00
Governance Costs	19	4.40			4.40	2,053.60
TOTAL EXPENDITURE		128,454.69	0.00	76,591.72	205,046.41	150,666.15
NET INCOME/(EXPENDITURE)		50,380.88	0.00	59,925.02	110,305.90	-25,609.39
DEPOSITS RECOVERABLE TRANSFER MISDIRECTED INCOME GAIN/(LOSS) ON INVESTMENT		2,789.34			2,789.34	-4,376.54
NET MOVEMENT IN FUNDS		53,170.22	0.00	59,925.02	113,095.24	-29,985.93
BALANCES BROUGHT FORWARD AT 1.1.21.20		32,348.48	40,000.00	61,818.86	134,167.34	164,153.27
BALANCES CARRIED FORWARD AT 31.12.2021		85,518.70	40,000.00	121,743.88	247,262.58	134,167.34

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2021 £	TOTAL 2020 £
RECONCILIATION OF RESOURCES RETAINED TO NET CASH FLOW					
NET MOVEMENT IN FUNDS	53,170.22		59,925.02	113,095.24	-29,985.93
(Decrease)/Increase in Creditors	2,118.71		10,558.70	12,677.41	296.52
(Increase)/Decrease in Debtors	-6,238.48		-35,583.40	-41,821.88	-11,327.85
(Increase) in Sequestration				0.00	1,431.77
Depreciation			3,701.52	3,701.52	4,435.72
Deposits Recoverable	175.00			175.00	300.00
Income from Investments	1,136.98			1,136.98	-1,074.98
Gain/(Loss) on Investment	-2,789.34			-2,789.34	4,376.54
Cash used in operating activities	47,573.09	0.00	38,601.84	86,174.93	-31,548.21
Cash flows from investing activities					
Purchase of Fixed Assets					
Income from investments	-1,136.98	0.00	0.00	-1,136.98	1,074.98
Cash used in investing activities	-1,136.98	0.00	0.00	-1,136.98	1,074.98
Cash flows from financing activities					
Loan from Diocese Area Council repayment					
Cash provided by financing activities	0.00	0.00	0.00	0.00	0.00
NET CASH INFLOW (OUTFLOW)	46,436.11	0.00	38,601.84	85,037.95	-30,473.23

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2021

NET CASH INFLOW (OUTFLOW)	46,436.11		38,601.84	85,037.95	-30,473.23
Cash at 31.12.20/19	2,511.66	40,000.00	35,910.38	78,422.04	108,895.27
Cash at 31.12.21/20	48,947.77	40,000.00	74,512.22	163,469.99	78,422.04

BALANCE SHEET AT 31ST DECEMBER 2021

Fixed Assets					
Tangible Fixed Assets			22,206.96	22,206.96	25,908.48
Investment	20				
	21	23,638.68		23,638.68	20,849.34
Total Fixed Assets		23,638.68	0.00	22,206.96	45,845.64
Current Assets					
Debtors		25,400.20		35,923.39	61,323.59
Bank: Deposit Account		25,837.52		25,837.52	25,824.61
Banks: Current Accounts		23,028.32	40,000.00	74,512.22	137,540.54
Cash in Hand		81.93		81.93	110.93
Total Current Assets		74,347.97	40,000.00	110,435.61	224,783.58
Current Liabilities					
Deposits Recoverable		775.00		775.00	600.00
Creditors		22,591.64		22,591.64	9,914.23
Total Current Liabilities		23,366.64	0.00	0.00	23,366.64
Net Current Assets		50,981.33	40,000.00	110,435.61	201,416.94
Loan from Diocese Area Council					
NET ASSETS		74,620.01	40,000.00	132,642.57	247,262.58
FUNDS					
Unrestricted		74,620.01		74,620.01	32,348.48
Designated			40,000.00	40,000.00	40,000.00
Restricted			132,642.57	132,642.57	61,818.86
TOTAL FUNDS		74,620.01	40,000.00	132,642.57	247,262.58

Approved by the PCC on the 25th April 2022 and signed on their behalf by

Matthew Barrett (PCC Chairman)

Mary Frances Owens (PCC Hon Treasurer)

NOTES TO THE FINANCIAL STATEMENTS

1. Funds

Funds

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

The Designated Funds of the PCC are set out below.

Church Repair & Improvement Fund

Recognising the need for extensive provision for repair and improvement to its two churches, the PCC set up a Church Repair & Improvement Fund. This fund replaces the two funds below which were under the custodianship of the London Diocesan Fund but which have now been repaid to the PCC.

The Restricted Funds of the PCC are set out below.

Additional Ministry Fund (Previously known as The Curate Fund)

This fund represents amounts donated or collected to fund the stipend of an additional priest or curate for the parish.

Ministry Support Fund

This fund was created by a grant from the Diocese and is to be used for staff costs to support the ministry of the Parish.

St Clements Garden, St Clements Garden Capital Fund and St Clement Garden Maintenance Fund

These funds were created to establish and maintain St Clement's garden.

St James Lighting Fund

This fund is to be spent on lighting at St James.

Grenfell Relief Fund

This fund was created by a grant from the Diocese and is used for purposes related to support for those affected by the Grenfell tragedy.

NCS St James Window Fund

This fund was created by a grant from Norland Conservation Society for repairs to the historic west facing roundel window as well as other stained glass windows at St James.

Heritage Recovery Fund Round 2

This fund was established with a grant from the Cultural Recovery Fund for Heritage with the aim of supporting cultural organisations through the impact of the Covid-19 pandemic. This fund invested in cultural organisations (both profit and not for profit) based in England.

Heritage Recovery Fund Round 3

This fund was established with a grant from the Cultural Recovery Fund for Heritage with the aim of providing short term support for organisations suffering financially due to the Covid-19 pandemic. It is used to fund operating expenses and reserves (within limitations).

Re-Generation Project Fund

This fund was established in 2021 by a private donation to fund a three phase development programme at St James to restore the church, to make the space better for public events and to enable new services.

Youth Work Fund

The PCC receives grants and raises funds to support youth work in the community.

Other funds arise from time to time as a result of special appeals (see Note 25)

2. Accounting Policies

Basis of Preparation

The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 together with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice, Accounting and Reporting by Charities preparing their accounts in accordance with FRS 102.

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102.

The trust constitutes a public benefit entity as defined by FRS 102.

The presentation currency of the financial statements is the Pound Sterling (£).

Incoming Resources

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

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the related income is recognised.

Rental income is recognised when the rent is due.

Dividend and interest income is accounted for when received.

Funds raised from the summer fair and other events are accounted for gross.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Resources Expended

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the balance sheet and the amount outstanding included in expenditure.

Capital Commitment

There were no capital commitments at 31.12 2021 (2020 Nil)

Investments

Investments are valued at market value. The market valuation is obtained from the investment fund which manages the investment on behalf of the Charity.

Gains and losses are recognised as movements in unrestricted funds.

Fixed Assets

Consecrated and benefited property of any kind is excluded from the accounts by s.96(2)(a) of the Charities Act 1993.

Moveable 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 which can be inspected at any reasonable time. For inalienable property acquired prior to 2001 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 benefited buildings, on individual items under £500, or on the repair of moveable church furnishings is written off.

Heaters are depreciated on a straight line basis over five years

Office equipment costing £500 or over is depreciated on a straight line basis over three years.

Office Fixtures & Fittings costing £500 or over are depreciated on a straight line basis over ten years.

Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Estimates are based on historical experience and other assumptions that are considered reasonable in the circumstances. The actual amount or values may vary in certain instances from the assumptions and estimates made. Changes will be recorded, with corresponding effect in profit or loss, when, and if, better information is obtained.

Information about assumptions and estimation uncertainties that have a significant risk of resulting in material adjustment within the next financial year are included below.

Critical judgments that management has made in the process of applying accounting policies disclosed herein and that have a significant effect on the amounts recognised in the financial statements relates to the following:

Provisions

In recognising provisions, the charity evaluates the extent to which it is probable that it has incurred a legal or constructive obligation in respect of past events and the probability that there will be an outflow of benefits as a result. The judgements used to recognise provisions are based on currently known factors which may vary over time, resulting in changes in the measurement of recorded amounts as compared to initial estimates.

	UNRESTRICTED FUNDS	DESIGNATED FUNDS	RESTRICTED FUNDS	TOTAL 2021	TOTAL 2020
	£	£	£	£	£
INCOMING RESOURCES					
3 Voluntary Income					
Planned Giving (Gift Aided)	26,767.20			26,767.20	24,498.87
Income Tax Recoverable	6,654.24			6,654.24	6,084.04
Planned Giving (Non Gift Aided)	1,140.00			1,140.00	1,180.00
Additional Ministry Fund (Gift Aided Planned Giving)			1,359.96	1,359.96	1,359.96
Income Tax Recoverable			339.99	339.99	339.99
Additional Ministry Fund (Non Gift Aided)			519.96	519.96	519.96
Pink Envelope Collections	1,070.46			1,070.46	1,519.30
Income Tax Recoverable	252.62			252.62	251.08
Collections and Other Giving	6,236.79			6,236.79	1,958.11
Income Tax Recoverable	1,465.98			1,465.98	657.80
Cash Collections not Eligible for GASDS	200.00			200.00	0.00
Income Tax Recoverable: Adjustment				0.00	0.00
	43,787.29	0.00	2,219.91	46,007.20	38,369.11
4 Other Voluntary Incoming Resources					
Donations (Gift Aided)	340.00			340.00	3,080.00
Income Tax Recoverable	85.00			85.00	762.50
Donations (Non Gift Aided)	400.00			400.00	1,500.00
LPOW Grant Scheme - VAT Reclaim				0.00	0.00
Grant for Youth Work			604.43	604.43	622.44
Norland Conservation Society grants			10,720.00	10,720.00	0.00
Heritage Recovery Fund Round 2 grant	11,000.00		37,389.00	48,389.00	0.00
Heritage Recovery Fund Round 3 grant			20,483.40	20,483.40	0.00
Re-Generation Project fund			50,000.00	50,000.00	0.00
Income Tax Recoverable			12,500.00	12,500.00	0.00
Diocesan Grant: Ministry Support			2,600.00	2,600.00	0.00
	11,825.00	0.00	134,296.83	146,121.83	5,964.94
5 Activities for Generating Funds					
Speakers Program				0.00	0.00
Summer Fair	3,755.06			3,755.06	0.00
	3,755.06	0.00	0.00	3,755.06	0.00
6 Income from Investments					
Bank Interest	6.43			6.43	48.35
Other Interest and Dividends	1,130.55			1,130.55	1,026.63
	1,136.98	0.00	0.00	1,136.98	1,074.98
7 Church Activities					
Fees	4,624.00			4,624.00	781.00
Hire of Church Buildings	108,658.86			108,658.86	76,637.77
W 11 Opera	3,705.56			3,705.56	1,888.91
Other Income	1,342.82			1,342.82	340.05
	118,331.24	0.00	0.00	118,331.24	79,647.73

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2021 £	TOTAL 2020 £
RESOURCES EXPENDED					
8 Costs of Generating Funds					
Fundraising Event	20.00			20.00	20.00
Summer Fair	789.09			789.09	0.00
	809.09	0.00	0.00	809.09	20.00
9 Charitable Activities					
Other Gifts	50.00			50.00	0.00
	50.00	0.00	0.00	50.00	0.00
10 NCS St James Window Grant Expenditure					
Stained Glass Window Repairs - St James			10,720.00	10,720.00	0.00
	0.00	0.00	10,720.00	10,720.00	0.00
11 Heritage Recovery Fund Round 2 Grant Expenditure					
Grant Project Management			8,300.00	8,300.00	0.00
Deep Cleaning of Buildings			2,000.00	2,000.00	0.00
Organ & Piano Maintenance & Tuning			5,000.00	5,000.00	0.00
Church Utility Costs			2,100.00	2,100.00	0.00
Insurance & Maintenance of Churches			4,000.00	4,000.00	0.00
Marketing costs			3,000.00	3,000.00	0.00
Stained Glass Window Repairs - St James			12,989.00	12,989.00	0.00
	0.00	0.00	37,389.00	37,389.00	0.00
12 Heritage Recovery Fund Round 3 Grant Expenditure					
Staff Salaries			6,147.37	6,147.37	0.00
Administration			928.49	928.49	0.00
Operating Expenses			9,106.62	9,106.62	0.00
Utilities			2,212.92	2,212.92	0.00
Professional Fees			2,088.00	2,088.00	0.00
	0.00	0.00	20,483.40	20,483.40	0.00
13 Salaries Wages and Honoraria					
Note: See also Heritage Fund Grant Expenditure, notes 11 & 12.					
Administrators	12,482.71			12,482.71	16,590.91
Organists' Fees	5,196.00			5,196.00	2,073.75
Other Wages & Fees				0.00	0.00
	17,678.71	0.00	0.00	17,678.71	18,664.66
14 Clergy Expenses					
Hospitality				0.00	58.33
	0.00	0.00	0.00	0.00	58.33
15 Clergy House					
Clergy Expenses	479.40			479.40	479.40
Repairs & Redecoration				0.00	1,078.99
Clergy House Utilities	335.23			335.23	327.59
	814.63	0.00	0.00	814.63	1,885.98
16 Administration					
Note: See also Heritage Fund Grant Expenditure, note 12.					
Minor Office Equipment				0.00	146.35
Telephone & Internet	550.11			550.11	460.71
Office Utilities				0.00	604.59
Printing, Stationery & Postage	1,053.16			1,053.16	650.02
Travel & Transportation	19.28			19.28	11.71
Miscellaneous	526.97			526.97	60.00
	2,149.52	0.00	0.00	2,149.52	1,933.38
17 Church Running Expenses					
Note: See also Heritage Fund Grant Expenditure, notes 11 & 12.					
Events	1,492.67			1,492.67	1,603.64
Website	92.46			92.46	190.85
Copyright Licence	287.00			287.00	276.00
Advertising	144.00			144.00	0.00
London Diocese: Share of Fees	1,371.00			1,371.00	136.00
Weddings & Funerals	139.75			139.75	0.00
Sanctuary	483.06			483.06	440.85
Cleaning	3,073.11			3,073.11	8,597.74
Insurance	4,659.27			4,659.27	9,667.29
St James WIFI	151.95			151.95	666.46
Minor Equipment under £500	8.89			8.89	295.42
Depreciation of Fittings & Equipment				0.00	734.20
Depreciation of Garden			3,701.52	3,701.52	3,701.52
Equipment Repairs and Maintenance	575.90			575.90	1,054.30
Church Repairs & Maintenance	11,392.36		2,767.80	14,160.16	2,484.55
Organ Repairs & Maintenance	2,586.50			2,586.50	0.00
St James's Garden	864.00			864.00	1,080.00
St Clement's Garden			1,530.00	1,530.00	1,853.40
	27,321.92	0.00	7,999.32	35,321.24	32,782.22

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2021 £	TOTAL 2020 £
18 Church Utility Bills					
Note: See also Heritage Fund Grant Expenditure, notes 11 & 12.					
Gas	3,203.63			3,203.63	4,722.07
Electricity	2,999.31			2,999.31	2,982.39
Water	223.48			223.48	363.52
	<u>6,426.42</u>	<u>0.00</u>	<u>0.00</u>	<u>6,426.42</u>	<u>8,067.98</u>

19 Governance					
Note: See also Heritage Fund Grant Expenditure, note 12.					
Examination Fees	4.40			4.40	2,053.60
	<u>4.40</u>	<u>0.00</u>	<u>0.00</u>	<u>4.40</u>	<u>2,053.60</u>

20 Tangible Fixed Assets

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Cost at 1 January 2021	19,107.65		47,012.80	66,120.45
Additions				0.00
Cost at 31 December 2021	<u>19,107.65</u>	<u>0.00</u>	<u>47,012.80</u>	<u>66,120.45</u>
Accumulated Depreciation at 1 January 2021	19,107.65		21,104.32	40,211.97
Charge for the Year	0.00		3,701.52	3,701.52
Accumulated Depreciation at 31 December 2021	<u>19,107.65</u>	<u>0.00</u>	<u>24,805.84</u>	<u>43,913.49</u>
Net Book Value at 1 January 2021	0.00		25,908.48	29,610.00
Net Book Value at 31 December 2021	<u>0.00</u>	<u>0.00</u>	<u>22,206.96</u>	<u>22,206.96</u>

21 Listed Investments

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Market value at 1 January 2021	20,849.34		0.00	20,849.34
Revaluation/Loss for the year	2,789.34		0.00	2,789.34
Market value at 31 December 2021	<u>23,638.68</u>	<u>0.00</u>	<u>0.00</u>	<u>23,638.68</u>

22 Employees

The PCC has two part time employees engaged on administration.
The employees are paid by the Community Project which is reimbursed by the PCC.

2021 £	2020 £
<u>18,630.08</u>	<u>16,590.91</u>

No employees received remuneration in excess of £60,000 during the year.

23 Trustees Remuneration

Noonmark Productions Ltd. received remuneration of £8,300 (2020: Nil) for project management of Heritage Recovery Fund projects. Noonmark Productions Ltd. is owned by Matthew Barrett, a trustee.

24 Independent Examiner's Remuneration

The Independent Examiner's Remuneration constituted a fee of £2,092.40 (2020: £2,053.60), of which £2,088.00 was funded by the Heritage Recovery Fund Round 2 grant (see note 12).

25 Movements on Funds

	Balances at 1.1.21 £	Income £	Interest £	Total Incoming £	Expenditure £	Transfers £	Balances at 31.12.21 £
Designated							
Church Repair & Improvement	40,000.00						40,000.00
Total Designated	<u>40,000.00</u>		<u>0.00</u>	<u>0.00</u>		<u>0.00</u>	<u>40,000.00</u>
Restricted							
Additional Ministry Fund	2,219.91	2,219.91		2,219.91			4,439.82
Ministry Support Fund	6,333.33	2,600.00		2,600.00	2,600.00		6,333.33
St Clements Garden Fund	29,610.00			0.00			29,610.00
St Clements Garden Capital Fund	9,990.48				3,701.52		6,288.96
St Clements Gdn Maintenance Fun	11,836.20			0.00	1,530.00		10,306.20
St James's: Lighting Fund	167.80			0.00	167.80		0.00
Grenfell Relief Fund	1,038.70			0.00			1,038.70
NCS St James Window Fund	0.00	10,720.00		10,720.00	10,720.00		0.00
Heritage Recovery Fund Round 2	0.00	37,389.00		37,389.00	37,389.00		0.00
Heritage Recovery Fund Round 3	0.00	20,483.40		20,483.40	20,483.40		0.00
Re-Generation Project Fund	0.00	62,500.00		62,500.00			62,500.00
Youth Work Fund	622.44	604.43		604.43			1,226.87
Total Restricted	<u>61,818.86</u>	<u>136,516.74</u>	<u>0.00</u>	<u>136,516.74</u>	<u>76,591.72</u>	<u>0.00</u>	<u>121,743.88</u>

26 Prior Period Comparative SOFA

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2020

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2020 £
INCOME AND ENDOWMENTS				
Voluntary Income	36,149.20		2,219.91	38,369.11
Other Voluntary Incoming Resources	5,342.50		622.44	5,964.94
Activities for Generating Funds				0.00
Income from Investments	1,074.98			1,074.98
Church Activities	79,647.73			79,647.73
TOTAL INCOME AND ENDOWMENTS	122,214.41	0.00	2,842.35	125,056.76
EXPENDITURE				
Costs of Generating Funds	20.00			20.00
Charitable Activities				0.00
Church Activities				
Diocesan Parish Share	85,200.00			85,200.00
Salaries Wages & Honoraria	18,664.66			18,664.66
Clergy Expenses	58.33			58.33
Clergy House	1,885.98			1,885.98
Assistant Staff (Administration)	1,933.38			1,933.38
Sunday School Expenses	0.00			0.00
Church Mission	0.00			0.00
Church Running Expenses	27,376.90		5,405.32	32,782.22
Church Utility Bills	8,067.98			8,067.98
Major Capital Expenditure	0.00			0.00
Governance Costs	2,053.60			2,053.60
TOTAL EXPENDITURE	145,260.83	0.00	5,405.32	150,666.15
NET INCOME/(EXPENDITURE)	-23,046.42	0.00	-2,562.97	-25,609.39
GAIN/(LOSS) ON INVESTMENT	-4,376.54			-4,376.54
NET MOVEMENT IN FUNDS	-27,422.96	0.00	-2,562.97	-29,985.93
BALANCES BROUGHT FORWARD AT 1.1.20	59,771.44	40,000.00	64,381.83	164,153.27
BALANCES CARRIED FORWARD AT 31.12.20	32,348.48	40,000.00	61,818.86	134,167.34

Ultimate Controlling Party

27 The Charity is controlled by the trustees.

Independent Examiner's Report to Parochial Church Council (PCC) of St Clement with St Mark Notting Dale and St James Norlands

This report on the financial statements of the PCC for the year ended 31 December 2021, which are set out on pages 18 to 24, is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 ('the Regulations') and s.145 of the Charities Act 2011 ('the Act').

Respective responsibilities of the PCC and the examiner

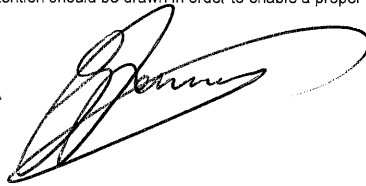
As members of the PCC you are responsible for the preparation of the financial statements; you consider that the audit requirement of the Regulations and s.144(2) of the Act does not apply. It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
- to keep accounting records in accordance with section 130 of the Act; and
 - to prepare financial statements, which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mr GMD Jennings FCCA CTA
Kirk Rice LLP
The Courtyard
High Street
Ascot
Berkshire
SL5 7HP



13/06/22.

Accounts



The Parish of
St Clement
and **St James**

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDING 31 DECEMBER 2020**

Registered Charity Number 1132478

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ADMINISTRATIVE DETAILS OF THE CHARITY

Charity Name: THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS
Registered Charity Number: 1132478

Vicar/Priest-in-charge:

There is currently no vicar following the Bishop of Kensington's decision to suspend presentation of the parish. The Revd Gareth Wardell was licensed as priest-in-charge on March 24th 2020.

Church address – St James Norlands

St James's Gardens
London
W11 4RB

Church address – St Clement Notting Dale

Treadgold Street
London
W11 4BP

Correspondence address

Parish Office
95 Sirdar Road
London
W11 4EQ

Treasurer

Allen Molesworth FCA

Independent Examiner

Graham Jennings FCCA CTA
Kirk Rice LLP
The Courtyard
High Street
Ascot
Berkshire
SL5 7HP

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Barclays Bank PLC
137 Ladbroke Grove
London
W11 1PR

Church Architect

Jon Bolter BA BArch RIBA AADipCons AABC
Rees Bolter
New North House
202 New North Road
London N1 7BJ

TRUSTEES' REPORT

The Parochial Church Council of St Clement with St Mark Notting Dale and St James Norlands (the PCC) presents its report and accounts for the year ended 31 December 2020.

The accounts have been prepared in accordance with the accounting policies set out on page 23 of the attached accounts and comply with the PCC's governing documents, applicable laws and the requirements of the Church Accounting Regulations 2006 (the regulations') and s.145 of the Charities Act 2011 (the Act).

PCC STRUCTURE, GOVERNANCE AND MANAGEMENT

Suspension of presentation

After the departure of Revd Prebendary Dr Alan Everett at the end of April 2019, the Bishop of Kensington suspended presentation of the parish for three years, effectively taking charge of the process of finding a replacement for Alan. On 24th March 2020 Revd Gareth Wardell was licensed as "priest-in-charge". We anticipate that the suspension of presentation will be lifted and that in due course Revd Gareth Wardell will be appointed as incumbent and will hold the title of vicar.

Charitable status

The PCC acts with the Vicar/priest-in-charge of St Clement and St James as the governing body.

The PCC's activities include:

- Regular public worship open to all.
- The provision of sacred space for personal prayer and contemplation.
- Pastoral work, including visiting the sick and bereaved.
- Teaching of Christianity through sermons, courses and small study groups.
- Taking religious assemblies of schools.
- Providing services to the community by facilitating the use of the church by local organisations.
- In partnership with its sister organisation, The ClementJames Centre, supporting its provision of educational programmes for young people and adults, and its employment programme.

Governing Documents of the Parochial Church Council

The PCC is governed by two pieces of Church of England legislation, called Measures. These are:

- The Parochial Church Councils (Powers) Measure 1956 as amended. This defines the principal function, or purpose, of the PCC as 'promoting in the parish the whole mission of the Church'. The full text of the PCC Powers Measure in its currently amended form is available on the Statute Law Database: <http://www.legislation.gov.uk/ukcm/Eliz2/4-5/3/contents>.
- The Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended). The full text of the Church Representation Rules in its currently amended form is available on the Statute Law Database: <http://www.legislation.gov.uk/all?title=Church%20representation%20rules>.

Risk Management

The trustees have assessed the major risks to which the charity is exposed, in particular those related to operational and financial matters, and have set up appropriate procedures to reduce exposure to those risks.

Trustee selection method

Charity trustees are elected at each Annual Parochial Church Meeting of the charity.

The Parochial Church Council (PCC)

The members of the PCC who served during the year were:

Churchwardens – St James
Mark Cazalet

Churchwardens – St Clement
Frederica Venn
Barnabas Palfrey

Deanery Synod representatives
Maureen Gould
Doreen Patterson

PCC, Deanery Synod representatives and
Churchwardens
(from March 2019)

Teresa Barclay (to 2020)
Matthew Barrett (Deanery Synod to 2020)
Rick Brown (to 2021)
Rachel Carr (to 2021)
Mark Cazalet (churchwarden to 2020)
Len Court (to 2022)
David Deakin (to 2022)
Cynthia Edun (to 2020)
Barbara Fernle (to 2020)
Maureen Gould (to 2022)
Michelle Harris (to 2021)
Tim Lee (churchwarden to 2020)
Lala Manners (to 2022)
Allen Molesworth (treasurer; co-opted; to 2019)
Doreen Patterson (Deanery Synod to 2020)
Merrilees Smiley (to 2020)
Kemi Soyeye (to 2022)
Angelica Steward (to 2020)
Frederica Venn (churchwarden to 2020)
Barnabas Palfrey (churchwarden to 2020)

PCC, Deanery Synod representatives and
Churchwardens
(from October 2020)

Teresa Barclay (to 2023)
Matthew Barrett (to 2023)
Nalu Binaisa (to 2023)
Rick Brown (to 2021)
Rachel Carr (to 2021)
Mark Cazalet (churchwarden to 2021)
Len Court (to 2022)
David Deakin (to 2022)
Cynthia Edun (to 2023)
Maureen Gould (Deanery Synod to 2023)
Michelle Harris (to 2021)
Tim Lee (to 2023)
Lala Manners (to 2022)
Allen Molesworth (treasurer; co-opted; to 2021)
Doreen Patterson (Deanery Synod to 2023)
Rosalyn Silvester (to 2023)
Merrilees Smiley (to 2023)
Kemi Soyeye (to 2022)
Frederica Venn (churchwarden to 2021)
Barnabas Palfrey (churchwarden to 2021)

Parish staff:

The Revd Gareth Wardell, Priest-in-charge: full time

REVIEW OF ACTIVITIES

Review of achievements and performance

PCC Report

The congregations of the two churches continue to seek to express the love of God in the parish and beyond. The two Victorian churches have been greatly adapted over the years. As places of worship and beautiful sacred spaces, they are normally in heavy demand for community activities. Sadly, the impact of the Coronavirus pandemic has necessitated the closure of both churches for long periods of time. While services could be conducted via Facebook or Zoom, the shutting of the churches has had a significant effect on the parish's finances.

Public benefit

The trustees have discussed the issue of public benefit and are confident that the breadth and scope of the work undertaken, as disclosed in this report complies with Section 17 of the Charities Act 2011 and has due regard to the Charity Commission's general guidance on public benefit.

Worship

The Parish continued in an interregnum of the first two-and-a-half months of 2020. During this period the existing pattern of worship continued with the support of local clergy. On 16th March 2020, the UK entered a period of government-mandated national lockdown as a result of the global Coronavirus pandemic and everything changed.

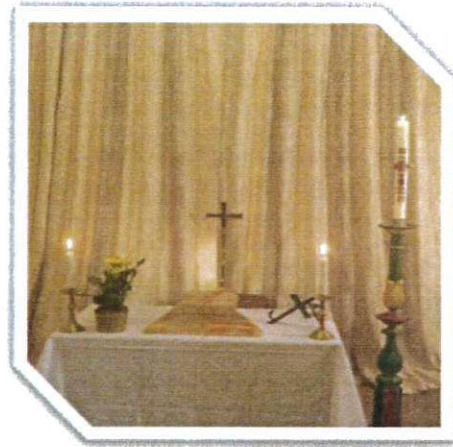
The Reverend Gareth Wardell was due to be licensed as Priest-in-Charge, on 24th March. Sadly, the planned service had to be cancelled and the licensing took place on-line, via Zoom – possibly the first such licensing in the Church of England's history – but certainly not the last!

In-person, public worship in both churches was suspended on the advice of the Bishop of London, with the result that no services took place on Mothering Sunday, 22nd March. However, to date, this remains *the only Sunday* on which worship has not been offered in the parish during the on-going pandemic. With the help of various PCC members, the parish created a Parish Facebook page which became the principal platform via which on-line worship has been offered ever since.

From Passion Sunday (29th March 2020) onwards, and on all the principal days of Holy Week 2020 (Palm Sunday, Maundy Thursday, Good Friday, Holy Saturday and Easter Sunday), worship was live-streamed from a temporary 'pop-up chapel' in the Vicarage. Thereafter the following pattern of on-line worship, with united services for both churches, was established (with Evening Prayer being discontinued at the end of August):



Parish Facebook Page



Vicarage Pop-up Chapel

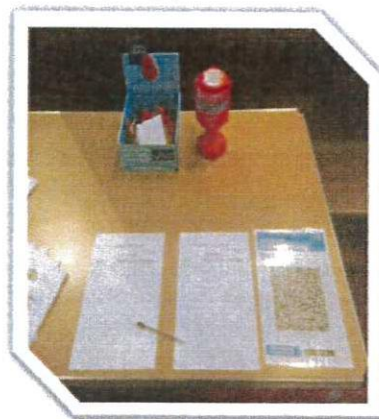
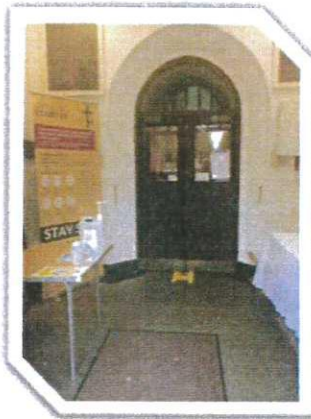
This arrangement continued until Sunday 28th June. During this time every effort was made to ensure there was participation from both churches (with different members of the congregation submitting videos of themselves reading the lessons or leading the intercessions).

Sunday School activities continued on-line, throughout this time, supported by a weekly email sent to families, with suggested activities related to the theme of that week's service. On the 1st Sunday of each month the main service was an 'all-age' service with children from both churches doing the readings, leading the prayers and producing some excellent art-work to help illustrate the talk.



Sunday School Art-work during lockdown!

In early July 2020 as lock-down restrictions began to be lifted, a working party from each church helped prepare our two church buildings for 'Covid-secure worship'. Large pull-up banners were installed at the entrance to each church and from the 5th July 2020, we resumed the practice of having separate services at each church. The Eucharist continued to be central focus of our worship, although in keeping with church and public health guidance, Holy Communion was only offered in one kind. With congregational singing not permitted, a weekly selection of hymns, recorded by the choral scholars of St Martin-in-the-Fields, was made available to Church of England churches via the *A Church Near You* Website and this helped enhance our worship.



Worshippers were required to wear face-masks, to sanitise their hands on entering the building, to sign-in and where possible scan a QAR code to facilitate track-and-trace procedures. Seating was re-configured to ensure social distancing.

Despite these restrictions, our parish community continued to meet for public worship in both churches every week from July through to October. Services were also live-streamed for those who felt unable to attend in-person. A joint service was held at St James' Church on 26th July to mark their patronal festival. In addition, an evening service was held at St Clement's Church on All Souls' Tide to commemorate the faithful departed and considerable efforts were made to contact all those families for whom funerals had been conducted in previous recent years.

In early November, an additional lockdown was announced in a bid to halt an alarming rise in infections. This necessitated the temporary closure of both churches from early November. During this time, we reverted to an on-line only mode of worship, with a small team of people in church to lead the service. Sadly, this meant that St Clement's patronal festival and Remembrance Sunday had to take place on-line only.

In-person worship resumed on 6th December, the 2nd Sunday in Advent, and a full range of services was offered over the Advent and Christmas season, both in-person and on-line, including Midnight Mass and a Christmas Day morning family service.



Both churches were beautifully decorated for Christmas and a particular highlight was the Carols by Candlelight Service held at St James' Church on 13th December, led by singers from Imperial College London. Those wishing to join in the carols were invited to gather, socially distanced, in the gardens outside where the service was relayed on loudspeakers. Those unable to stand for long periods of time were able to be seated in the church.

Occasional Offices

There was one baptism and six funerals in 2020. Sadly, the two weddings arranged to take place in the summer had to be cancelled due to the pandemic – it is hoped they can be re-scheduled for a later date.

Pastoral Care

At a time of heightened anxiety and isolation it has been a profound regret that most home, and all hospital visiting has been impossible, as have visits to residential care homes. At the same time, all mingling and social-interaction after services have been discouraged, thereby seriously limiting the normal contexts in pastoral encounters take place. Efforts have been made to keep in touch with those on our electoral roll by telephone and, when possible to make socially distanced door-step visits to those isolated at home or to go for a walk with parishioners, when this was permitted. During the warmer weather Fr. Gareth arranged a number of socially-distanced tea-parties in the vicarage garden, but there is still much work to be done in getting to know members of our two congregations.

The Church Buildings

Fabric reports 2020

St Clement

- Gutters, hopper and downpipes cleared as part of an annual cycle.
- Gas inspection takes place usually in October
- Pest control interventions happens when necessary.
- Lightning conductor inspection took place in 2020
- Church rentals: in addition to The ClementJames Centre, IntoUniversity rented the church space as social-distanced office for much of the year (as well as LC2). There have been dance classes when permitted on Saturday mornings, and very few other incidental bookings.
- Frederica Venn and Barnabas Palfrey have been churchwardens.

Works needed: boilers and CO monitors in vestry need inspection; replace damaged brick in north porch (Q); review discharges from boiler in sacristy (Q); electrical report and recommendations (Q)

Frederica Venn, Barnabas Palfrey

St James

- Gutters, hopper and downpipes cleared as part of an annual cycle.
- The Heating system has continued to behave erratically, and the installation of a Nest digital app has worked up to a point. The online controls enable the part-time parish administrator Marie Casey to set and reduce/increase the temperature and hours, but several mitigating factors have hampered the delivery of accurate performance. Flame Service have been called out multiple times and now instructed the Church that our problems with wider roll out of digital controls to the Churchwardens and the Priest-in-Charge is a matter between Nest and our principal controller. This situation is unresolved and frustrating
- TMT heating engineers' report concluded categorically that our hot air heating was effectively overheating the ceiling of the church and underheating the pews. This is the direct cause of long-term severe damage to our precious organ and ultimately ceiling timbers. The system needs replacing as soon as possible. The heating engineer suggested radiant heaters which warm the bodies in the church not the air. This comes at the aesthetic price of suspended units in the nave, hot spots and cold spots. There are also less intrusive but more expensive options involving underfloor heating. More work needs to be done to ascertain whether heat pump technology could provide a green ecological and sustainable answer.
- Gabriel Finn, a lighting engineer designer, produced a helpful report detailing the translation of existing bulbs to LED system and replacement of stage lighting to contemporary ecological long-lasting fittings. His plan awaits funding and integration with a wider architectural scheme.
- Fire extinguishers tested and serviced
- A project was initiated by churchwarden Mark Cazalet to obtain funding for the restoration of the greatly damaged stained-glass window located behind the organ. Several Quinquennial reports had advised immediate works to save the glass and we are delighted to have appointed Chapel Studios to carry out the work after competitive tendering. By the end of 2020, most of the funding was theoretically in place and since year end in an extraordinary act of generosity by Norland Conservation Society has enabled the Church to complete its fund-raising. RBKC gave £5k and NCS fund matched this with £5k and then added a further £500 for additional works. The aim is to remove the window, board up the gap, fully restore and replace missing pieces, carry out remedial works to the ferramenta, reinstall the window and then illuminate it from within building. The new window will not have been seen in living memory as it ceased to function when the organ was transferred from the Lady Chapel to the high level of the West end. The illuminated roundel will shine out in St James' Gardens and act as a beacon of pride for the architectural glory of this building and Christian presence in the neighborhood.
- A complete deep clean of the Church was carried out by Oscar's Cleaning Company, which has taken over the cleaning duties at St James. This has resulted in a transformation of the rear vestry space and kitchen. We were commended by our principal renters Potters' House Church who were delighted.
- Remedial emergency repairs to the organ bellows were carried out and staged report on future organ works prepared, dependent on major fund raising. The report from Bishops' was not as promised being a catch all document rather than the three-stage presentation of options asked for.
- Our Quinquennial Architect attended to do a specific check on the East end ground movement and high-level masonry stability. He did not deliver a report by year-end and needs to be chased.
- Front gardens maintained
- Church rentals: Our customers include Potter's House Church, W11 Opera and Norland Place School who both use the church for storage arrangements. A heavy decline in rental fees due to Covid regulations effectively cancelling most of Potters' House Church services/prayer meetings, W11 Opera rehearsals and production, NPS school functions, memorials, and vestry rentals. There have been several film shoots and rehearsal leasing opportunities, but these are occasional.
- At the end of 2020, we set in motion a major fundraising campaign that we hope will allow us to transform the fabric of St James, which has suffered from years of neglect. We hope to launch

an ambition programme of works that will allow us to transform the building, allowing us to reinvent and renew our offering to our community for the 21st century.

Works needed: various works to the entrance porch; minor decorative works in the church and back rooms; = walling repairs (Q); replace gas meter (Q); undertake electrical code 2 inspection works (Q); replace broken tiles in chancel (Q); fix guards to windows by Calvary garden (Q); repair the organ's memory control system; high level LED lighting scheme to replace current Tung Eaton bulbs and theatrical lights.

Mark Cazalet

Mission and Ministry

St Clement

- **Worship:** Much of 2020, from Fr Gareth's licensing to the Autumn, has involved worship online for the congregation. In-person worship resumed at St Clement's from Autumn 2020 until Christmas, then went online.
- **Church learning and sharing:** activities were limited because of the prolonged lockdown.
- **Church community:** Alongside other Covid safety measures for all attendees at worship, it has not been possible to have refreshments at services. Although this has reduced community togetherness, congregation members have greeted each other briefly after in-person services. Congregation members, as well as Gareth and the church wardens, have also attempted to keep in touch by telephone and other means. However, we currently lack any optional shared contacts scheme in the St Clement church community, which could make contacts available to congregation members other than the priest and church wardens (who have access to the Electoral Roll).
- **Children and Young People:** Although very few at St Clement's, children and young people have contributed regularly to all-age and other services. Weekly Sunday School restarted in the Autumn (supported by Rachel and Barnabas) with one family of two young people regularly attending, and one other also occasionally present. Banners painted by the Sunday School before the first Covid lockdown adorned the church for several months. The hope is to reboot Sunday School in 2021 in collaboration with St James.

St James

- Tim Lee stepped down after nine dedicated years as a churchwarden in October 2020. Since then Mark Cazalet has had to work on his own as churchwarden and he is very keen to find a second churchwarden to help share the tasks and functions. Doreen Patterson, our voluntary vergger, has put in a huge amount of time and effort fulfilling many of these duties unofficially.
- Thanks to the church being closed due to Covid, flowers have ceased to be a regular feature. It is hoped that a rota and suitable funding will be put in place when St James re-opens permanently.
- Despite Covid restrictions there was a good turn-out to prepare the church for Christmas
- The rota for readers, prayers and stewards has also lapsed due to the problems and restrictions related to Covid. We will restore it when our churches can open more fully in 2021. That said, when St James was allowed to be open in 2020, one of the features of Fr Gareth's tenure was an increased number of people offering to read.
- There is no longer a church choir, but Fr Gareth is keen once lockdown restrictions diminish to explore a Gospel Choir with children at the heart of the group. We also intend to look at other options to bring singing back to St James. This may include deepening our relationship with the Imperial College Chamber Choir, which performed superbly at the Carol Service

- When St James has been open the weekly Sunday School continued to be organised by Anna Lee, a member of the congregation who is supported by a strong but limited rota of parishioners. Anna also arranged for online Sunday School activities for both churches during lockdowns, for which we are immensely grateful. It is to be hoped that when we can open again, we can relaunch this part of our mission, with additional helpers, making it a central part of our offering to the community, building on Fr Gareth's relationship with our church school.

St Clement's Church Garden

In normal times, the gardens around St Clement's church are used and enjoyed by many local people.

The closure of the Clement James Centre, IntoUniversity and the Parish Office for in-person visits meant that the enclosed garden, accessed from Sirdar Road, has also been closed to the public.

However, the Garden for Peace and Healing on Treadgold Street, has remained fully accessible to the public. It is an immensely important place and is greatly valued by the community. It is often the focus for events commemorating the Grenfell fire and for those remembering loved ones who lost their lives.

Open church and the gardens at St James

Sadly, the requirement for additional church cleaning after use, in order to control the spread of the Covid 19, infection has meant that both churches had to remain closed mid-week for much of the year.

When lockdown restrictions eased somewhat we were able to resume making the St James' church piano available for piano practice to students from the Royal College of Music.

Unfortunately, the annual Shakespeare performance in the Gardens around St James' Church, was cancelled due to the pandemic. We hope *Shakespeare in the Squares* will return in due course.

The Calvary church garden to the right of the church entrance (south east) remains an important amenity for the neighbourhood and is much used in fine weather by the elderly, local workers and tourists. Some anti-social behaviour and complaints from neighbours, particularly during the warmer weather, has led to the gardens being locked at night time.

Grenfell Tower Fire Anniversary Week

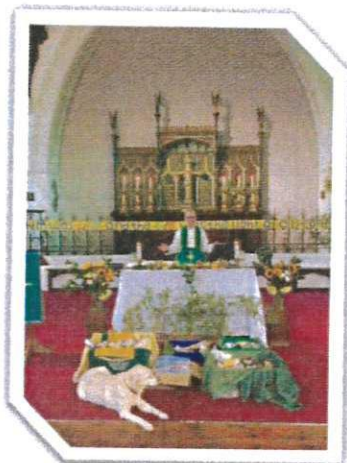


The third anniversary of the Grenfell Tower Fire occurred on a Sunday this year. In addition to the Parish's regular on-line act of worship, a special ecumenical on-line service of remembrance took place, with recorded greetings from all local faith and community leaders, including Fr. Gareth and many senior politicians. The sermon was delivered by Bishop Graham.

St Clement's church was open for 8 hours, with Covid 19 precautions in place, and a steady stream of people came into the church to pray, sit quietly and light a candle. A number of film crews conducted interviews with local people in the St Clement's Garden for Peace and Healing.

Arrangements had been made for church bells across the capital to be rung 72 times to commemorate those who died and many of the evening news bulletins led with footage of the St Clement's Church bell being rung. The bell was also rung at St James.

Food Bank



The parish now has a well-established relationship with the newly opened Kensington & Chelsea Food Bank at the Notting Hill Methodist Church. In normal times there are collecting points in both churches and a member of the congregation delivers goods to the Foodbank after the Wednesday Eucharist at St James. However, during the various periods of lockdown, these arrangements have been more ad-hoc, with many donors in the parish delivering their contributions directly. A considerable number of items were donated at our Harvest Festival services and these were delivered to the Methodist Church the following week.

Clergy

The Parish is immensely grateful to the many clergy from our neighbouring parishes who helped to cover services during the interregnum.

The Revd Gareth Wardell was licensed as Priest- in-Charge on 24th March 2020.

Safeguarding

Katherine Soanes was appointed as Parish Safeguarding Officer. There were Children's Champions at each church and an Evidence Checker was also appointed. The PCC continues to adopt the Diocesan Child Protection Policy. The PCC complies with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishops' guidance on safeguarding children and vulnerable adults, as follows:

Child Protection

The Church of England, in all aspects of its life, is committed to and will champion the protection of children and young people both in society as a whole and in its own community. It fully accepts, endorses and will implement the principle enshrined in the Children Act 1989, that the welfare of the child is paramount. The Church of England will foster and encourage best practice within its community by setting standards for working with children and young people and by supporting parents in the care of their children. It will work with statutory bodies, voluntary agencies and other faith communities to promote the safety and well-being of children and young people. It is committed to acting promptly whenever a concern is raised about a child or young person or about the behaviour of an adult, and will work with the appropriate statutory bodies when an investigation into child abuse is necessary. The Church of England is committed to encouraging an environment where all people and especially those who may be vulnerable for any reason are able to worship and pursue their faith journey with encouragement and in safety. Everyone, whether they see themselves as vulnerable or not, will receive respectful pastoral ministry recognizing any power imbalance within such a relationship.

Safeguarding Adults

All church workers involved in any pastoral ministry will be recruited with care including the use of the Criminal Records Bureau disclosure service when legal or appropriate. Workers will receive training and continuing support. Any allegations of mistreatment, abuse, harassment or bullying will be responded to without delay. Whether or not the matter involves the church there will be cooperation with the police and local authority in any investigation. Sensitive and informed pastoral care will be offered to anyone who has suffered abuse, including support to make a complaint if so desired: help to find appropriate specialist care either from the church or secular agencies will be offered. Congregations will often include people who have offended in a way that means they are a continuing risk to vulnerable people. The risks will be managed sensitively with the protection of adults and children in mind.

In accordance with guidance from the diocese, the PCC adopted the House of Bishops' Policy Statements 'Promoting a Safer Church' (2017) and 'Protecting All God's Children' (2010) and the Diocesan Safeguarding Policy 'Promoting a Safer Diocese' (2018) as part of its safeguarding policy

Other PCC matters

The PCC membership remains large and meetings, conducted via Zoom because of Covid-restrictions throughout 2020, have been very well-attended. We look forward to the resumption of in-person meetings as 2021 progresses.

Father Gareth put in place a Mission Action Plan and the first steps were taken towards developing a major fund-raising bid to enable us to renew our offering to our Parish community at both churches. However, inevitably PCC activities were severely limited during 2020 and we hope to advance these programs in 2021

The parish participates in monthly Prayer Lunches, an annual Christian Unity Service and other ecumenical activities. Frederica Venn is particularly active in supporting Churches Together in Notting Hill.

The ClementJames Centre

The partnership with The ClementJames Centre, our independently funded sister charity on the St Clement's site, has been particularly important over the past year - as the community we serve has dealt with the challenges of the Covid pandemic.

The ClementJames Centre can be understood as part of the social mission of the church that reaches out beyond its faith and congregation, to support anyone seeking help, bringing together the wider community within the parish. This partnership is reflected in the strong relationship between both organisations with the Vicar and some parishioners serving as ClementJames Centre trustees and volunteers, two members of staff being shared between the organisations and many parishioners and their families being supported by the Centre.

The ClementJames Centre has been serving the community for 40 years and continues to thrive after a steady period of growth. At the same time, the need in the local community has significantly increased. Unemployment is a major issue in North Kensington with 10,400 residents unemployed (prior to the pandemic) and over 8,100 residents without any qualifications, making it particularly difficult for them to find employment or progress with their careers. In our local ward alone, 76% of households suffer from at least one form of deprivation around income, education, health or housing. 43% of the children and young people in North Kensington are living in poverty and therefore reducing their life chances. Due to limited English language skills, many local adults are struggling to interact with their community and feel isolated and dependent on others. In North Kensington there are over 1,800 households where no occupant speaks English as their main language, and over 1,400 residents speak very little to no English.

Shockingly, life expectancy is 16 years lower for men in the most deprived areas of Kensington and Chelsea than in the least deprived areas. Locally, mental health is the most common reason for long term sickness absence and the local wards fall into London's highest 20% for incapacity benefit claimant rates for mental health reasons.

The Centre's expertise in understanding the changing needs of local residents and in helping the parish community, results in measurable impact. However, despite there being an increasing need for the services of ClementJames in the area and despite the centre having the capacity to support many more people (up to 5,000 people a year) - there are long waiting lists for the Centre's services, as the number of people the Centre is able to support is constrained by the current building. Additional and improved premises are necessary to accommodate this rising demand in the area. A demand that was evident prior to the pandemic and unfortunately has grown significantly. The Centre now supports around 3,000 local people each year to release their potential and live fulfilled lives through 4 aligned programmes:

- **Employment Support** - Helping people to gain meaningful and sustainable employment. We offer tailored advice and support, mentoring and work skills activities.
- **Young People's Education** - Helping young people to learn, flourish and achieve their potential. We provide academic support, mentoring, intensive literacy and numeracy support and aspirational activities. As a result of the successful young people's programme at The ClementJames Centre, the IntoUniversity charity was created to provide a network of IntoUniversity centres across London and further afield. IU North Kensington, which is still run by The ClementJames Centre, is also part of the wider IntoUniversity network, a national charity, whose head office is located at St Clements.
- **Adult Learning** - Supporting adults to improve their English, Maths and ICT skills. We offer a wide range of Functional Skills courses and intensive literacy and numeracy support.
- **Wellbeing & Support** - Empowering people to overcome barriers and challenges and to engage with their own wellbeing. We do this through the provision of Information, Advice and Guidance, and wellbeing support and activities.

Throughout the pandemic the ClementJames Centre has continued to provide support online and over the phone. Not only through the existing programmes (above), but also making thousands of pastoral calls, distributing food, helping to make government information more accessible and supporting people to access technology. However, it has been evident that face to face support is invaluable and being a trusted place of belonging in the heart of the community, is at the core of the ClementJames Centre's success.

Over the past three years:

- **70%** of unemployed clients, seen five times or more, progressed to employment or training – compared with only 30% of people on the Government Work programme;
- **84%** of Year 13 students progressed directly to university – compared to a national average of only 24% for young people from similar backgrounds;
- **96%** of adult learners passed their exams and achieved their accreditation – compared with only 50% of students studying with the nation's largest adult learning provider;
- **77%** of issues were resolved through information, advice and guidance appointments and the remaining 23% were referred to specialist providers.

The beautiful garden and welcoming staff provide a sense of calm and safety for local people. The ClementJames Centre is not just a community building; it is a second home and family. As such, providing opportunities for people to meet and congregate is at the heart of its plans to expand the premises on Sirdar Road. Firmly rooted in the partnership between the Parish and the Centre, the following development plans are proposed, enabling The ClementJames Centre to continue to operate successfully and support many more local people to transform their lives:

The Garden Annexe & Colonnade

The main part of the project will be a two-storey garden annexe, running along the flank wall of 93 Sirdar Road, which will be attached to the main building. This annexe will provide five new teaching/workshop spaces, a new reception and office (for Centre staff and staff shared by both the Centre and the Parish), new accessible toilet facilities and a lift, at last providing disabled access to all areas. Retaining the feel of the beautiful garden space is integral to the plans. The introduction of a grass roofed colonnade linking the garden annexe with the main building and new winter garden will provide a space for informal meetings whatever the weather and make the garden a place people can enjoy throughout the year.

The Winter Garden

In the under-used space between the main building and St Clements church, a timber and glass roofed, enclosed Winter Garden will be created. This open plan space will enable year-round use by both the Church and the Centre for meetings and gatherings.



To find out more about the Centre and its work or the plans to improve the premises do contact reception@clementjames.org or 0207 221 8810.

The PCC sees the work of the Centre as part of the social mission of the church. This vision is also shared by the Diocese of London, which grants a lease for the Institute Building to The ClementJames Centre at a peppercorn rent, to enable it to run and develop its programmes for both young people and adults. The PCC has approved and supports the Centre's proposed building/development programmes

The Vicar is designated as one of the Trustees of the Clement James Centre and, since starting in post as Priest In Charge, Fr. Gareth has been inducted as a Trustee and attends Trustee meetings regularly.

The Summer Fete, Summer Speaker Programme, Notting Hill Carnival

The Summer Fete, Summer Speaker Programme and the Notting Hill Carnival (with the Carnival Mass at St Clements) are normally among the highlights of the Parish summer calendar. Sadly all three events were cancelled in 2020 owing to the Coronavirus Pandemic.

The Church School

St Clement and St James Church of England Primary School is the parish's local church school. It is keen to play an active role in our community. It has recently federated with St Thomas's in North Kensington (with the support of the PCC). Michelle Harris is serving as the PCC appointed governor.



As Parish Priest, Fr. Gareth is also a School Governor and visits the school on a daily basis, with *Libby* his registered therapy dog in order to greet children and their parents/carers in the morning, alongside the Head Teacher, as they arrive and, as time allows, to say goodbye to them at the end of the school day. Even during periods of lockdown, the school has remained open for children of key workers and those in vulnerable

Fr. Gareth also leads a weekly assembly although for much of the year this has been recorded and delivered on-line. With the support of Bishop Graham, Fr. Gareth was able to secure nearly £35,000 in funding for various projects at the school, including: the Edible Garden Project, funding to equip and staff a Nurture Room, and to start a Junior Gospel Choir (when Covid 19 regulations permit singing again). Fr. Gareth is also involved in one-to-one mentoring of some of the children and hopes to start an after-school Junior Confirmation Class in 2021

The school continues to face challenges when it comes to funding as pupil numbers are low and government funding is very tight. However, the school has transformed itself over the past year and now has a strong offering:

- It is one of the only small schools in the area (single-form entry) which means staff have time to get to know children and families
- It has just opened a brand new early years 'Owlet's' centre which has wonderful facilities for 3-5 year olds

- It has strong Christian values of friendship, thankfulness, excellence, forgiveness and compassion
- It has a broad curriculum and promotes love of the arts.
- It has a caring and supportive staff team which works closely with children and families to ensure each child is calm and ready for learning. It has a carefully tailored support for any child who needs a little extra encouragement and attention eg Special Needs coordinator, learning mentors, art therapy, Place to be (counselling), West London Zone, and speech therapy
- By being federated with St Thomas' CE Primary School (Ofsted Outstanding) it can share resources and professional development to ensure very strong teaching in both schools

The school very much welcomes applications for school places from parents whose children attend local churches. Please refer to the school website for more information and to arrange a visit <https://www.stfed.rbkc.sch.uk/admissions-2/>

If you are able to help the school by volunteering or making a donation please refer to the school's fundraising page <https://www.stfed.rbkc.sch.uk/fundraising/>

Office staff

Two members of staff support the parish part time at the office. Charlotte Devitt is the part time finance officer and receptionist, on one day a week. On one and a quarter days a week, Marie Casey is the receptionist and administrative assistant.

Electoral Roll

The 2020 electoral roll stands at 88 people (St James' 54; St Clement's 34).

FINANCES

Statement of the PCC's financial responsibilities

Charity law requires the PCC to prepare accounts for each financial period which give a true and fair view of the charity's state of affairs at the end the year and of its income and expenditure for the year.

In preparing those accounts, the PCC is required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that it will continue in its activities.

The PCC is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the entity and to enable them to ensure that the accounts comply with the Charities Act 2011 and other relevant legislation. It is also responsible for safeguarding the assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Reserves Policy

It is the policy of the PCC to build up unrestricted free cash reserves to a level equivalent to three months expenditure. At current levels, excluding the expenditure on repairs to St James's windows, this amounts to a target of about £40,000. On 31st December 2020, the unrestricted and undesignated free cash reserves stood at about £2,512.

The PCC considers that it is necessary to hold reserves at the target level in order to:

- Ensure continuity of services.
- Provide a cash balance to cover delays in the receipt of income.
- Provide cover for unexpected items of expenditure of which the most likely are repairs to the church buildings.

The PCC has set up a Church Repair & Improvement Fund with a current balance of £40,000 to meet any part of the cost of repairs not covered by grants and donations and the cost of further capital works to the churches over the next five years.

Review of Financial Position

The PCC ended the year with a deficit of £29,986.

The PCC's income for the year was £125,057. The position of the various funds is set out at note 25 in the accounts. The largest source of income was £76,638 from the hire of premises, less than last year by £20,178 due to the impact of Covid 19. Regular voluntary income and donations accounted for £38,369, £10,452 less than last year. There were no fundraising events in 2020.

Expenditure for the year totaled £150,686. The main item of routine expenditure is the diocesan parish share, £85,200. Salaries, wages, and honoraria amounted to £18,665, about £12,315 less than 2019 due to the interregnum. Church running expenses, including utility bills, accounted for £40,850 about £6,388 less than last year mainly accounted for by a lower level of expenditure on repairs, the garden, and utilities.

The Parish ended the year with cash balances totaling about £78,422 of which £75,910 relates to restricted and designated funds. The detailed figures are set out in the statements on pages 21 to 27.



Matthew Barrett
PCC Chairman
April 2021

THE PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS
REGISTERED CHARITY No: 1132478
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2020

	Note	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2020 £	TOTAL 2019 £
INCOME AND ENDOWMENTS						
Voluntary Income	3	36,149.20		2,219.91	38,369.11	48,301.81
Other Voluntary Incoming Resources	4	5,342.50		622.44	5,964.94	6,473.99
Activities for Generating Funds	5				0.00	7,834.98
Income from Investments	6	1,074.98			1,074.98	1,292.81
Church Activities	7	79,647.73			79,647.73	103,741.71
TOTAL INCOME AND ENDOWMENTS		122,214.41		2,842.35	125,056.76	167,445.10
EXPENDITURE						
Costs of Generating Funds	8	20.00			20.00	2,370.13
Charitable Activities	9				0.00	115.00
Church Activities						
Diocesan Parish Share		85,200.00			85,200.00	82,800.00
Salaries Wages & Honoraria	10	18,664.66			18,664.66	30,979.28
Clergy Expenses	11	58.33			58.33	346.00
Clergy House	12	1,885.98			1,885.98	892.50
Assistant Staff (Administration)	13	1,933.38			1,933.38	3,857.29
Sunday School Expenses	14				0.00	35.00
Church Mission	15				0.00	0.00
Church Running Expenses	16	27,378.90		5,405.32	32,782.22	37,373.01
Church Utility Bills	17	8,067.98			8,067.98	9,865.49
Major Capital Expenditure	18				0.00	408.00
Governance Costs	19	2,053.60			2,053.60	1,890.00
TOTAL EXPENDITURE		145,260.83		5,405.32	150,666.15	170,930.70
NET INCOME/(EXPENDITURE)		-23,046.42		-2,562.97	-25,609.39	-3,485.60
DEPOSITS RECOVERABLE						-1,500.00
TRANSFER MISDIRECTED INCOME						3,594.88
GAIN/(LOSS) ON INVESTMENT		-4,376.54			-4,376.54	
NET MOVEMENT IN FUNDS		-27,422.96		-2,562.97	-29,985.93	-1,390.74
BALANCES BROUGHT FORWARD AT 1.1.20/19		59,771.44	40,000.00	64,381.83	164,153.27	165,554.01
BALANCES CARRIED FORWARD AT 31.12.2020		32,348.48	40,000.00	61,818.88	134,167.34	164,163.27

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	2020 £	2019 £
RECONCILIATION OF RESOURCES RETAINED TO NET CASH FLOW					
NET MOVEMENT IN FUNDS	-27,422.86	-	-2,562.87	-29,985.93	-1,390.74
(Decrease)/Increase In Creditors	298.52	-	-	298.52	5,672.08
(Increase)/Decrease In Debtors	-11,327.85	-	-	-11,327.85	20,247.28
Decrease In Sequestration	1,431.77	-	-	1,431.77	-
Depreciation	734.20	-	3,701.52	4,436.72	4,434.12
Deposits Recoverable	300.00	-	-	300.00	300.00
Income from Investments	- 1,074.98	-	-	1,074.98	1,292.81
Gain/(Loss) on Investment	4,376.54	-	-	4,376.54	3,594.86
Cash used in operating activities	- 32,886.78	-	1,138.55	- 31,548.21	11,599.16
Cash flows from investing activities					
Purchase of Fixed Assets	-	-	-	-	-
Income from Investments	1,074.98	-	-	1,074.98	1,292.81
Cash used in investing activities	1,074.98	-	-	1,074.98	1,292.81
Cash flows from financing activities					
Loan from Diocese Area Council repayment	-	-	-	-	3,333.34
Cash provided by financing activities	-	-	-	-	3,333.34
NET CASH INFLOW (OUTFLOW)	- 31,811.78	-	1,138.55	- 30,473.23	8,558.63

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2020

NET CASH INFLOW (OUTFLOW)	-31,811.78	-	1,138.55	-30,473.23	8,558.63
Cash at 31.12.19/18	34,123.44	40,000.00	34,771.83	108,895.27	99,336.64
Cash at 31.12.20/19	2,511.66	40,000.00	35,910.38	78,422.04	108,895.27

BALANCE SHEET AT 31ST DECEMBER 2020

Fixed Assets					
Tangible Fixed Assets	20	-	25,908.48	25,908.48	30,344.20
Investment	21	20,849.34	-	20,849.34	25,225.88
Total Fixed Assets		20,849.34	25,908.48	46,757.82	55,570.08
Current Assets					
Debtors		19,501.71	-	19,501.71	8,173.86
Sequestration		-	-	-	1,431.77
Church Repair & Improvement Fund		-	40,000.00	40,000.00	40,000.00
Bank: Deposit Account		2,400.73	23,423.88	25,824.61	25,735.12
Banks: Current Accounts		-	12,486.50	12,486.50	43,049.22
Cash in Hand		110.93	-	110.93	110.93
		22,013.37	40,000.00	35,910.38	97,923.75
Current Liabilities					
Deposits Recoverable		600.00	-	600.00	300.00
Creditors		9,914.23	-	9,914.23	9,817.71
		10,514.23	0.00	10,514.23	9,817.71
Net Current Assets		11,499.14	40,000.00	35,910.38	108,583.19
Loan from Diocese Area Council					
NET ASSETS		32,348.48	40,000.00	61,818.86	134,167.34
FUNDS					
Unrestricted		32,348.48	-	32,348.48	59,771.44
Designated		-	40,000.00	40,000.00	40,000.00
Restricted		-	61,818.86	61,818.86	64,381.83
TOTAL FUNDS		32,348.48	40,000.00	61,818.86	164,153.27

Approved by the PCC on th March 2020 and signed on their behalf by

Matthew Barrett (PCC Chairman)

Allen Molesworth FCA (PCC Hon Treasurer)

NOTES TO THE FINANCIAL STATEMENTS

1. Funds

Funds

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

The Designated Funds of the PCC are set out below.

Recognising the need for extensive provision for repair and improvement to its two churches, the PCC resolved to set up a **Church Repair & Improvement Fund**

This fund replaces the two funds below which were under the custodianship of the London Diocesan Fund but which have now been repaid to the PCC **St Clement Maintenance Fund (Joint Maintenance Fund)**

This fund represented the remaining balance of the net sale proceeds of the St James, Norlands Church Hall in Wilham Street in November 1992. The Trust deed requires the LDF to hold these monies upon trust and to permit them to be used by the PCC for any ecclesiastical purpose within the meaning of the PCC (Powers) Measure 1956 affecting the parish.

St Mark's Church Hall

Capital and income are held for the benefit of the Church of St Mark Notting Hill and may be disbursed in such manner as the Incumbent and churchwardens of St Mark's shall from time to time appoint or direct. The PCC had designated this fund to be for the benefit of St Clements.

The Restricted Funds of the PCC are set out below.

St Clement's Roof

A major fund has been set up to facilitate the repair of St Clement's roof

Additional Ministry Fund (Previously known as The Curate Fund)

This fund represents amounts donated or collected to fund the stipend of an additional priest or curate for the parish.

The Community Fund

The objective of the Fund is to fund local activities and projects that promote education, alleviate deprivation or otherwise contribute to the welfare of the local community.

Youth Work, Sunday School & Youth Trip

The PCC receives grants and raises funds to support youth work in the community.

Other funds arise from time to time as a result of special appeals (see Note 25)

2. Accounting Policies

Basis of Preparation

The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 together with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice, Accounting and Reporting by Charities preparing their accounts in accordance with FRS 102.

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102.

The trust constitutes a public benefit entity as defined by FRS 102.

The presentation currency of the financial statements is the Pound Sterling (£).

Incoming Resources

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

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the related income is recognised.

Rental income is recognised when the rent is due.

Dividend and interest income is accounted for when received.

Funds raised from the summer fair and other events are accounted for gross.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Resources Expended

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the balance sheet and the amount outstanding included in expenditure.

Capital Commitment

There were no capital commitments at 31.12.2020 (2019 Nil)

Investments

Investments are valued at market value. The market valuation is obtained from the Investment fund which manages the investment on behalf of the Charity.

Gains and losses are recognised as movements in unrestricted funds.

Fixed Assets

Consecrated and benefited property of any kind is excluded from the accounts by s.98(2)(a) of the Charities Act 1993.

Moveable 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 which can be inspected at any reasonable time. For inalienable property acquired prior to 2001 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 benefited buildings on individual items under £500, or on the repair of moveable church furnishings is written off.

Heaters are depreciated on a straight line basis over five years

Office equipment costing £500 or over is depreciated on a straight line basis over three years.

Office fixtures & fittings costing £500 or over are depreciated on a straight line basis over ten years.

First year adoption

The charity adopted FRS 102 for the year ended 31 December 2020 and restated the comparative prior year amounts where applicable.

2019
£

Changes for FRS 102 adoption

The total changes arising on transition to FRS 102 were immaterial to the financial statements and thus no further reconciliations have not been disclosed.

Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Estimates are based on historical experience and other assumptions that are considered reasonable in the circumstances. The actual amount or values may vary in certain instances from the assumptions and estimates made. Changes will be recorded, with corresponding effect in profit or loss, when, and if, better information is obtained.

Information about assumptions and estimation uncertainties that have a significant risk of resulting in material adjustment within the next financial year are included below.

Critical judgments that management has made in the process of applying accounting policies disclosed herein and that have a significant effect on the amounts recognised in the financial statements relates to the following:

Provisions

In recognising provisions, the charity evaluates the extent to which it is probable that it has incurred a legal or constructive obligation in respect of past events and the probability that there will be an outflow of benefits as a result. The judgements used to recognise provisions are based on currently known factors which may vary over time, resulting in changes in the measurement of recorded amounts as compared to initial estimates.

	UNRESTRICTED FUNDS	DESIGNATED FUNDS	RESTRICTED FUNDS	2020	2019	
	£	£	£	£	£	
INCOMING RESOURCES						345.00
3 Voluntary Income						0.00
Planned Giving (Gift Aided)	24,488.87			24,488.87	24,470.14	345.00
Income Tax Recoverable	6,084.04			6,084.04	6,884.11	0.00
Planned Giving (Non Gift Aided)	1,180.00			1,180.00	1,870.00	345.00
Additional Ministry Fund (Gift Aided Planned Giving)			1,359.96	1,359.96	1,459.96	584.40
Income Tax Recoverable			339.99	339.99	364.99	17.00
Additional Ministry Fund (Non Gift Aided)			519.96	519.96	1,039.92	311.10
Pink Envelope Collections	1,519.30			1,519.30	3,532.40	892.50
Income Tax Recoverable	251.08			251.08	878.48	11.00
Collections and Other Giving	1,958.11			1,958.11	6,319.69	530.95
Income Tax Recoverable	657.80			657.80	1,429.97	955.68
Cash Collections not Eligible for GASDS				0.00	41.83	1,659.57
Income Tax Recoverable: Adjustment				0.00	550.10	250.00
	<u>38,149.20</u>		<u>2,219.91</u>	<u>38,369.11</u>	<u>48,821.57</u>	37.91
						323.45
						189.73
						<u>3,857.28</u>
4 Other Voluntary Incoming Resources						35.00
Donations (Gift Aided)	3,080.00			3,080.00	1,600.00	35.00
Income Tax Recoverable	782.50			782.50	400.00	0
Donations (Non Gift Aided)	1,500.00			1,500.00	1,820.00	
LPOW Grant Scheme - VAT Reclaim				0.00	0.00	
Grant for Relief of Poverty				0.00	653.99	
Grant for Youth Work			622.44	622.44		758.29
Grants for St Clement's Memorial Garden				0.00	0.00	340.81
St Clement's Garden Capital Fund				0.00	0.00	
St Clement's Garden Maintenance Fund				0.00	0.00	0.00
Income Tax Recoverable				0.00	0.00	137.88
St James Roof				0.00	0.00	60.24
Grenfell Relief				0.00	0.00	2,376.20
Other non-recurring grants				0.00	2,000.00	3,128.04
Diocesan Grant: Ministry Support				0.00	0.00	8,871.84
	<u>5,342.50</u>		<u>622.44</u>	<u>5,864.94</u>	<u>6,473.99</u>	254.85
5 Activities for Generating Funds						732.80
Speakers Program				0.00	3,420.15	3,701.52
Summer Fair				0.00	4,214.83	1,650.33
	<u>0.00</u>			<u>0.00</u>	<u>7,634.98</u>	10,854.63
6 Income from Investments						508.00
Bank Interest	48.35			48.35	32.02	2,388.00
Other Interest and Dividends	1,026.63			1,026.63	1,260.79	1,620.00
	<u>1,074.98</u>			<u>1,074.98</u>	<u>1,292.81</u>	<u>37,373.01</u>
7 Church Activities						4,305.64
Fees	781.00			781.00	1,218.60	5,433.67
Hire of Church Buildings	78,637.77			78,637.77	98,818.17	126.28
W 11 Opera	1,888.91			1,888.91	4,752.00	9,865.49
Miscellaneous Sales	340.05			340.05	955.04	
	<u>79,647.73</u>			<u>79,647.73</u>	<u>103,741.71</u>	

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	2020 £	2019 £
18 Major Capital Expenditure					
Repairs to St Clement's Windows				0.00	0.00
Grenfell Memorial Garden				0.00	408.00
	0.00		0.00	0.00	408.00

19 Governance					
Examination Fees	2,053.60			2,053.60	1,890.00
	2,053.60			2,053.60	1,890.00

20 Tangible Fixed Assets

	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Cost at 1 January 2020	19,107.65	47,012.80	66,120.45
Additions			0.00
Cost at 31 December 2020	19,107.65	47,012.80	66,120.45
Accumulated Depreciation at 1 January 2020	18,373.45	17,402.80	35,776.25
Charge for the Year	734.20	3,701.52	4,435.72
Accumulated Depreciation at 31 December 2020	19,107.65	21,104.32	40,211.97
Net Book Value at 1 January 2020	0.00	29,610.00	29,610.00
Net Book Value at 31 December 2020	0.00	25,908.48	25,908.48

21 Listed Investments

	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Market value at 1 January 2020	25,225.88	0.00	25,225.88
Revaluation/Loss for the year	-4,376.54	0.00	-4,376.54
Market value at 31 December 2020	20,849.34	0.00	20,849.34

22 Employees

The PCC has two part time employees engaged on administration. The employees are paid by the Community Project which is reimbursed by the PCC.

	2020 £	2019 £
	16,590.91	15,463.54

No employees received remuneration in excess of £60,000 during the year.

23 Trustees Remuneration

No trustee received any remuneration (2019 Nil)

24 Independent Examiner's Remuneration

The Independent Examiner's Remuneration constituted a fee of £1,890 (2018: £1,890).

25 Movements on Funds

	Balances at 1.1.20 £	Income £	Interest £	Total Incoming £	Expenditure £	Transfers £	Balances at 31.12.20 £
Designated							
Church Repair & Improvement	40,000.00						40,000.00
Total Designated	40,000.00		0.00	0.00		0.00	40,000.00
Restricted							
Additional Ministry Fund	0.00	2,219.91		2,219.91			2,219.91
Ministry Support Fund	6,333.33			0.00			6,333.33
St Clement's Garden	29,610.00			0.00			29,610.00
St Clements Garden Capital Fund	13,892.00			0.00	3,701.52		9,990.48
St Clements Garden Maintenance I	13,540.00			0.00	1,703.80		11,836.20
St James's Lighting	187.80			0.00			187.80
Grenfell Relief	1,038.70			0.00			1,038.70
Youth Work	0.00	622.44		622.44			622.44
Total Restricted	64,381.83	2,842.35		2,842.35	5,405.32	0.00	61,818.86

26 Prior Period Comparative SOFA

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2018

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2,018.00 £
INCOME AND ENDOWMENTS				
Voluntary Income	46,956.70		2,344.81	48,301.61
Other Voluntary Incoming Resources	5,820.00		653.99	6,473.99
Activities for Generating Funds	7,634.98			7,634.98
Income from Investments	1,292.81			1,292.81
Church Activities	103,741.71			103,741.71
	164,446.20		2,998.90	167,445.10
TOTAL INCOME AND ENDOWMENTS				
EXPENDITURE				
Costs of Generating Funds	2,370.13			2,370.13
Charitable Activities	115.00			115.00
Church Activities				
Diocesan Parish Share	82,800.00			82,800.00
Salaries Wages & Honoraria	24,480.38		6,488.90	30,979.28
Clergy Expenses	345.00			345.00
Clergy House	892.50			892.50
Assistant Staff (Administration)	3,857.29			3,857.29
Sunday School Expenses	35.00			35.00
Church Mission	0.00			0.00
Church Running Expenses	32,051.49		5,321.52	37,373.01
Church Utility Bills	9,865.49			9,865.49
Major Capital Expenditure	0.00		408.00	408.00
Governance Costs	1,890.00			1,890.00
TOTAL EXPENDITURE	168,702.28		12,228.42	170,930.70
NET INCOME/(EXPENDITURE)	5,743.92		-9,229.52	-3,485.60
TRANSFER MISDIRECTED INCOME	-1,500.00			-1,500.00
GAIN/(LOSS) ON INVESTMENT	3,594.86			3,594.86
NET MOVEMENT IN FUNDS	7,838.78		-9,229.52	-1,390.74
BALANCES BROUGHT FORWARD AT 1.1.19/18	51,932.66	40,000.00	73,611.35	165,544.01
BALANCES CARRIED FORWARD AT 31.12.19/18	59,771.44	40,000.00	64,381.83	164,153.27

Ultimate Controlling Party

27 The Charity is controlled by the trustees.

Independent Examiner's Report to Parochial Church Council (PCC) of St Clement with St Mark Notting Dale and St James Norlands

I report to the trustees on my examination of the accounts of the PCC of St Clement with St Mark Notting Dale and St James Norlands for the year ended 31 December 2020.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

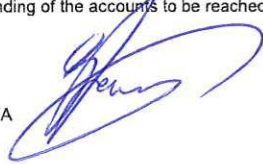
Independent examiner's statement

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

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

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

Mr GMD Jennings FCCA CTA
Kirk Rice LLP
The Courtyard
High Street
Ascot
Berkshire
SL5 7HP



12 May 2021