



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

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Ascot

Berkshire

SL5 7HP

Bankers

CAF Bank Ltd

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137 Ladbroke Grove

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W11 1PR

Church Architect

Jon Bolter BA BArch RIBA AADipCons AABC

Rees Bolter

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202 New North Road

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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/ukcm/Eliz2/4-5/3/contents>.

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 Soyegbe (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 Soyegbe (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.

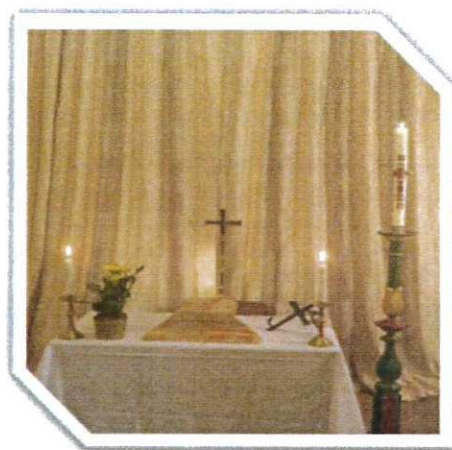
The Reverend Gareth Wardell was due to be licensed as Priest-in-Charge, on 24th March. Sadly, the planned service had to be cancelled and the licensing took place on-line, via Zoom – possibly the first such licensing in the Church of England's history – but certainly not the last!

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

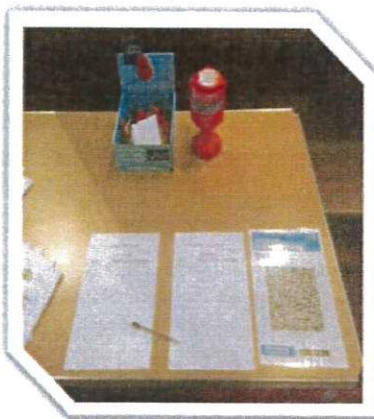
This arrangement continued until Sunday 28th June. During this time every effort was made to ensure there was participation from both churches (with different members of the congregation submitting videos of themselves reading the lessons or leading the intercessions).

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 vergers, 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

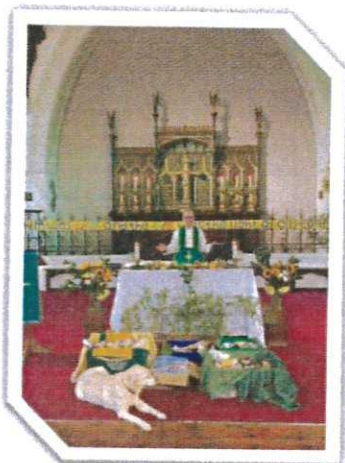


The third anniversary of the Grenfell Tower Fire occurred on a Sunday this year. In addition to the Parish's regular on-line act of worship, a special ecumenical on-line service of remembrance took place, with recorded greetings from all local faith and community leaders, including Fr. Gareth and many 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 £150,666. 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 | 7,634.98 |
| 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 | - | -2,562.97 | -29,985.83 | -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 | 1,431.77 |
| Depreciation | 734.20 | | 3,701.52 | 4,435.72 | 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 |
| | | | | | 118,500.90 |
| 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 | 87,409.52 |
| | | | | | 108,583.19 |
| Loan from Diocese Area Council | | | | | |
| NET ASSETS | | 32,348.48 | 40,000.00 | 61,818.86 | 134,187.34 |
| | | | | | 184,153.27 |
| 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 | 84,381.83 |
| TOTAL FUNDS | | 32,348.48 | 40,000.00 | 61,818.86 | 134,187.34 |
| | | | | | 184,153.27 |

Approved by the PCC on 14 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 beneficed 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 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 £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 | 584.40 |
| Planned Giving (Non Gift Aided) | 1,180.00 | | | 1,180.00 | 1,870.00 | 17.00 |
| Additional Ministry Fund (Gift Aided Planned Giving) | | | 1,359.96 | 1,359.96 | 1,459.96 | 311.10 |
| Income Tax Recoverable | | | 339.99 | 339.99 | 364.99 | 892.50 |
| Additional Ministry Fund (Non Gift Aided) | | | 519.96 | 519.96 | 1,039.92 | 11.00 |
| Pink Envelope Collections | 1,519.30 | | | 1,519.30 | 3,532.40 | 530.95 |
| Income Tax Recoverable | 251.08 | | | 251.08 | 878.48 | 955.88 |
| Collections and Other Giving | 1,958.11 | | | 1,958.11 | 6,319.69 | 1,659.57 |
| Income Tax Recoverable | 657.80 | | | 657.80 | 1,429.97 | 250.00 |
| Cash Collections not Eligible for GASDS | | | | 0.00 | 41.83 | 37.91 |
| Income Tax Recoverable: Adjustment | | | | 0.00 | 550.10 | 323.45 |
| | 38,149.20 | | 2,219.91 | 38,369.11 | 48,821.57 | 188.73 |
| | | | | | | 3,857.28 |
| 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 |
| | 5,342.50 | | 622.44 | 5,964.94 | 6,473.99 | 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 |
| | 0.00 | | | 0.00 | 7,634.98 | 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 | 1,280.79 | 1,620.00 |
| | 1,074.98 | | | 1,074.98 | 1,292.81 | 37,373.01 |
| 7 Church Activities | | | | | | 4,305.54 |
| Fees | 781.00 | | | 781.00 | 1,218.60 | 5,433.67 |
| Hire of Church Buildings | 76,637.77 | | | 76,637.77 | 96,818.17 | 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 | |
| | 79,647.73 | | | 79,647.73 | 103,741.71 | |

| | 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 | 19,107.85 | 47,012.80 | 66,120.45 |
| Additions | | | 0.00 |
| Cost at 31 December 2020 | 19,107.85 | 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 Clement's Garden Capital Fund | 13,892.00 | | | 0.00 | 3,701.52 | | 9,990.48 |
| St Clement's Garden Maintenance I | 13,540.00 | | | 0.00 | 1,703.80 | | 11,836.20 |
| St James's Lighting | 167.80 | | | 0.00 | | | 167.80 |
| 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 |

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2019

| | UNRESTRICTED FUNDS £ | DESIGNATED FUNDS £ | RESTRICTED FUNDS £ | TOTAL 2,019.00 £ |
|--|----------------------------|--------------------------|--------------------------|------------------------|
| INCOME AND ENDOWMENTS | | | | |
| Voluntary Income | 45,956.70 | | 2,344.91 | 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 | | 6,498.90 | 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 | 32,061.49 | | 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 | 158,702.28 | | 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.

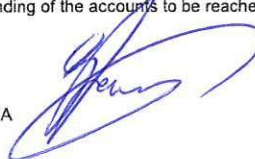
Independent examiner's statement

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