



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)
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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 Soyeye	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).



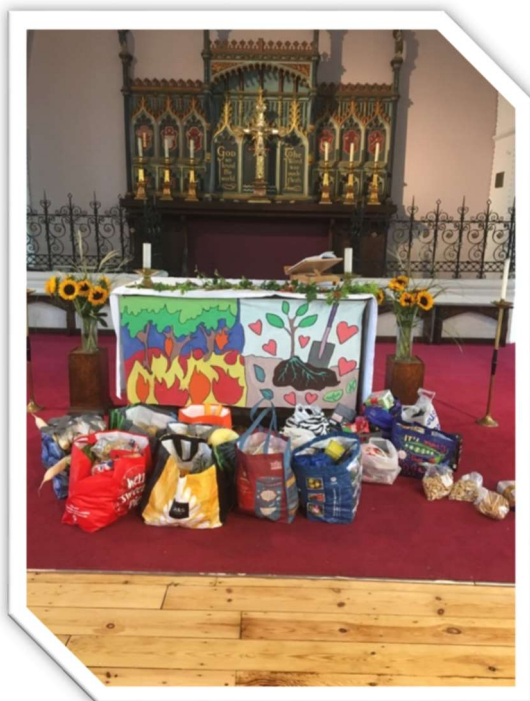
- Sunday 27th August – saw the annual Carnival Mass at St Clement's, followed by clergy participation in the Carnival (pushing the Pan-Nectar Steel Band float around the Carnival route for both full days of the carnival!)



- 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.



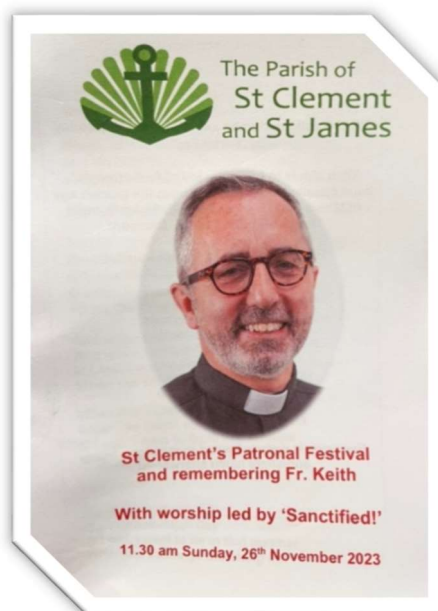
- Sunday 15th October and Sunday 12th November, we celebrated Harvest Festival and marked Remembrance Sunday, respectively at both our churches, drawing in members of the wider parish community. Harvest gifts of food and other items were donated to the North Kensington Food Bank which is experiencing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

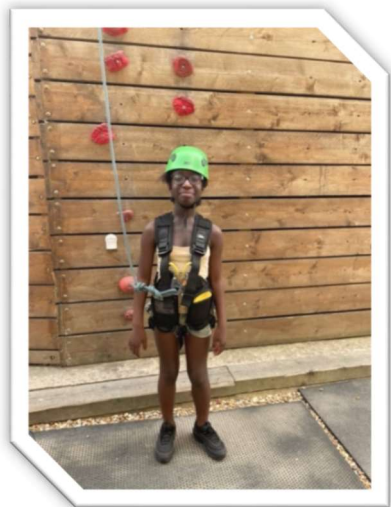
Children and Young People’s Ministry

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

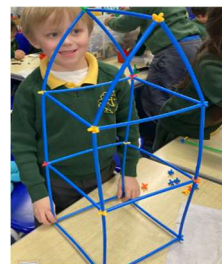
News from St Clement & St James CE Primary School 2023



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
Investment	18	21,787.50	-	-	21,787.50
Total Fixed Assets		21,787.50	-	14,803.92	36,591.42
Current Assets					
Debtors		24,393.43	-	-	24,393.43
Bank: Deposit Account		26,208.74	-	-	26,208.74
Banks: Current Accounts		88,607.55	16,025.94	113,053.33	217,686.82
Cash in Hand		146.93	-	-	146.93
Total Current Assets		139,356.65	16,025.94	113,053.33	268,435.92
Current Liabilities					
Booking Deposits		925.00	-	-	925.00
Deferred Income		-	-	11,736.00	11,736.00
Creditors		20,029.47	-	363.21	20,392.68
Total Current Liabilities		20,954.47	-	12,099.21	33,053.68
Net Current Assets		118,402.18	16,025.94	100,954.12	235,382.24
NET ASSETS		140,189.68	16,025.94	115,758.04	271,973.66
FUNDS					
Unrestricted		151,088.37	-	-	151,088.37
Designated	23	-	16,025.94	-	16,025.94
Restricted	23	-	-	104,859.35	104,859.35
TOTAL FUNDS		151,088.37	16,025.94	104,859.35	271,973.66

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

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15/05/2024