



ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDING 31 DECEMBER 2024

Registered Charity Number 1132478

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ADMINISTRATIVE DETAILS OF THE CHARITY

Charity Name:

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

Registered Charity Number: 1132478

Vicar: The Reverend Gareth Wardell

Self-Supporting Associate Vicar: The Reverend Nicholas Morris

Self-Supporting Curate The Reverend Philippa Fernee

Part-time Youth Worker: Eman Henein

Part-time Administrator: Marie Casey

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

Correspondence and Parish Office Address:

95 Sirdar Road London W11 4EQ

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

Bankers

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

Church Architects

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

TRUSTEES' REPORT

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

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

PCC STRUCTURE, GOVERNANCE, AND MANAGEMENT

Charitable status

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

The PCC's activities include:

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

Governing Documents of the Parochial Church Council

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

These are:

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

Risk Management

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

Trustee selection method

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

The Parochial Church Council (PCC)

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

Churchwardens:

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

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

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Irene Naluwembe Binaisa	PCC Member	From 2023 to 2026
Richard Brown	PCC Member	From 2024 to 2027
Rachel Carr	PCC Member	From 2024 to 2027
Harry Davies*	PCC Member	From 2024 to 2027
Cynthia Edun	PCC Member & Secretary	From 2023 to 2026
Mauren Gould	PCC Member	From 2023 to 2026
Timothy Lee*	PCC Member/Vice Chair	From 2023 to 2026
Lala Manners	PCC Member	From 2022 to 2025
Oluwakemi Soyeye	PCC Member	From 2022 to 2025
Merrilees Smiley	Deanery Synod Rep	From 2023 to 2026
David Soanes	Deanery Synod Rep	From 2023 to 2026

*Resigned in 2024

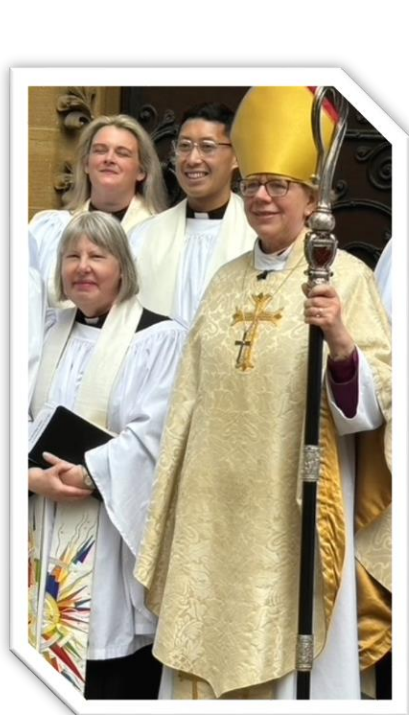
Electoral Roll

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

REVIEW OF ACTIVITIES

Parish Overview

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



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



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

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

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

Mission Statement

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

Vision Statement

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

1. Flourishing Congregations:

St James

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

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

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

St Clements

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

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

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

2.Outward Focus

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

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

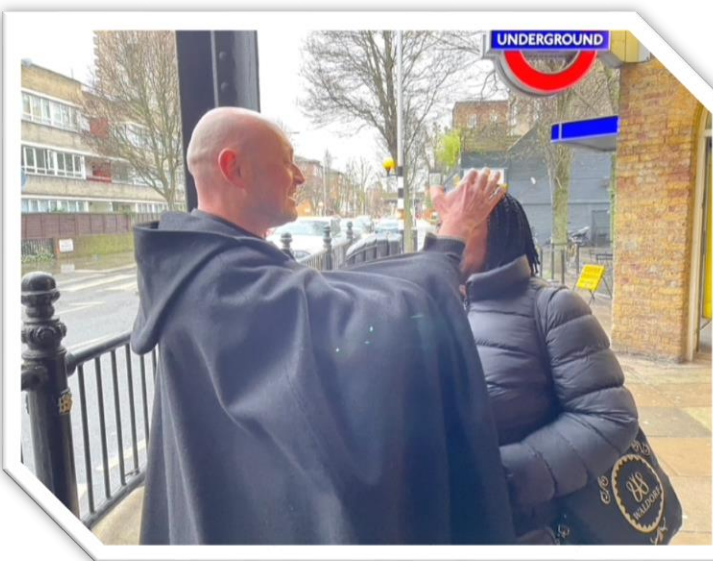
St Clement's church hosts our annual school carol service in December. In addition we have also hosted visits to St Clement's church from Years 1 and 2 at Avondale Primary School, as part of their Religious Education curriculum, as they learn more about different faith communities and discover what happens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

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

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

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

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



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



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



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



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



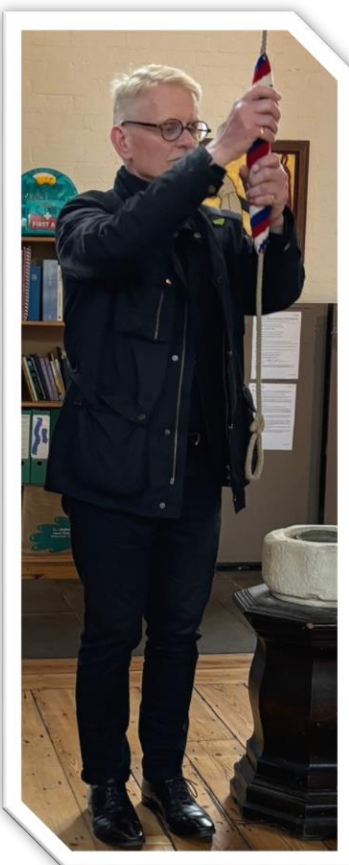
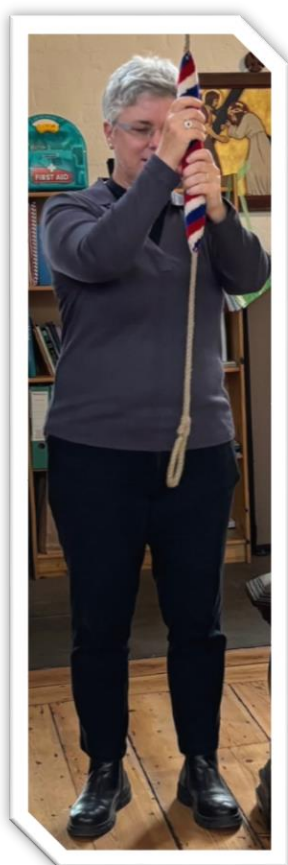
4th and 11th June and 2nd July 2024, saw the resumption of our annual '*Speaker Series*' when key people with local connections came to tell their story. This year's speakers were Notting Hill resident and the UK's top documentary film maker, Molly Dineen; Lesley Bilinda, formerly Vicar of St Andrew's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



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



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



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



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



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



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

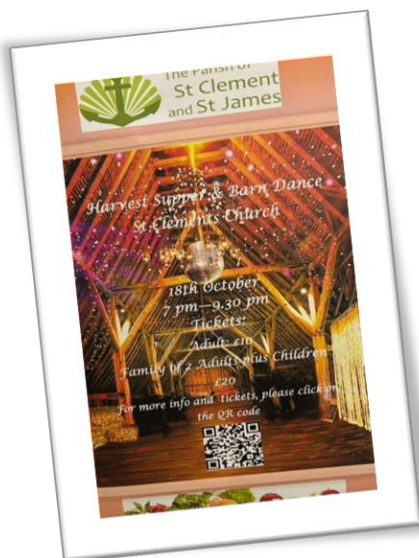
6th October 2024, 'Pet Blessing Services were held at both our churches, to mark the feast of St Francis of Assisi, known for his love of animals.



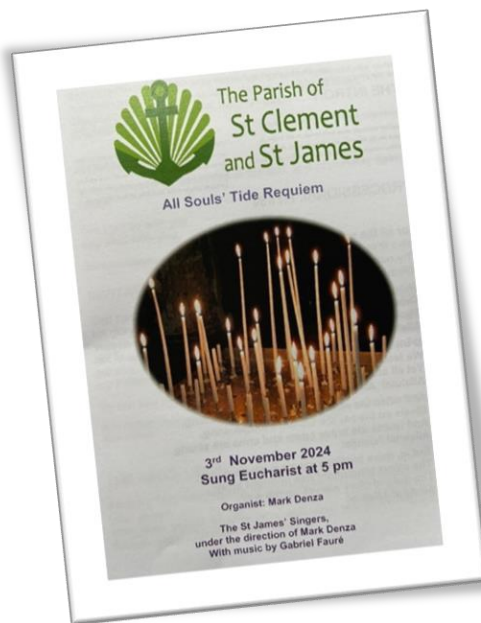
This is a service that continues to grow in popularity year-on-year and for the first time this year, we were even joined by two police horses who turned up for a blessing!



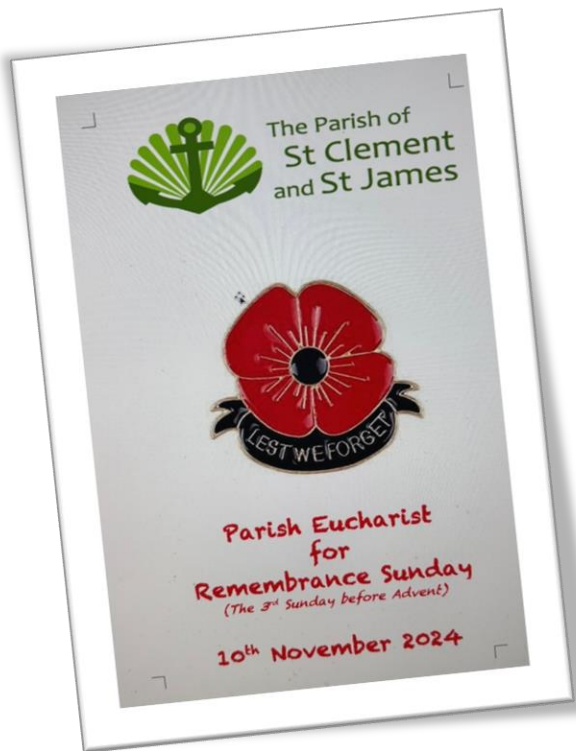
18th October 2024, a Harvest Barn Dance, along with a live Celidh Band and caller was held at St Clement's church and a delicious supper catered for us by Pheobe Clegg was served. Harvest Festival was celebrated in both churches on Sunday 20th October, with generous donations of non-perishable food-stuffs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



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



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



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



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



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



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

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

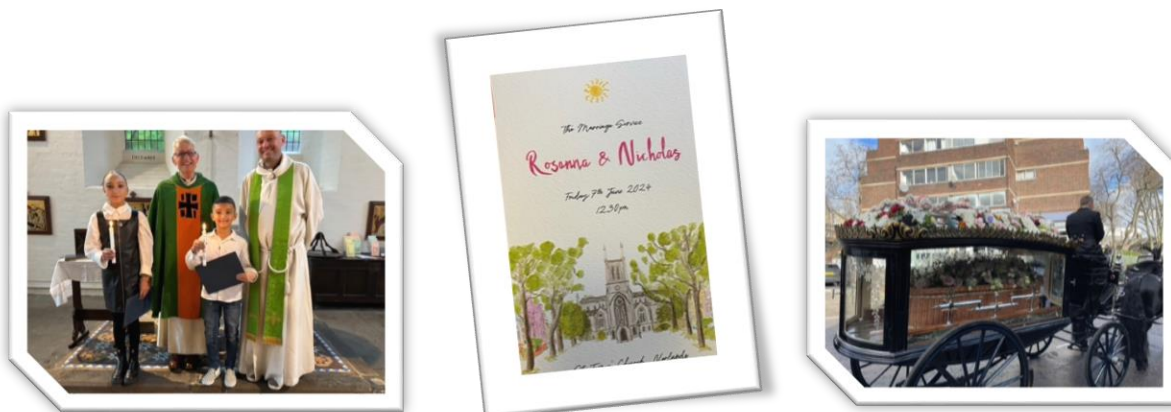
3. Confidence in Our Tradition

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

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

Occasional Offices

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



Pastoral Care

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

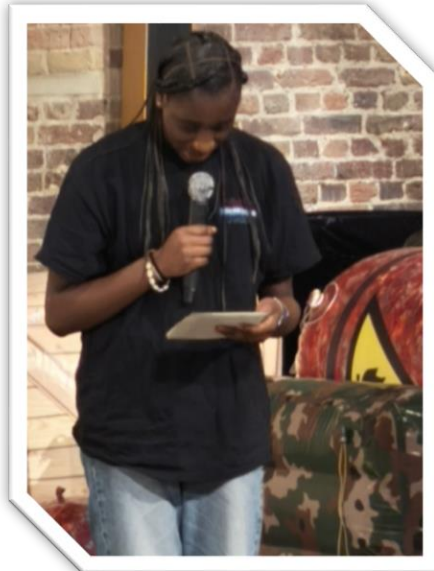
Children and Young People’s Ministry

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

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



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



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



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

Worship

Sunday services

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

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

School Services

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

Morning Prayer

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

PCC Report

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

Public benefit

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

The Church Buildings Fabric Reports 2023

St Clement's Fabric Report 2024

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

Frederica Venn, St Clement's Churchwarden

St James Fabric Report 2024

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

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

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

Clergy and Other Staff

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

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

Safeguarding

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

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

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

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

The ClementJames Centre

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

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

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

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

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

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

Employment: 86 individuals are now in employment or training

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

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

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

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

Dami Solebo, Chief Executive Officer, The ClementJames Centre

The Church School

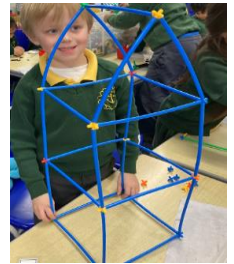
News from St Clement & St James CE Primary School 2023



St Clement & St James CE Primary School

Compassion - Forgiveness - Thankfulness - Friendship

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



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

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

Church Community

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

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

School church services

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

School Overview

Ark Start St Clement's Nursery

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

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

OPAL Play

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

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

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

Year 5 Residential Trip

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

Children's Book Project

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

Working in Partnership with our linked schools

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

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

Breakfast Club:

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

School Journey and Trips:

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

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

After School Clubs:

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

Fundraising Report for SCSJ School Trust 2024-2025

Corporate Partnerships and Crowdfunding:

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

Achievements

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

Challenges

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

Areas for Development

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

Conclusion & Recommendations

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

Proposed Action Points:

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

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

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

REPORT ON THE PROCEEDINGS OF THE KENSINGTON DEANERY SYNOD

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

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

Key Ongoing Matters

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

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

James Heard

Kensington Area Dean

February 2025

REPORT FROM THE DIOCESE OF LONDON

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

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

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

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

FINANCES

Statement of the PCC's Financial Responsibilities

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

In preparing those accounts, the PCC is required to:

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

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

Reserves Policy

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

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

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

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

Review of Financial Position

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

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

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

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

Mary Frances Owens, Treasurer

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

Revd Gareth Wardell (PCC Chairman)

A handwritten signature in black ink, appearing to read 'Gareth Wardell', is written over a light blue rectangular background.

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

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

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

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2024

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

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2024 £	TOTAL 2023 £
BALANCE SHEET AT 31ST DECEMBER 2024					
Fixed Assets					
Tangible Fixed Assets	16	-	-	11,102.40	11,102.40
Investment	17	22,355.76	-	22,355.76	21,787.50
Total Fixed Assets		22,355.76	-	11,102.40	33,458.16
Current Assets					
Debtors		40,782.77	-	-	40,782.77
Bank: Deposit Account		26,624.64	-	-	26,624.64
Banks: Current Accounts		46,961.35	48,906.55	101,455.25	197,323.15
Cash in Hand		41.93	-	-	41.93
Total Current Assets		114,410.69	48,906.55	101,455.25	264,772.49
Current Liabilities					
Booking Deposits		775.00	-	-	775.00
Deferred Income		-	-	2,099.20	2,099.20
Creditors		24,810.31	-	-	24,810.31
Total Current Liabilities		25,585.31	-	2,099.20	27,684.51
Net Current Assets		88,825.38	48,906.55	99,356.05	237,087.98
NET ASSETS		111,181.14	48,906.55	110,458.45	270,546.14
FUNDS					
Unrestricted		111,181.14	-	-	111,181.14
Designated	22	-	48,906.55	-	48,906.55
Restricted	22	-	-	110,458.45	110,458.45
TOTAL FUNDS		111,181.14	48,906.55	110,458.45	270,546.14

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

Revd Gareth Wardell (PCC Chairman)



Mary Frances Owens (PCC Hon Treasurer)



NOTES TO THE FINANCIAL STATEMENTS

1. Funds

Funds

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

The Designated Funds of the PCC are set out below.

Church Repair & Improvement Fund

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

The Restricted Funds of the PCC are set out below.

Additional Ministry Fund (Previously known as The Curate Fund)

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

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

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

Grenfell Relief Fund

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

St James Window Fund

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

St James Organ Fund

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

St James Baptistry Window Fund

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

Re-Generation Project Fund

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

Youth Work Fund

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

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

2. Accounting Policies

Basis of Preparation

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

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

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

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

Incoming Resources

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

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

Rental income is recognised when the rent is due.

Dividend and interest income is accounted for when received.

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

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

Resources Expended

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

Capital Commitments

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

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

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

Investments

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

Fixed Assets

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

Moveable Church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected at any reasonable time. For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts.

All expenditure incurred in the year on consecrated or beneficed buildings, on individual items under £1,000, or on the repair of moveable church furnishings is expensed.

Heaters are depreciated on a straight line basis over five years

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

Judgements in applying accounting policies and key sources of estimation uncertainty

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

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

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

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

Provisions

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

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

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

16 Tangible Fixed Assets

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

17 Listed Investments

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

18 Employees

The PCC had one part time employee and one full time employee engaged in administration during 2024. The part time employee was paid by the ClementJames Community Project which is reimbursed by the PCC.
The PCC also had one part time youth worker, paid by Youth Ministry in Communion, a collaboration of Anglican churches.
See Note 10 for a breakdown of salaries, wages and fees.

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

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

19 Trustees Remuneration

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

	2024 £	2023 £
Trustees remuneration	1,175.00	515.00

20 Related Party Transactions

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

21 Independent Examiner's Remuneration

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

22 Movements on Funds

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

23 Prior Period Comparative SOFA

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

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

24 Ultimate Controlling Party

The Charity is controlled by the trustees.

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

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

Respective responsibilities of the PCC and the examiner

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

Independent examiner's statement

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

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

Kirk Rice LLP

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