

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST. ALBAN, NORTH HARROW

England & Wales - Charity number 1132600

Details

Other names ST. ALBAN'S PCC, NORTH HARROW

Status Registered

Legal form Previously excepted

Registered 2009-11-09

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

Contact

Address The Parish Office
St. Albans Church Hall
Norwood Drive
Harrow
HA2 7PF

Phone 0208 429 1383

Email stalbanschurch@btinternet.com

Website www.stalbans-nh.org.uk

Activities

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

Activities: St. Alban's PCC has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It also has maintenance responsibilities for the whole complex of St Alban's, North Harrow.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Other Charitable Activities
- **What:** General Charitable Purposes, Religious Activities
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Harrow

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£213,643	£264,003	-	-
2023-12-31	£369,157	£377,682	-	-
2022-12-31	£288,487	£348,997	-	-
2021-12-31	£273,555	£268,547	-	-
2020-12-31	£238,937	£290,499	-	-

Trustees

Name	Role	Appointed
ADRIAN ALEXANDER PATRICK HOLLOWAY		2024-04-21
Alison Suzanne VALLANCE BA		2025-05-11
Andrew GARNER Phd MA BA		2023-05-14
Carys Margaret Grom		2021-04-25
David John MARTIN		2024-04-21
Diane TUCK BSc		2021-04-25
Eileen Margaret Eggington		2025-05-11
Jane Elizabeth Spencer-Davis		2021-04-25
Julia Thamonda Michelle Skeete Powell		2019-04-28
Paula Crouch		2025-05-11
Pauline Schofield MSc		2024-04-21
Rev Irene Ann Lawrence		2024-04-21
Roger Neil HOLBURD		2024-04-21
Simon William GREGORY MSc		2024-05-20
Supritha KOTIAN		2025-05-11
Thomas Henry JOHNSON		2019-05-28

Accounts

PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England & Wales no. 1132600

ANNUAL REPORT and FINANCIAL STATEMENTS
of the
PAROCHIAL CHURCH COUNCIL of the PARISH CHURCH OF ST ALBAN, NORTH HARROW
for the year ended 31st December 2024

Incumbent

The Revd Dr Sarah Archer
The Vicarage
Church Drive, North Harrow
HA2 7NS

Bankers

National Westminster Bank PLC
Branch: Station Road, Harrow also at
the CBF Church of England Investment Fund and Virgin Money PLC

Honorary Solicitor

Mr Christopher Noyce
Lovell, Son & Pitfield
9 Gray's Inn Square
Gray's Inn
London
WC1R 5JT

Independent Examiner

Mr Alan Mitchell
33 St Thomas Drive
Pinner
HA5 4SX

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FOREWORD by the Reverend Dr Sarah Archer

In 2024, the country returned a Labour government for the first time in fourteen years, and life has been far from plain sailing for Sir Keir since then. Life has been rather less challenging here at St Albans!

The following pages contain many “causes of celebration”, demonstrating as they do the continuing commitment and hard work of so many. You have my thanks and the thanks of all who have benefited from the ministry of St Alban’s in the last year.

This year we helped to maintain and **develop our confident and compassionate worshipping community by:**

- seeing five new adults join the church through **baptism and confirmation:** Kim, Habs, Charlie, Oliver & Simon
- welcoming **the Revd Irene Lawrence** as our new self-supporting Curate following her **ordination at Michaelmas;**
- welcoming **the Revd Amelia Jacob** into our ministry team: she was the first woman from Pakistan to be ordained priest and she will begin her ministry on our home communion team in the New Year.

We strived to be **multi-generational:** there is a full report on our Youth Ministry later in this document, but it has been great to see:

- the appointment of **Kim Jetson** as part-time Youth Worker, and **Emma Phipps** as Youth Support Worker;
- the continuation of **Choir Club** on Monday afternoons;
- **Messy Church** growing stronger;
- Henry, Georgina, Areyana, Leon and Billy-Lola starting their journey of faith in baptism;
- visits from **Buckingham Prep** and **Longfield Schools** and strengthened relationships with **Nower Hill** school, and plans to work with them to run ‘**Your Direction**’ there in 2025: a course to help young people cope with their parents’ separation and divorce;
- another successful **Nativity Play** in church;

We have continued to **develop our capacity for mission and outreach through:**

- completing the **Diocese of London’s Grow** course, gaining valuable insights into how to help our church grow in number and depth of spirituality and impact;
- the **Alpha** course: we pioneered a **Youth Alpha** on the Northwick Park campus of Westminster University, and have nearly completed another with our own young people as their confirmation preparation. I was also delighted to discover that a team from our neighbouring Catholic church St John Fisher started an Alpha course this year having attended our course last year to ‘learn the ropes’;
- leading and participating in **Mitzvah Day** (24 November), cleaning the streets of North Harrow in cooperation with Kol Chai and Mosaic Synagogues, Harrow Interfaith, Harrow Litter Pickers and our local councillors and MP;
- maintained our support to local and international charities through donations to **Harrow Foodbank** and **MACS** (Malawi), contributing (respectively) to their work through donations of food and our Mission Fund. In July, I became a trustee of **Firm Foundation,**

the Harrow charity for the homeless. We donated **£5,539 to these and other charities, including £2,000 from our Mission Fund:**

- ministering again to the bereaved thanks to the Revd Ninus Khako, our curate who led the organisation of the **Service of Remembrance and Thanksgiving** in All Souls tide;

Although the St Albans Playgroup sadly came to an end, we continued to honour our vocation as **a centre for community life** as occasional hall hire continued to increase due in part to the excellent work of Shirley Clements. We also

- had successful **Summer and Christmas Fairs**, raising much needed funds and building on our connections with the community;
- maintained visits from a team from **Community Payback** who continue to tidy and clean our church, hall and grounds;
- strengthened our connections with **Churches Together in North Harrow** through the first part of a pulpit exchange with the New Testament Church of God;
- were delighted to see **Abi and Jordan** come to be married at St Albans, and three other couples booking their weddings for next year;

We continue to be committed to **caring for creation and gained our Silver Eco-Church award from A Rocha in 2024.**

This is an incredible amount of work, ministry and life together, as a church, and I (and all of us) owe a debt of thanks and appreciation to those who have given so sacrificially of their time and resources to “make church happen”: not least our churchwardens Ally Vallance, Andrew Garner and Julia Skeete; our Assistant Churchwarden Roger Holburd who joined the PCC at the APCM, our Treasurer Tom Johnson, our Pastoral Visiting Team (Ninus Khako, Noah Kelly, Irene Lawrence, Carys Grom, Wendy Brooker, Jacquie Russell, Anne Mahon, Valerie Rolph, David Tuck, and Eileen Eggington), our PCC members, and all whose ministry and work – largely hidden – goes on unseen, but very much appreciated. Particular thanks go to David Tuck for his continued support for the Tuesday Eucharist. While we were sad to say farewell to Noah when he completed his Ministry Experience Scheme in July, we’ve been blessed with his continuing service. It’s also been great to continue working alongside our hugely professional staff members Shirley Walsh, Wyn Hyland, Kim Jetson and Emma Phipps.

We saw change and loss as Chrishmal, Dinusha, Kiara and Chrishan returned home to Sri Lanka & Siobhan joined a church closer to where Kase, her grandchild lives. Funerals were also held for Jim Carpenter, John Hill, Norma de Mello, Jean Chester, Rita Carver, Charles Melbourne, Cyril Ford, Henry Petrovskis, Terry Hooper and Ruth Deeks.

I am personally immensely grateful to all who have contributed their time, treasure and talents to our life together, and ask you to read on carefully to honour the work of so many and add your thanks to my own. Thank you too for your patience when my new commitment as an **Area Director of Ordinands** has put a strain on my diary. Despite the bleak international news, our Annual Report is a testament to the positive impact of our work and worship. Particular thanks go to everyone who has played a role in creating this document. We look forward to continuing our shared journey of faith and service in the years to come.

THE YEAR ENDED 31 DECEMBER 2024

St Alban's Parish Church is situated in The Ridgeway, North Harrow. It is part of the Diocese of London within the Church of England. The correspondence address is The Parish Office, St Alban's Church, Norwood Drive, North Harrow, Harrow, HA2 7PF.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2020) and a charity registered with the Charity Commission (no. 1132600).

All PCC members as Trustees are inducted into the role and encouraged to attend training. An induction policy statement incorporating safeguarding and making training mandatory for all trustees was agreed by the PCC on 6 November 2023.

PAROCHIAL CHURCH COUNCIL (PCC) 2024/25

Ex officio members:

The Revd Dr Sarah Archer	Incumbent since 2020
The Revd Ninus Khako	Curate since 2022
The Revd Irene Lawrence	Curate since 28 Sept 2024
Alison Vallance	Churchwarden Elected 2018 until 21 April
Andrew Garner	Churchwarden elected 2023
Julia Skeete-Powell	Churchwarden elected 2024 from 21 April
Carys Grom	Deanery Synod elected 2023
Noah Kelly	Deanery Synod elected 2023
David Loosemore	Deanery Synod elected 2023 until 21 April
Irene Lawrence	Deanery Synod elected 2024 until 28 Sept
Simon Gregory	Deanery Synod appointed 2024 from 28 Sept

Elected members:

Gerry Devine	Elected 2022 until 21 April
Michael Orton	Elected 2024
Marilyn Devine	Elected 2021 until 21 April
Pauline Schofield	Elected 2024
Eileen Eggington	Elected 2021 (PCC Secretary elected 2023) until 21 April
Roger Holburd	Elected 2024
Tom Johnson	Elected 2022 (PCC Treasurer elected 2023)
Morwena Jones	Elected 2021 until 21 April
Supritha Kotian	Elected 2022
Julia Skeete-Powell	Elected 2022 until 21 April
Pauline Prince	Elected 2023
Jane Spencer-Davis	Re-Elected 2024
Caoimhe Sweeney	Elected 2023 until 21 April
Adrian Holloway	Elected 2024
Diane Tuck	Elected 2023
Chrishmal Warnasuriya	Elected 2023 until 21 April
David Martin	Elected 2024

Co-opted Members:

Shalomi Jebaratnam	Co-opted 20 May 2024
Simon Gregory	Co-opted 20 May 2024 until 28 Sept

Statement of Responsibilities of the Members (Trustees) of the Parochial Church Council (PCC)

The Trustees (PCC members acting collectively) are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and in compliance with guidance from the Charity Commission.

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

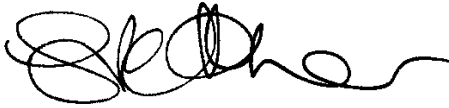
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Commission's current Statement of Recommended Practice for Charities (SORP) and the Commission's requirement to prepare accounts that are 'true and fair';
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended, the Charity (Accounts and Reports) Regulations 2008, the Church Accounting Regulations 2006 together with the current Charities SORP (Statement of Recommended Practice): Financial Reporting Standard (FRS) 102, 2nd edition, 2019; and the Parochial Church Council Powers Measures 1956. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration on reporting serious incidents

There were no serious incidents or other matters relating to the PCC during the 12 months to end December 2024 that should have been brought to the Charity Commission's attention but were not.

This report, including the accounts and financial statements, of the Trustees was approved by the PCC on 3 May 2025 and is signed on behalf of the PCC by the Vicar, subject to the satisfaction of the Independent Examiner, whose signed report accompanies the Accounts.



The Revd Dr Sarah Archer, Vicar and PCC Chair

ANNUAL REPORT OF THE PCC

Aim and Purposes

St Alban's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Revd Dr Sarah Archer, in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also responsible for the maintenance and upkeep of the church building, church grounds and hall complex of St Alban's, The Ridgeway, North Harrow.

Objectives and Activities

Our Mission (Vision) Action Plan is used as one of our reference points when planning our activities and committing major expenditure. We have considered the Charity Commission's guidance on public benefit and the supplementary guidance to charities for the advancement of religion. We try to enable everyone to live out their faith as part of our parish community through:

- worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- provision of pastoral care for people living in the parish;
- outreach and mission work.

The main objectives of our current Mission Action Plan, are:

- to develop our confident and compassionate worshipping community;
- to be multi-generational in our focus;
- to grow and strengthen the capacity of St Alban's community for outreach and mission;
- to be a centre for local community life and to make a positive impact on the local community;
- to care for creation as an integral part of all we do at St Alban's as an expression of our love of God in Jesus Christ;
- to develop ways of improving the environmental sustainability of the parish, including achieving a net carbon neutral target by 2030 for the church building, hall, and grounds. The parish has been awarded the Eco Church Silver award and hopes to attain the gold award.

Sunday services attracted around 123, based on the diocesan statistical return for an average weekly attendance in October 2024. The comparable figures for 2022 and 2023 were 106 and 113 respectively. As at 31 December 2024, the Electoral Roll stood at 184 members, of whom 90 were not resident in the parish. Seven new people joined the Roll.

Structure, Governance and Management

The PCC, rather than St Alban's Church, is registered with the Charity Commission and PCC members are trustees. The Church of England Church Representation Rules has set out how PCC members are appointed and elected. The PCC comprises the incumbent (our

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Vicar, who also chairs the PCC), churchwardens, elected Deanery Synod representatives, elected lay members, and any co-opted members. Those who attend our services are encouraged to join the electoral roll, vote at our APCM and, if desired, stand for election to the PCC or Deanery Synod.

The PCC is responsible for making decisions on all matters of importance, including PCC funding. New members receive a PCC Handbook concerning the workings of the PCC and trustee responsibilities. Meetings are held around 6 times a year, plus at least one extended session or away-day for deeper discussion. Training opportunities are offered by the diocese and external bodies. This year most meetings took place both in person and on Zoom.

This year the PCC had six scheduled meetings and one emergency meeting. (This included the brief in-person meeting after the PCC to select members of Sub-committees). Members' attendances at the 7 full meetings averaged 83%.

Individual attendance was as follows:

		Attended Meetings	Possible
Sarah	Archer	7	7
Gerry	Devine	3	3
Marilyn	Devine	1	3
Eileen	Eggington	3	3
Andrew	Garner	7	7
Simon	Gregory	3	3
Carys	Grom	5	7
Roger	Holburd	3	4
Adrian	Holloway	3	4
Shalomi	Jebaratnam	1	3
Tom	Johnson	6	7
Morwena	Jones	3	3
Noah	Kelly	7	7
Ninus	Khako	7	7
Supritha	Kotian	6	7
Irene	Lawrence	2	4
David	Loosemore	3	3
David	Martin	2	4
Michael	Orton	4	4
Julia	Skeete-Powell	7	7
Pauline	Prince	3	7

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Pauline	Schofield	3	4
Jane	Spencer-Davis	5	7
Caoimhe	Sweeney	3	3
Diane	Tuck	7	7
Alison	Vallance	3	3
Chrishmal	Warnasuriya	2	3

There are 4 sub-committees and each reports to the PCC:

- Standing Committee (the only statutory committee) that acts on behalf of the PCC between meetings.
- Buildings and Grounds
- Finance
- Mission & Outreach (this was suspended following the meeting in February pending a review of purpose)

Meetings are held by Anglicans in Harrow, which incorporates the Deanery Synod. See their report on page 10.

The PCC seeks to ensure good governance and compliance with church, charity, and other national legislation. A range of policies and procedures are in place and kept under regular review for Safeguarding; Drugs and Alcohol; Health, Safety and Welfare; Lone Working; Equality and Diversity; Social Media; Conflicts of Interest; Reserves; Legacies and Data Protection Regulations (GDPR), together with procedures for complaints, grievances, and disciplinary matters. The policies and procedures can be viewed on our website and are also available in church and the church hall for all to see.

Matters discussed and agreed by the PCC during 2024 have included:

- Agreed to carry out a consultation with the congregation regarding Prayers of Love and Faith (Same Sex Blessings);
- To recommend to the APCM that we reduce the number of elected PCC members from 12 to 9, and that elected members should serve a maximum term of 6 years;
- The future vision of the church at an awayday.

This was less than previous years and reflects in part increasing demands on my time as I took up a new role as Area Director of Ordinands, as well as gaining another curate for training in September.

Conflicts of Interest

As charity trustees, all members are legally obliged to act in the best interests of the PCC. We therefore have an agreed policy to identify and manage any such conflicts of interest, which may include declaring trusteeship of another charity, or a personal interest in a matter to be voted on. This also applies to members of PCC sub-committees and working groups. There is a standing agenda item when any conflict of interest is declared, which may involve leaving the meeting and/or abstaining from voting. Relevant conflicts of interest declared in the year are reported in the Accounts.

Risk Management

The PCC has a high regard for the safety and security of its employees, church and community members, who use our facilities. It aims to identify and minimise risks through regular reviews at the PCC's Standing, Finance and Buildings & Grounds Committees. Robust financial controls are in place. The PCC agrees an annual budget before the start of each financial year, and it is reviewed against expenditure on a quarterly basis. Insurance policies are reviewed before renewal. Safeguarding is a PCC agenda standing item and our safeguarding policy is renewed annually.

We seek as a church to be open and transparent in all we do and would encourage anyone to bring concerns about PCC governance directly to the Vicar or Churchwardens, or via the PCC Secretary

Staff and Volunteers

We are thankful for our staff (Shirley Walsh, Wyn Hyland, Noah Kelly, Kim Jetson and Emma Phipp), and many volunteers, much of whose work is outlined in reports below. We are particularly grateful to Churchwardens Alison Vallance and Andrew Garner, with Roger Holburd as Assistant Warden; also, to Julia Skeete, elected at the 2024 APCM, when Alison stood down. They, with Treasurer Tom Johnson and our financial team, have worked tirelessly on our behalf. Special thanks to Alison and Tom for their long years of selfless service.

The Revd Sarah Archer
Acting PCC Secretary

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 £23 million in 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.

Anglicans in Harrow (Harrow Deanery Synod) 2024

The Deanery Synod met for three sessions during the year with a time of worship led by the hosts, who were invited to give a profile of their mission and ministries before the Synod prayed for them. Hosts also kindly provided refreshments. At each meeting reports were tabled or presented on the recent sessions by those elected to the Diocesan and General Synods.

The first meeting was held on 6 February at the London School of Theology in Northwood with the theme of “Engaging with our Communities”. Revd Julian Gadsby, Church Engagement Specialist of the London Institute for Contemporary Christianity spoke on discipleship, making a difference where we are, and shared the 6 Ms of Discipleship. These are: Model a godly character, Make good work, Minister grace and love, Mould Culture, Mouthpiece for truth and justice, Messenger for the Gospel. He reminded us that we are called to love our neighbour. We are called to tell everyone about Jesus. We should live our lives authentically for Jesus. We need to treat people we meet as people not projects. Noah Kelly of St Alban’s North Harrow spoke about the Willesden Area Ministry Experience Scheme.

The second meeting was held on 13 June at All Saints Harrow Weald. The meeting started in the Forest School which is located to the north of the church. Synod opened with a minute’s silence in memory of John Dolling, Lay Chair of the Synod for many years, who had died. Revd John Barker gave a brief profile of the church. He said that there were four parts of the church and its worship: - the Forest School, the Pre-School, the Church Hall, and the Parish. Revd Dave Bookless, Head of Theology of A Rocha International, spoke about the ECO-Church programme in England and Wales which was started by A Rocha 8 years ago and 7,000 churches are already enrolled in it. There are five areas in the ECO-Church Survey and to gain the awards parishes need to show that they have made progress in all five. These are Worship and Teaching; Management of Church Buildings; Management of Church Land; Community and Global Engagement; and Lifestyles. Tom Johnson, Treasurer of St Alban’s North Harrow, spoke about the project that they had recently undergone to install Solar Panels on the Hall roof for electricity generation.

Clive Scowen had been elected as Lay Chair, David Green as Treasurer, Sarah Archer and Jon Lindsay-Scott as Clergy Representatives on the Standing Committee, Robert May, Toby Partridge and Judith Shepherd as Lay Representatives on the Standing Committee, and Mike Still as the third Deanery representative on Harrow Standing Advisory Committee for Religious Education. Matthew Szurgot, the Head of School at Holy Trinity Northwood Church of England School was co-opted to Synod. The Deanery Accounts for 2023 were approved.

The third meeting was held on 23 November at St Jerome’s Bilingual Church of England School in Harrow on the theme “Growing Younger: Improving our Provision for Children and Youth in our parishes”. Synod members had been asked to submit questions for a panel of practitioners consisting of Sarah Agnew, Children and Families Ministry Advisor for the Diocese; Carol Sormaz, Children Families and Community Worker Christ Church Roxeth; Andy Carson, Youth Worker Christ Church Roxeth and Harley Lloyd-Fix, Re:Generation Harrow Schools Worker. A summary of the Questions and Answers was included in the minutes of the meeting for parishes.

Robert May
Honorary Secretary

Church premises & properties report 2024

The 'Chair' of the Buildings and Grounds (B&G) Committee was joined to my duties in March 2024 as property manager on the church owned and rented residences at 80 Whittington Way and 6 Frobisher Close.

Work Completed during 2024

We've had a busy year tackling repairs, maintenance, and some long-term planning. Below is a summary of what's been sorted, what's ongoing, and what's next.

Church Hall & Kitchens:

- External guttering has been widened to improve flows and mitigate blockages.
- General 5-year cycle of painting completed.
- All regulatory checks, PAT testing, fire extinguishers done.
- Fire exit door upgraded.
- Curtains treated and refitted with new pull cords.
- Main kitchen deep clean completed, and PAT testing was done.
- Back kitchen deep clean scheduled, but full refurbishment is on hold until FY25.
- Back kitchen boiler repaired.

External Grounds

- The shed roof has been replaced, and leaks are sorted. Rotten wood replaced as required.
- West-end flagstones and drainage issues sorted.
- The manhole cover outside the boiler house has been levelled.
- Fencing & shed-area tidy-up—damaged panels noted, some sections under our responsibility fixed but requires further check on extent of responsibility to repair.
- All large trees were trimmed as per 4 to 5-year cycle.
- Carpark lines were repainted.
- General weeding and lawns maintained; perennial planting as agreed.

Church Roof & Building Works:

- Roof inspections completed—all flat roofs to choir vestry and link roof felts replaced. Felt replaced under the Church bell.
- Flat roof over link to committee rooms needs more work, but for now, it's noted for a future fix.
- Roof tiles identified in survey on north of church replaced. Further work in 2025 required.
- West Altar wall treatment for damp and refurbishment completed.
- General painting has started and will continue through the coming year 2025.
- Windows throughout were cleaned internally.

Choir & Clergy Vestry

- Blue asbestos assessed, management strategy in place. Long term encapsulation or removal needs to be considered prioritising the Clergy area.

Lady Chapel

- Lady Chapel woodworm concerns—syringing treatment done where visibly required.
- Windows reviewed—no immediate action required, reassess in Financial Year 2025.

Eco & Sustainability Progress:

- Agreed Eco Church target for Gold - initiatives moving forward—focus on reducing carbon footprint, green cleaning supplies, and community involvement.
- Biodiversity survey for the grounds planned.
- Rainwater harvesting & green space planning under discussion.

Properties

- 80 Whittington Way property—damp condition requires repeated treatment as the tenant's lifestyle choices to not ventilate presents constant issues; Harrow Council has carried out guttering repairs on the north wall that may have contributed to some of the issues. All electrical, EPC and gas certifications in place.
- 6 Frobisher Close - maintained by Curate in residence. Annual check on electrical, EPC and gas certifications to be scheduled.

Planned Works with costing under review

- Hall floor replacement—needs a long-term fix due to incorrect original installation. Fundraising required.
- Memorial Garden extension—early discussions underway; faculty approval needed.
- Underfloor Heating system & budget forecasting—FY24 spending reviewed, and major project costs are being prepared for PCC review in FY25. Fundraising required.
- CCTV & security upgrades— urgent. On this last point, as we open our doors to welcome, we also need to consider the security needed to protect. Strategy plans to be developed in the upcoming budget.

Thanks to the support provided by the excellent volunteers of Val Austen, Tom Johnson, John Ryan, Roger Holburd and my fellow warden Andrew Garner.

Julia Skeete-Powell, Churchwarden & Chair, Building & Grounds Committee

Safeguarding Report 2024

Child Protection

The Diocese Safeguarding Policy of November 2018 has been formally adopted as required annually at the PCC meeting in June 2024.

All organised events follow policy at all times. Full List is included on the Parish Dashboard and PCC confirmed this is a full and complete list.

Messy Church does not fall under the policy as children are under the Guardianship of Parents/Carers.

Policy is followed for photography and digital image permissions.

DBS checks are all in place for all involved in these activities.

The PCC has in place a Social Media policy which incorporates Safeguarding measures to help staff and volunteers stay safe online for their own safeguarding and to put in place a procedure if online activity raises any safeguarding concerns.

Cathy Tahsin remained in post as Parish Safeguarding Officer. Irene Lawrence was appointed as Deputy Safeguarding Officer until her ordination. Simon Gregory was then appointed as Deputy Safeguarding Officer.

No investigations are currently ongoing. PSO is aware of which statutory bodies we need to share information with and am prepared to collaborate fully with all statutory bodies if or when necessary.

PSO and Deputy PSO work closely with incumbent and curates to ensure anyone in need of pastoral care has received this in a respectful manner and there have been no concerns regarding exploitation of any power imbalance regarding such ministry.

Safeguarding Adults

No DBS Checks are currently outstanding. Deadlines have been given to all those required to undertake Safeguarding Training and any exceptions due to mitigating circumstances have been recorded.

Policies and procedures have been followed at all times. Advice has been sought from Diocesan Safeguarding Team where necessary and followed accordingly.

Any concerns raised resulting in a recommendation of increased pastoral care since last report have been actioned but there are no concerns currently outstanding.

We continue to be committed to promoting Safeguarding within the Parish.

Cathy Tahsin, Church Safeguarding Officer

FINANCIAL REVIEW 2024

Introduction

Income over the year

Overall income seems to be £156,000 lower this year than last year. We need to understand the reasons for this. Last year we received legacies to the value of £84,000, this year there has been none. There have been no grants towards youth work this year, giving a drop of £45,000 and income from the hall was down £9,000 due to the closing of the playgroup. The income from planned giving is up by £2,800 which is the first time this has increased for some years.

Capital Spend over the year

This year our capital spend was £24,348, as follows:

Hall fire doors and guttering	£11,256	The fire doors from St Martins room into the courtyard had mould growing through it and was presenting a danger to hall users. We replaced these fire doors and added windows to improve light into the room. All the high-level gutters around the hall were leaking on the joints and so these were replaced.
Flat roof over Lady Chapel, and vestries	£9,576	The flat roof over the Lady Chapel, choir vestry and the clergy vestry were all in poor repair. While none of these was leaking, these had been included as issues in our last Quinquennial report and needed to be repaired.
Painting the east wall behind the altar	£3,516	The wall had been in a poor state of repair for several years, following damp issues. This has now been sealed on the inside and repainted.

This brings our capital spend over the last five years to £192,912. While past years have focused on facilities – Tea Point, Projector, Altars, Organ Refurbishment, Grand Piano; this year we focused on church buildings. These should be seen as investments for the future and have only been possible due to the very generous legacies and donations made to the church over many years.

Statement of Funds (see note 10 of the Church Accounts)

General Funds

We started the year with £17,000 in our general funds and have ended the year with minus £6,500; a loss of £23,000. This compares with a loss of £16,000 in 2023. No doubt the

PARISH CHURCH OF ST ALBAN, NORTH HARROW

closing of the play group early in the year has impacted on our income. To balance the funds, we have reduced the reserves held for maintenance of both the Vicarage and Frobisher Close by a total of £7,000.

As a church we have been dependent on income from the hall and property rental for more than ten years. Spend from general funds exceeded income to general fund by £32,029 in 2016 and in 2024 it was £32,810.

We need to recognise positive items from the accounts: -

- While the income to the hall was £10,000 down on last year, we still ran at a surplus and were able to transfer £24,000 from the hall income to the running costs of the church.
- However, we have increasing ad hoc hall bookings for the hall, and there are new organisations speaking to us about regular hall use.
- Planned giving increased last year for the first time in some years because members have increased their giving, and new members have joined the fund.

Changes to Funds

We will close the Organ Fund and Solar Panel fund as both these projects are completed and all future actions will move to routine maintenance. The Tea Point fund will be renamed the Community Outreach fund. The tea point has now been completed but the income from the Midweek café has been going into this and has met the costs of things like kettles, mugs and much else. The funds left in the tea point fund will remain in the community outreach fund. The income and spend running costs for the café will be come from this fund. It will also be possible to add to this other outreach activities run mid-week in the church.

Charity Donations

The church made Charity Donations from collections and Mission Funds totalling £5,438:

Home	£	Overseas	£
Bereavement Care	220	MACS (Malawi)	2,000
Bishops Discretionary Fund	194	Christian Aid-Gaza Appeal	537
Firm Foundation	692	Middle East Appeals	847
Anthony Nolan Appeal	18	Toilet Twining-Africa and Nepal	360
Pancreatic Cancer UK	33	Railway Children-India and Tanzania	537
Total	1,157	Total	4,281

Thanks for Support

I am very aware that finance is managed by a team of people and am grateful for the support over the past year from many people, I would like to thank our Vicar, Revd Sarah Archer and our Church Wardens Jullia Powell and Andrew Garner, for their support and encouragement. The team that manages the day-to-day accounts involves many people, in particular I thank Norman Shurrock for his constant management of the Planned Giving, his monthly reconciliation of that income and tracking of what can and cannot be claimed from Gift Aid, Ken Alder for tracking and reclaiming the VAT over the year, Jane Spencer-Davis who manages the payroll, deals with the Gift Aid Claim, and prepared the year end accounts, Malcolm Grant and Pauline Schofield for reading and checking all the reports, their advice is invaluable. Also, Shirley Walsh who manages hall bookings and deals with all the invoices for the church and hall.

Tom Johnson, PCC Treasurer, March 2025

The final accounts for 2024 are reproduced in full as a separate file.

INDEPENDENT EXAMINER'S REPORT



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

**Independent examiner's report on the
accounts**

Section A Independent Examiner's Report

Report to the trustees	THE PARISH CHURCH OF ST ALBANS NORTH HARROW		
On accounts for the year ended	31 st DECEMBER 2024	Charity no (if any)	1132600
Set out on pages	[] <small>(remember to include the page numbers of additional sheets)</small>		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 DECEMBER 2024.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete [] if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed: A R Mitchell **Date:** 28/03/25

Name: ALAN ROBERT MITCHELL

Relevant professional qualification(s) or body FFA, FIPA (INSTITUTE OF FINANCIAL ACCOUNTANTS)

Church Fund 2024 (with three-year comparison):

	(£) 2024	(£) 2023	(£) 2022
Standing orders	76,758	74,508	78,084
Envelopes	6,025	5,395	5,825
Sum Up	nil	95	132
Total fund income	82,783	79,998	84,041
Average monthly giving:			
Per member	71.44	63.97	70.03
Per individual	53.64	57.03	51.50

Membership:	Members	Individuals
1 January 2024	97	130
Joined in the year	7	8
Deduct left in the year	(8)	(11)
Total: 31 December 2023	96**	127

** of whom 87 gave tax-efficiently, i.e. by gift aid, give as you earn, charities trust /charities aid foundation.

Losses: deaths = 2; moves = 2; resignations = 7.

The above figures take no account of the value of gift aid recovery, which will be claimable from HMRC during the tax year 2025/6 and forms a significant part of our income stream. We are grateful to members for enhancing their giving in this positive way.

It is good to report a welcome increase of 3.48% in giving in 2024 over 2023, but, allowing that the retail price index has risen. at the date when this report was written, 18 February 2025, at an annual rate of 3.50%, it will be seen that we have really only 'stood still', hence the need to ask members to review their giving regularly, while recognizing that individual circumstances may be under pressure too.

Norman Shurrock
Church Fund Secretary

Gift Aid 2024

Gift Aid recovered in respect of the general fund during the year was approximately £18,200. In addition, smaller amounts were recovered in respect of charitable donations. Most members of the congregation already Gift Aid their giving. If you do not and would like to discuss it with me, I'm happy to do so. And thank you to everyone who does give under Gift Aid. As you can see it makes a huge difference

Jane Spencer-Davis, Gift Aid Secretary

APPENDIX I: Group and Activity reports

WORSHIP, MISSION AND OUTREACH

The Choir 2024

Our robed choir sings every Sunday at the 10am Eucharists, plus occasional mid-week evening services, weddings and funerals. We are led by our Choir Director and Organist Wyn Hyland.

Although disappointed when all eight choral scholars left in July 2024, we have continued to provide a regular two-part choir to lead worship through the enthusiastic, committed support of our own four trebles, a young soprano and seven adults.

Some highlights in 2024:

- In October a few of our members took part in the annual Harrow Deanery Choirs Festival, held at St Edmund the King, Northwood Hills. We sang some exciting and challenging music under the baton of St Paul's Cathedral Director of Music, Andrew Carwood.
- In July, Wyn organised an entertaining afternoon concert performed by his three choirs: St Alban's Church choir, the Gwalia Welsh Male Voice Choir and West Harrow Community Choir. The eclectic music was greatly enjoyed by singers and audience alike. The church was full.
- In December, we were joined by friends and members of these choirs for our Christmas Carols by Candlelight. Children from our Choir Club also took part. It was a lovely service in preparation for Christmas and was well attended.

We are so grateful for the kindly leadership of our choir director Wyn Hyland; also, for John Barnard's playing at the Tuesday Eucharists and other occasional services, not least our beautiful Epiphany Carol Service. Thanks also to our many generous friends who join us to enhance our worship on special occasions.

Penny Johnson

Children and youth 2024

During 2024 the activities we have offered have been as follows:

Junior Church: meets every Sunday during the service (term time only) except the 2nd Sunday of the month (All Age Worship). These sessions are based on the lectionary readings – usually Gospel, lasting approx. 20 mins. On average 7-8 young people attend, ages 4-12. We continue to use Roots platform for our planning, for which we pay an annual subscription. Thanks go to our Junior Church Leaders: Cary Groms, Kim Jetson, Irene Lawrence, Alison Vallance, Noah Kelly, and George Hallam-Attree, with occasional help from Revds Sarah and Ninus.

Choir Club: Meets term time 3.20-5.00 on Mondays, led by Wyn and supported by Kim, one parent volunteer, Irene, Rasna Hanspal, Alison and Revd Sarah. Music has varied from songs from shows, and upbeat scriptural songs. This includes warm up exercises and beginning now to split into parts. Attendance is averaging 8-9 aged 8-12.

Games on the Green: Runs on Wednesdays, term time, 3.20-5.00, led initially by Irene and now by Kim, with increased volunteer team. Activities are supported by planning of craft, group games, cooking, and making snacks. Attendance ages 7-12 and has been well attended, up to 15 children, however there was a marked difference from September 2024 when the older members move to high school and began attending drama and concerts at their schools. This may affect future planning and resourcing.

Passport: Passport ran early 2024 but ceased during the year due to lack of volunteers. In December 2024 Emma Phipps, our youth support worker, left for other employment.

Your Direction: This course is planned to run at Nower Hill High School for young people who have experienced parental separation or divorce. The team received training late in 2024 from an outside agency. Kim Jetson will be leading on this with support from Carys and Irene. We hope this will grow as it is a positive piece of outreach work in our community.

Thank you to all volunteers who have supported our young people during the year – we could not run without you! Thank you so much!

Revd Irene Lawrence

Messy Church 2024

In 2024 we held the following Messy Church sessions:

1. March – Moses
2. July – The Fishes and the Loaves
3. October – All About Love
4. December – Mary's Story

Held at 4pm on the first Sunday of the month this is aimed at children up to 12yrs accompanied by parent(s)/carer. Running for two hours including themed activities in the hall, fun worship in church and finishing with a meal.

We were delighted that our numbers were up on 2023 - averaging 24 children each session - and that some of our own young people are now helping with the activities and therefore not included in these numbers.

We will have been offering Messy Church sessions to our community for 14 years this May. Our team has organised 85 celebrations (as of December 2024), and initially we were able to hold eight or nine sessions a year. Since the end of lockdown, our reduced group of volunteers has still been able to organise this wonderful Christian outreach, four times a year.

We are as always, grateful to our complete team whose enthusiasm and kindness continues to offer St Albans hospitality and warmth to our appreciative multi-generational guests.

Another wonderful year!

Sarah Carter, Carys Grom & Gillian Cooper

Pastoral Care Report 2024

- Pastoral Care continued in support of Parishioners and the wider Community throughout the year.
- **Home Communion** was taken to sixteen members of the congregation in either their homes or Care Homes.
- There was one **Marriage**.
- Clergy with the help of Lay People prepared five children and five adults for **Baptism**;
- Seven **Funerals** were conducted in church and four at Breakspear Crematorium.
- Six adults were prepared for **Confirmation**. Five were confirmed at two separate services at St Albans, one at St. Paul's Cathedral.
- The Annual **Service of Thanksgiving held** on the first Sunday in November followed by light refreshments and conversation in the hall, was greatly appreciated by those who attended.
- Over 80 people visited the **Lights of Life Christmas Tree** in the Chapel.
- 25 **Christmas Cards** were distributed by hand to the housebound in the Parish.
- **Encounter Prayer** was held every other week in the Lady Chapel after the main Sunday Service.

Valerie Rolph, Pastoral Assistant

Mission and Outreach Committee annual report 2024

In 2024 the PCC decided to suspend the activities of the Mission and Outreach committee, which for more than a quarter of a century had been coordinating St. Alban's active giving programme (guided by the Anglican five marks of mission) to home and overseas charities. This will be subsumed by the Ministry Team and Finance Committee, with email input from existing M&O members, due to the big project being planned for the church building in the next few years.

Drop-in Café 2024

Our friendly and supportive Drop-in Café has been a great success for another year. It is always good to see members of our congregation together with members of our local community.

At Christmas 2024 there were 53 guests and 10 Carol singers.

If you haven't joined us yet, then please do come along to the Drop in Café on the first Wednesday of every month from 10.30am – 12. Our team will be there to serve you with great cakes coffee/tea, and you may also find yourself enjoying some lively conversations. The new kitchen at the back of our Church has been of immense value to the team, who are: Paula Crouch, Diane Tuck, Gill Sloley, Tina Ryan, Anna Hooper, Philip Crouch, David Tuck, Barry Miller and me.

Jai Mahadeo

ECUMENICAL AND INTER-FAITH

Churches Together in North Harrow (CTNH) 2024

Sadly, there were no volunteers to hold a Christian Unity service this year, even with the addition of new churches so, for the first time, a service wasn't held.

1. **Four Lent lunches** were held at Elmfield, St George's, the New Testament Church of God and St Alban's. The fellowship and conversation were enjoyed by all those who attended and collections were held for St Luke's Hospice.
2. **Gathering in Lent:** The individual churches hosted events where there was an opportunity to reflect together through prayer, learning and drama. Attendance wasn't great but was greater than the abandoned house groups.
3. **Good Friday Walk of Witness:** There were about 50 people walking when it reached North Harrow Methodist Church (NHMC) and 40 people reached St George's where 50 people held a service and enjoyed hot cross buns.
4. The **AGM** was held at St Alban's Church on 14th May. Revd Ninus Khako stepped down as Chair, was thanked and Bishop Prince Chambers was elected in his place. It was agreed that, in future, the Chairmanship should be taken by each church in turn in alphabetical order!
5. Revd Lyndon North from St Andrew's Church, Roxbourne joined us and was welcomed into CTNH. A talk by Julian Saunders from the Harrow homeless charity 'Firm Foundation' was well received.
6. The **Summer Picnic** at St. Andrew's Church was a sunny and successful event, with Scouts running a BBQ and Ninus organizing games and sports. About 90-100 people attended.

7. **A Quiet Day** took place on 21st September at Jordan's, led by Revd John Beauchamp, the Church of England's disability lead for London, who is blind. The talk focused on the Gospel story of 'The Feeding of the Five Thousand'. 33 people attended the event, which provided insights into inclusivity regardless of individual abilities.
8. **Mitzvah Day** This took place on Sunday November 24th from 2-4pm. CTNH participated in an interfaith event with various churches and organisations to clean up North Harrow's shopping area. NHMC acted as a base for the afternoon and provided refreshments and it was seen as a very useful and successful undertaking.
9. **Advent Service** – this well attended, enjoyable service was held at St George's Church.
10. Revd Sarah mentioned that St Albans had been invited to sing carols at the **North Harrow Christmas Lights** event on December 4th, replacing CTNH's usual Christmas event. However, the crowd was large, and we felt our impact was less than expected. We will reassess for next year.

Jill Sloley

North Harrow Muslim Christian Dialogue 2024

There have been 6 meetings during the past year with attendances of around 18-20. Most of those taking part are from St Alban's, North Harrow Methodist and Mahfil Ali (*we meet alternatively at St Alban's and Mahfil Ali*), but we have been delighted to welcome visitors and new members from several other Muslim and Christian Communities.

Subjects for discussion in 2024 have included pilgrimage and other sacred journeys, forgiveness, recognizing and respecting and understanding what we share and where we disagree, justice, architecture and buildings in our two faiths and assisted dying. On each occasion we have an introductory talk from each side and then move into general discussion. Everyone is invited to join in or simply to listen. We also spend a little time discussing matters of current and common concern and sharing news of our communities. We end every evening with prayer.

We have also greatly enjoyed two guided tours of progress at the Salaam Centre.

Refreshments at Mahfil Ali are always very special!

New members and visitors always welcome. Details are in our weekly News Sheet.

David Tuck

UNIFORMED ORGANISATIONS

2nd Headstone Guides & Rangers 2024

We are a happy unit of 22 girls with committed adult and young leaders from among the 3 Rangers aged from 14½, who join in the many exciting challenges and guiding experiences. We have attracted girls from the 2nd A Headstone Brownies and also a few guides have introduced their school friends to the unit. The guides are aged between 10 -14 ½ years old and after that the girls that want to stay, join our Ranger Unit who meet at the same time as Guides. We normally meet on Fridays (term time) from 7-9pm in the Church Hall. The girls come from various backgrounds, schools, faiths, and cultures but the one thing in common is friendship.

The girls have enjoyed new challenges: cooking, handicrafts, shopping for the foodbank, learning about the UN, music and Ceilidh evenings.

Girlguiding exists to help girls and young women find their voice and build skills and confidence – inspiring them to discover the best in themselves and empower them to make a

positive difference in their community. Between school, social media, friendships and relationships – there's a lot going on for girls today. As leaders we equip the girls with tools that are going to be effective to help them.

Sue Till Group Leader

2nd A Headstone Brownies

This past year, our Brownies have had an exciting time with a varied programme to develop their skills, confidence and independence. Several badges were completed including Aviation, Skills builders, craft, and Peer Education – breaking free, giving the girls the tools to challenge any stereotype that limits them.

In July they held a party for Swan/Abi to celebrate her getting married in August and invited our Division and County Commissioners.

In September we had a Pack Holiday at PACCAR Scout camp, staying in indoor accommodation, High Ropes, Crate Stacking and various other activities. On the Saturday we joined the Brownie County Day activities including cooking, campfire and trails around the site.

For Harvest we collected many items for the Harrow Foodbank which they brought into Church and Revd Sarah blessed.

In November Girlguiding took over the local Vue cinemas and all local Rainbows, Brownies and Guides watched the screening of Moana 2.

Suzanne Carlen, Brownie Leader

2nd Headstone Rainbows

We welcomed the opening of a Rainbow Unit on 5th November 2024, starting with 6 Rainbows and 2 new leaders, Frances and Gomathi, supported by Suzanne from Brownies. They meet on a Tuesday 5pm to 6pm. Their programme includes badges and fun activities. Currently we are looking for volunteers to help and or become a leader to enable the unit to grow.

Suzanne Carlen, Rainbow Leader

4th Headstone Scout Group 2024

2024 was another busy year, when we welcomed new section volunteers (Leaders) to the group. All four sections continued to grow and enjoy the many activities on offer: Squirrels (aged 4-6), Beavers (aged 6-8), Cubs (aged 8-10.5), Scouts (aged 10.5 - 14). We have enjoyed a good relationship with Index Explorer Scouts, (aged 14-18) who meet at our scout hut.

Nights away for all sections have included trips to Secret Nuclear Bunker and local campsites (Paccar, Well End activity centre, and Lee's Wood). Activities included: zip wire, high ropes, climbing, archery, rifle shooting, junior crossbows, basic camp skills and sleeping in bunk houses and tents. In September our annual family camp attracted over 180: Squirrels, Beavers, Cubs, Scouts, and Explorers, plus siblings and parents; also, our leaders and other volunteers. It was nice to welcome The Revd Sarah Archer, who joined our camp on Saturday for the AGM.

Our young people worked towards challenge and activity badges. Most completed their Chief Scout awards, the highest for each section: bronze (Beaver). silver (Cub) and gold (Scout). We are pleased to say that we presented our first Squirrel Scouts' Acorn award, the first in Harrow District.

Fundraising continues to be an important part of 4th Headstone life and last year we raised money towards the cost of repairing the bridge that assists access to our scout hut.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

As part of our community involvement, in October 2024 we unveiled two defibrillators, one for public use and the other for internal use at the scout hut and for camps/ trips away. As a Scout Group, we would like to Thank you our Local MP Gareth Thomas for unveiling our defibrillators and supporting us at our community event in training local residents in how to use a defibrillator in a medical emergency.

Other local community activities, involving all four sections, have included: Christmas carol singing at a local care home; litter picking in streets near the scout hut and in the grounds; litter picking in Yeading Walk and helping to clear the Yeading Walk stream.

Finally, thank you to our volunteers (leaders and trustees) who make 4th Headstone the successful group it is, and to Revd Sarah for her continued support.

Sammy, Group Lead Volunteer

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

ACCOUNTS for year ended 31 December 2024

BALANCE SHEET AT 31 DECEMBER 2024

	Notes	2024	2023 £
Fixed assets			
Tangible fixed assets	5	1,450,001	1,454,200
Investments	6	375,000	375,000
Total fixed assets		1,825,001	1,829,200
Current assets			
Debtors	8	1,057	4,356
Short term deposits incl. CBF/CCLA		106,409	144,395
Cash at bank and in hand		81,249	86,125
		188,715	234,876
Creditors: amounts falling due within one year	9	-	-
Net current assets		188,715	234,876
Total assets less current liabilities		2,013,716	2,064,076
Creditors: amounts falling due after one year	9		-
NET ASSETS	7	2,013,716	2,064,076
Funds			
Restricted funds	10	92,240	92,741
Unrestricted funds	10	96,475	142,135
Assets / investments		1,825,001	1,829,200
		2,013,716	2,064,076

The notes on pages 3-11 form part of these financial accounts.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

**PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
Incoming resources					
<i>Voluntary income</i>	2a	109,658	13,896	123,554	270,532
<i>Activities for generating funds</i>	2b	10,573	1,008	11,581	8,489
<i>Income from investments</i>	2c	15,799	12,000	27,799	22,452
<i>Church activities</i>	2d	50,485	224	50,709	65,041
<i>Other incoming resources</i>	2e	-	-	-	2,643
Total incoming resources		186,515	27,128	213,643	369,157
Resources expended					
<i>Costs of generating voluntary income</i>	3a	-	-	-	57
<i>Fund-raising trading costs</i>	3b	2,941	-	2,941	1,880
<i>Church activities</i>	3c	232,568	28,029	260,597	375,345
<i>Governance Costs</i>	3d	465	-	465	400
Total resources expended		235,974	28,029	264,003	377,682
Net incoming/(outgoing) resources		(49,459)	(901)	(50,360)	(8,525)
<i>Gains/(losses) on revaluation of fixed & Investment assets and transfers</i>	5/6	(400)	400		
Net movement in funds		(49,859)	(501)	(50,360)	(8,525)
Total funds brought forward at 1 January 2024		1,971,335	92,741	2,064,076	2,072,601
Total funds carried forward at 31 December 2024		1,921,476	92,240	2,013,716	2,064,076

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

1. Accounting policies

A Accounting convention

The financial statements have been prepared in accordance with the accounting policies set out in these notes, and comply with Church Accounting Regulations 2006, the Charities Act 2011 as amended, the Charity (Accounts and Reports Regulations 2008, and the current Charities SORP (Statement of Recommended Practice): Financial Reporting Standard (FRS) 102, 2nd edition, 2019.

They follow the historical cost convention as modified by the inclusion of investments at market value. The revaluation of fixed assets (freehold land and buildings) was last undertaken in April 2015. Our Property Agents have re-valued the Parish houses at 6 Frobisher Close and 80 Whittington Way but it has not been possible to revalue the church hall this year. The financial statements include all transactions, assets, and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body, nor those which are informal gatherings of church members.

B Funds accounting

Funds held by the PCC are:

Unrestricted funds - general funds which can be used for PCC ordinary purposes

Designated funds - monies set aside by the PCC out of unrestricted funds for specific future purposes or projects.

Restricted funds - a) income from trusts or endowments which may be used only on those restricted objects provided in the terms of the trust or bequest; b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be used on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

C Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when received.

Grants and legacies are recognised when the PCC is legally entitled to the amount due.

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold

Unrealised gains and losses are accounted for on revaluation on 31 December.

D Resources used

Resources expended are accounted for on an accruals basis and are accounted for gross.

Grants

Grants and donations are accounted for when paid over, or when awarded where the award creates a binding obligation on the PCC.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

Church Activities

The diocesan parish contribution to the London Diocese Common Fund is accounted for when paid. It was paid in full in 2024.

E Fixed Assets

Tangible fixed assets

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

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are accounted as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the accounts. Individual items acquired since 2000 where their value at acquisition was £1,500 or more, have been capitalised in the accounts and depreciated over their useful economic life (see note below).

All expenditure on consecrated or beneficed buildings and individual items costing under £1,500 are written off in the year they were incurred.

Depreciation

Depreciation is calculated to write down the cost of tangible fixed assets costing £1,500 or more, excluding freehold properties, over their expected useful lives. The rates generally applicable are:

Hall kitchen & piano (see note 5)	10% straight line
Fixtures and fittings	25% straight line
Computer and other electronic equipment	30% straight line

No depreciation is provided on freehold property as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so high that any depreciation would not be material. These assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

F Current Assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for any amounts that may prove uncollectible.

Short-term deposits include cash held on deposit either with the CBF Church of England Funds, or at a bank or building society.

G Reserves Policy

It is PCC policy to retain in our General Funds three months unrestricted funds to cover any emergency situation that may arise. The balance of our general funds is only £2,886. This is less than at the start of the year when these funds were only £17,993, it remains much less than the £40,000 target.

The PCC is aware that it still has significant Designated Funds in both its Legacy Fund and in the Lorna Barnett Fund. A 5-year financial assessment has been undertaken which identifies a number of projects in support of our mission and could be used also as emergency funding. The Lorna Barnett Fund is designated for Mission purposes and currently supports Youth development including the choir club.

There are currently no known significant outstanding works. All other anticipated risks have been included in the 5-year finance plan and reflected in the 2024 budget at the end of this report..

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

2 Incoming resources	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
a Voluntary income				
Planned Giving				
Gift Aid Donations	75,483		75,483	72,928
Other Tax Efficient Giving	4,500		4,500	3,990
Other	2,800		2,800	3,080
Tax recoverable	20,959		20,959	24,278
Collections at services	3,017		3,017	4,282
Charity Collections at services	-	2,229	2,229	2,201
Sundry donations and appeals	2,899	1,667	4,566	7,268
Grants	-	10,000	10,000	55,413
Legacies	-	-	-	84,089
	109,658	13,896	123,554	257,532
b Activities for generating funds				
Church Fair & Bazaar	10,573	-	10,573	8,489
Musical vision	-	1,008	1,008	13,000
	10,573	1,008	11,581	21,489
c Investment income				
Property	8,506	12,000	20,506	15,470
Dividends and interest	7,293	-	7,293	6,982
	15,799	12,000	27,799	22,452
d Income from Church Activities				
Fees from weddings etc	1,161		1,161	711
Church Lettings	2,019		2,019	3,192
Church hall lettings etc	47,305		47,305	56,516
Messy Church				-
Youth Leader & Other	-	224	224	4,622
	50,485	224	50,709	65,041
e Other incoming resources				
Rent from Church Property	-		-	2,643
Insurance claims	-		-	-
Mission Fund	-		-	-
	186,515	27,128	213,643	369,157

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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2 Incoming Resources (cont.)

Income this year is considerably lower than last year, this is in part due to the substantial legacies (£84,000) received last year, which are not part of our budgeted income. In addition the play group closed in July reducing the income by £10,000.

There have been several disputes from the tenants in our property in Whittington Way resulting in a change of tenancy and some months with no income from this flat.

We have only received one grant this year which impacts on the funds available for spending on Youth work.

Income from planned giving this year increased by £3,000, this is the first increase in planned giving for several years and is caused by both people increasing giving and by new members joining the fund.

Also while the income from the hall is down by £9,000 when compared with the last three years we were still able to transfer £24,000 from the hall income to the running of the church.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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3 Resources Expended	Unrestricted Funds £	Restricted Funds £	FUNDS 2024 £	FUNDS 2023 £
a <i>Costs of generating voluntary income</i>				
Church Fund costs	-	-	-	57
	-	-	-	57
b <i>Fund-raising trading costs</i>				
Events	2,941	-	2,941	1,880
Property rental- agent fee	-	-	-	-
	2,941	-	2,941	1,880
c <i>Church Activities</i>				
Missionary and charitable giving:3				
<i>Giving from Planned Income</i>	2,000	-	2,000	6,575
<i>Other Charitable Giving</i>				
Overseas:	100	-	100	1,000
Home:	-	3,439	3,439	3,223
	2,100	3,439	5,539	10,798
<i>Ministry costs</i>				
Mission to community	7,108	-	7,108	8,613
Diocesan parish contribution	86,458	-	86,458	82,456
Other clergy costs	2,662	-	2,662	2,811
Church running expenses	36,004	5,322	41,326	42,508
Church maintenance / Improvements	36,877	1,281	38,158	55,446
Upkeep of services	15,188	5,930	21,118	25,174
Upkeep of church grounds	7,154	-	7,154	2,748
Parish Houses	9,366	-	9,366	9,779
Clergy House Costs	243	-	243	586
Children & Youth Work	-	12,057	12,057	104,732
Church hall running costs	29,130	-	29,130	29,307
Bank charges	278	-	278	387
	230,468	24,590	255,058	364,547
Sub Total	235,509	28,029	263,538	375,345
d <i>Governance costs</i>				
Independent examination fee	465	-	465	400
	465	-	465	400
Total resources expended	235,974	28,029	264,003	377,682

This years spend has exceeded income by £50,000, part of this (£24,348) has been taken from legacy funds as capital spend on building maintenance. Our income from the hall is £12,000 down as a result of the playgroup closing, our general funds are very low and we have had to draw on the funds reserved for maintenance of the vicarage and Frobisher Close to maintain the church general funds.

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Staff costs

	2024	2023
	£	£
a <i>Wages and salaries</i>	36,668	68,617

The PCC has contracted cleaning of halls to an agency who employ the cleaners. The PCC employs a part-time director of music, a part-time administrator, a part-time Youth Leader and a part-time youth support worker.

b *Payments to PCC members*

There were no disclosable payments in respect of PCC members, nor persons closely connected to them, nor other related parties in the year.

5 Tangible fixed assets

	Freehold land and buildings	Church equipment	TOTAL
Cost or valuation	£	£	£
At 1 January 2024	1,450,000	28,031	1,478,031
Additions/revaluations	-	-	-
Disposals	-	-	-
At 31 December 2024	<u>1,450,000</u>	<u>28,031</u>	<u>1,478,031</u>
Depreciation			
At 1 January 2024	-	23,831	23,831
Provided in the year	-	4,199	4,199
Disposals	-	-	-
At 31 December 2024		<u>28,030</u>	<u>28,030</u>
Net book amounts			
At 31 December 2024	<u>1,450,000</u>	<u>1</u>	<u>1,450,001</u>

The freehold land and buildings comprise the parish house at 6 Frobisher Close, Pinner and the church hall. The value of 6 Frobisher Close was re-assessed in 2019 by our property agents, Gibbs Gillespie, at £675,000. The existing value of the church hall at £775,000 is retained (last re-valued in 2015 on advice from the Diocese). It will need to be re-evaluated in 2025 by suitably qualified property surveyors. In 2014 the parish fitted a new kitchen in the church hall and purchased a piano for the ABRSM exams at a total cost of £41,989. Depreciation was set at 10% per year, with a written down value at 31st December 2024 of £1 for the kitchen and piano (which is no longer being held at cost).

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6 Investments

Investment Property	Leasehold Property	Total
	£	£
At 1 January 2024	375,000	375,000
Additions/revaluations	-	-
Disposals	-	-
	-----	-----
At 31 December 2024	375,000	375,000
	-----	-----

The Parish owns a leasehold property at 80 Whittington Way, Pinner as part of the Lorna Barnett Legacy fund. The lease was extended this year from 80 years to 125 years; costs for this were taken from the Lorna Barnett Legacy. Following this increase we need to have the value of 80 Whittington Way revalued in the coming year. The net income from this let property is used for the mission and outreach of the church under the control of the Lorna Barnett Legacy Fund. At present it is used to supplement the grants for youth work at the rate of £12,000 a year. Due to the length of the Whittington Way lease no depreciation has been included. This Leasehold property was last re-valued by Property Agent, Gibbs Gillespie, at end 2019 at £375,000.

Net book amounts	Land & Buildings	Church Equipment	Total
	£	£	£
At 31 December 2024	1,825,000	1	1,825,001
	=====	=====	=====

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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7 Analysis of Net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Investment fixed assets	1,829,200	-	1,829,200
Current assets	142,135	92,741	234,876
Long term liabilities	-	-	-
	1,971,335	92,741	2,064,076

8 Debtors

	2024 £	2023 £
Income tax recoverable		-
Prepayments and accrued income	1,057	4,356
	1,057	4,356

9 Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals for utilities and other costs	-	-
	-	-

Creditors: amounts falling due after more than one year

	2024 £	2023 £
	-	-
	-	-

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10 Statement of Funds						
	Balance at 31st Dec 2023	Transfer In	Transfer Out	Income	Spend	Balance at 31st Dec 2024
Unrestricted Funds						
General Fund Church	9,873	31,176	1,400	125,249	164,307	591
General Fund Hall	8,120		24,000	47,305	29,130	2,295
Total General Funds	17,993	31,176	25,400	172,554	193,437	2,886
Designated Funds						
Vicar's discretionary	0	1,000				1,000
General Legacy	53,867			309	26,628	27,548
Lorna Barrett Mission	45,873			8,506	7,534	46,845
Frobisher Close	11,034		3,500	900	1,832	6,602
						0
Tea Point / community Activity	541			746		1,287
Mission	3,894			2,000	2,100	3,794
Vicarage	5,296		3,500	1,500	243	3,053
Solar Panels	176		176			0
Church Heating	3,460					3,460
Total Designated Funds	124,142	1,000	7,176	13,961	38,337	93,589
Restricted Funds						
Charity Collections	418	400		2,676	3,439	55
Children and Youth	11,173			22,224	12,160	21,237
AH Legacy	68,374		4,178	500	1,178	63,518
Musical Vision	11,632			1,728	5,930	7,430
WMES	1,144	4,178			5,322	0
Total Restricted Funds	92,741	4,578	4,178	27,128	28,029	92,240
	234,875	36,754	36,754	213,643	259,803	188,715

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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2025 Budget and Actual spend 2021 to 2024

	Budget	Actual	Actual	Actual	Actual 2021
Income (£000)	2025	2024	2023	2022	Pandemic
Planned giving	81	83	80	84	86
Collections at services	3	3	4	7	2
Tax Recoverable	20	21	24	20	21
Fund Raising	8	10	8	9	3
Church activities	1	1	1	1	1
Bank Interest	6	7	7	2	1
House Rental	31	20	18	18	37
Church Rental	2	2	3	1	0
Hall Rental	47	47	56	58	33
Youth Activities		1	18	19	9
Grants	13	10	55	52	30
Donations	3	4	7	2	2
Legacy		0	84	5	43
Charity collections		2.5	2.5	5	3
Total Income	215	212	369	287	271
Expenditure (£000)					
LDF	88	86	82	91	89
Fund raising costs	2.5	3	2	3	1
Ministry costs	4	3	3	1.5	1.5
Children & Youth Work	12	12	104	56	62
Mission to Community	4	6	8	2	1
Upkeep of services	15	20	24	24	13
Charity Donations		6	11	8	4
Church Running Costs	40	41	42	37	36
Church Maintenance	8	10	6	5	6
Church grounds upkeep	4	7	3	3	3
Church hall costs	25	29	29	36	20
Parish houses	10	10	10	15	12
Clergy house costs	1	0.3	0.5	0.3	0.7
Bank charges	0.5	0.3	0.4	0.5	0.3
Governance costs	0.5	0.5	0.4	0.4	0.4
Development					
Depreciation					
Total Spend	215	234	328	284	252
Surplus	0	-22	41	3	19

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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EXPLANATION OF FUNDS

Fund	Designation / Reserve Value	Description	Income	Outgoings
General fund – Church	Unrestricted RV £30,000	Used for the running of the church	Church collections, regular giving & non-designated income	Running costs of the church including heating, lighting, wages and all regular costs
General fund - Hall	Unrestricted RV £10,000	Used for the management of the church hall, This Fund will be maintained with a limit of £10,000 for operational needs. Further income will go to the General Fund – Church	Income from lettings to the organisations that hire the hall	Running costs of the church hall including heating, lighting and other regular costs. When the Fund exceeds £10,000, income will go to General Fund – Church
Legacy Fund	Designated RV Zero	Holds funds bequeathed to the church or gifts that have no designated purpose when received	Legacies and donations to the church given by individuals without a requested purpose	At the discretion of the PCC to projects as seen fit but not used for general running of the church unless directed by the PCC.
Lorna Barnett Legacy	Designated RV £10,000	To manage the Legacy of her house left to the church in the Lorna Barnett will	From investment rental income and interest from Bank account	The running cost of the property in this fund and for parish Mission and Outreach at the discretion of the PCC

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Frobisher Close Fund	Designated RV £10,000	Church property for clerical use. This Fund will be maintained with a limit of £10,000 for operational needs. Excess will be transferred to General Funds	Rental income if let	Property maintenance costs & agency fees. When the Fund exceeds £10,000, income will go to General Fund – Church
Tea Point	Designated RV Zero	To hold funds allocated from legacy funds for the installation of a tea point at the West End of the church	Funds allocated from legacy, income from the midweek café and donations made by people to this project	Planning and installation of the Tea Point
Community Outreach	Designated RV Zero	To hold funds used to provide outreach into the community, this started with the midweek café	Income from community activities like the mid week café	Costs related to outreach activities
Mission Fund	Designated RV Zero	To Support the charitable outreach of the Parish at the recommendation of the Mission and Outreach Committee.	A monthly allocation of £166 from planned giving to this Fund each month	In line with Parish guidelines at the recommendation of the Mission and Outreach Committee to the PCC from available funds.
Vicarage Fund	Designated RV Zero	Fund to ensure we are able to decorate and complete minor repair to the vicarage in line with Parish obligations	From parish funds at a planned rate of £125/month from parish planned giving	As needed at the discretion of the Church Wardens.

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Church heating	Designated RV Zero	To hold funds allocated from general legacy to replace existing heating	Funds allocated from General legacy	Planning and replacing heating in the church and hall under the control of the PCC
Musical Vision	Restricted RV £5,000	A fund to develop the church's musical tradition by providing an after school choir club	Funded by grants for this purpose, and fund raising through concerts	This fund is spent under the control of the PCC on the musical vision of the parish
WMES	Restricted RV Zero	To hold funds given by donation and grants for the support of a person completing the Willesden Ministry Experience Scheme (WMES)	Grants and donations	Monthly payments at the control of the PCC to cover basic living costs of a person sponsored by the parish to complete the WMES.
Charity Collections	Restricted RV Zero	To hold funds collected from appeals and fund raising for any named Charity	Collections, Donations, Appeals and fund raising for the named Charity	To the named Charity with any gift aid that can be reclaimed by the church
Youth Fund	Restricted RV £15,000	A Fund to support the parish outreach to youth in our Parish and the surrounding area.	Various Grants and donations for the development of youth activities.	This fund is spent under the control of the PCC on the youth and children work of the Parish
AH legacy	Restricted RV	This fund was created to manage the legacy from Anne Harvey who asked for the Legacy to be used for "Religious Purposes"	Legacy from Anne Harvey and from activities run through this fund.	Used for outreach Activities e.g. Alpha, clergy training, grumpy Owl at PCC discretion.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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Section A Independent Examiner's Report

Report to the trustees THE PARISH CHURCH OF ST ALBANS NORTH HARROW

On accounts for the year ended 31st DECEMBER 2024 Charity no (if any) 1132600

Set out on pages (remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD MM YYYY.

Responsibilities and basis of report As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent examiner's statement [The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
the accounts did not accord with the accounting records; or
the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed: A R Mitchell Date: 28/03/25

Name: ALAN ROBERT MITCHELL

Relevant professional qualification(s) or body FFA, FIPA (INSTITUTE OF FINANCIAL ACCOUNTANTS)

Accounts

PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England & Wales no. 1132600

ANNUAL REPORT and FINANCIAL STATEMENTS

of the PAROCHIAL CHURCH COUNCIL

for the year ended 31st December 2023

Incumbent

The Revd Dr Sarah Archer

The Vicarage

Church Drive, North Harrow

HA2 7NS

Bankers

National Westminster Bank PLC

Branch: Station Road, Harrow also at

the CBF Church of England Investment Fund and Virgin Money PLC

Honorary Solicitor

Mr Christopher Noyce

Lovell, Son & Pitfield

9 Gray's Inn Square

Gray's Inn

London

WC1R 5JT

Independent Examiner

Mr Alan Mitchell

33 St Thomas Drive

Pinner

HA5 4SX

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FOREWORD by the Reverend Dr Sarah Archer

In 2023, we faced a challenging winter due to the cost-of-living crisis, but also found joy in celebrating the Coronation of Charles III and strengthening friendships forged during the late Queen's Platinum Jubilee. We also rejoiced in significant milestones: Ninus Khako was priested, Noah Kelly extended his Ministry Experience Scheme commitment for another year and Irene Lawrence embarked on ordained ministry discernment and training on the Caleb Scheme at St Mellitus.

The following pages contain many more "causes of celebration", demonstrating as they do the continuing commitment and hard work of so many. You have my thanks and the thanks of all who have benefited from the ministry of St Alban's in the last year.

This year we helped to maintain and **develop our confident and compassionate worshipping community by:**

- the addition of a stunning new **All-Age Altar**, blessed at the APCM;
- **celebrating the Coronation** with "yarnbombing": **1000 knitted crowns** spread around the parish near dawn, each with an invitation to our **Coronation-themed Drop-In Café** and **Coronation service** after;
- seeing our **Lady Chapel** made even more beautiful with **27 new chairs** and an elegant **new altar**, donated in memory of the late **Revd Paul Baguley**;
- welcoming **Wyn Hyland** as our new **Music Director** in November and **new choir members** Shalomi and Rhiannon, and Madison and Anton as scholars;
- **celebrating Christmas** including visits from over 1000 children and young people and their parents for School services, the innovative **Donkey Carols** organised by Ninus and **Churches Together in North Harrow** and over 180 for our own **Carol Service** as well as so many at **Midnight Mass** that we ran out of booklets!

We strived to be **multi-generational**: there is a full report on our Youth Ministry later in this document, but it has been great to see:

- the continuation of **Choir Club** on Monday afternoons;
- the huge commitment of **volunteers** in their support for **youth ministry** and holiday clubs;
- **Messy Church** numbers returning more to pre-Covid levels;
- four of our children prepared for **communion before confirmation**;
- visits from **Buckingham Prep** and **Longfield Schools** and strengthened relationships;
- The children's play **Amos and the Grumpy Owl** playing to a very happy crowd in our Hall at the beginning of December and another successful **Nativity Play** in church;

We have continued to **develop our capacity for mission and outreach through:**

- participating in the **Diocese of London's Grow course**, gaining valuable insights into how to help our church grow in number and depth of spirituality and impact;
- the **Alpha** course: a joint course with **St John Fisher** in January using live speakers, (which led to the **baptism and confirmation** of Siobhan Robinson at **St Paul's Cathedral** at Easter) followed by a smaller course using the new Alpha Videos with discussion breaks in September.
- an unexpected collaboration with students from the **University of Westminster** Northwick Park campus;

PARISH CHURCH OF ST ALBAN, NORTH HARROW

- maintaining our support for Harrow Citizens, Firm Foundation, MACS (Malawi) and the Foodbank, contributing to their work through our Mission Fund and donations of food. We also donated other money to outside charities. Our total giving to charities, both at home and overseas amounted to over £11000.
- increasing our understanding of worldwide mission thanks to **visiting preachers** from **Open Doors** and **Wycliffe Bible Translators**;
- ministering again to the bereaved thanks to Ninus, our curate who led the organisation of the **Service of Remembrance and Thanksgiving** in All Souls tide;

We strengthened our vocation as **a centre for community life** as hall hire increased due in part to the excellent work of Shirley Clements. We also:

- saw the **installation of a tea point** in February, expanding the possibilities for the use of our Church Building;
- had successful **Summer and Christmas Fairs**, raising much needed funds and building on our connections with the community;
- welcomed a team from **Community Payback** who have been helping to tidy and clean our church, hall and grounds;
- We continue to be committed to **caring for creation and hope to attain the Silver Eco-Church award from A Rocha in 2024.**
- We were delighted that our newly installed Solar Panels really made an impact on our electricity bills despite the general increase in prices due to the war in Ukraine. Tom Johnson estimated that our bills were £3000 lower than they would have been.

This is an incredible amount of work, ministry and life together, as a church, and I (and all of us) owe a debt of thanks and appreciation to those who have given so sacrificially of their time and resources to “make church happen”: not least our churchwardens Adrian Holloway, Ally Vallance and Andrew Garner, our Assistant Churchwarden Gerry who like Adrian stepped down at the APCM, our Treasurer Tom Johnson, our Pastoral Visiting Team (Ninus, Noah, Irene, Carys, Wendy, Jacquie, Anne, Valerie, David, Chris and Eileen), our PCC secretary Eileen Eggington and PCC members, and all whose ministry and work – largely hidden – goes on unseen, but very much appreciated. Particular thanks go to David Tuck for his continued support for the Tuesday Eucharist and for enabling me to take my annual leave. It’s also been great to continue working alongside our hugely professional staff members Shirley, Paul, Wyn and Hope.

We saw change and loss as Joan Hart, Catherine and John Hicks, Joan Overstall and Jim Anderson moved out of the parish: the two Joans and Jim to be nearer family, and Catherine and John to enjoy a well-earned retirement in lovely Chichester. We also said farewell to Chris Nalder, our Youth Leader, Hope, his daughter and the rest of his family and Paul Carey, our Choir Director and Organist. However, we were glad to welcome Madeleine, Lorena, Kase & Ava into the church family through baptism and others have also joined us to worship each week.

The community was saddened by the tragic early passing of Syd Home, former chorister, and we also bade farewell to former members Christina Browning, Patricia Perry, Jean Porter, and Pamela Davies.

I am personally immensely grateful to all who have contributed their time, treasure and talents to our life together, and ask you to read on carefully to honour the work of so many and add your thanks to my own. Despite the bleak international news, our Annual Report is a

PARISH CHURCH OF ST ALBAN, NORTH HARROW

testament to the positive impact of our work and worship. Thanks to everyone who played a role in creating this document. We look forward to continuing our shared journey of faith and service in the years to come.

THE YEAR ENDED 31 DECEMBER 2023

St Alban's Parish Church is situated in The Ridgeway, North Harrow. It is part of the Diocese of London within the Church of England. The correspondence address is The Parish Office, St Alban's Church, Norwood Drive, North Harrow, Harrow, HA2 7PF.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2020) and a charity registered with the Charity Commission (no. 1132600).

All PCC members as Trustees are inducted into the role and encouraged to attend training. An induction policy statement incorporating safeguarding and making training mandatory for all trustees was agreed by the PCC on 6 November 2023.

PAROCHIAL CHURCH COUNCIL (PCC) 2023/24

Ex officio members:

The Revd Dr Sarah Archer	Incumbent since 2020
The Revd Ninus Khako	Curate since 2022
Alison Vallance	Churchwarden elected 2018
Andrew Garner	Churchwarden elected 2023
Carys Grom	Deanery Synod elected 2023
Noah Kelly	Deanery Synod elected 2023
David Loosemore	Deanery Synod elected 2023

Elected members:

Gerry Devine	Elected 2022
Marilyn Devine	Elected 2021
Eileen Eggington	Elected 2021 (PCC Secretary elected 2023)
Tom Johnson	Elected 2022 (PCC Treasurer elected 2023)
Morwena Jones	Elected 2021
Supritha Kotian	Elected 2022
Julia Powell	Elected 2022
Pauline Prince	Elected 2023
Jane Spencer-Davis	Elected 2022
Caoimhe Sweeney	Elected 2023
Diane Tuck	Elected 2023
Chrishmal Warnasuriya	Elected 2023

Statement of Responsibilities of the Members (Trustees) of the Parochial Church Council (PCC)

The Trustees (PCC members acting collectively) are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and in compliance with guidance from the Charity Commission.

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Commission's current Statement of Recommended Practice for Charities (SORP) and the Commission's requirement to prepare accounts that are 'true and fair';
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

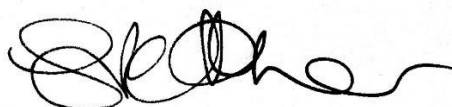
The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended, the Charity (Accounts and Reports) Regulations 2008, the Church Accounting Regulations 2006 together with the current Charities SORP (Statement of Recommended Practice): Financial Reporting Standard (FRS) 102, 2nd edition, 2019; and the Parochial Church Council Powers Measures 1956. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration on reporting serious incidents

There were no serious incidents or other matters relating to the PCC during the 12 months to end December 2023 that should have been brought to the Charity Commission's attention but were not.

This report, including the accounts and financial statements, of the Trustees was approved by the PCC on 18 March 2024 and is signed on behalf of the PCC by the Vicar, subject to the satisfaction of the Independent Examiner, whose signed report accompanies the Accounts.

An amendment to p. 8, Section 4 a. of the Annual Accounts was approved by the PCC Standing Committee in October 2024 prior to submission to the Charity Commission.

A handwritten signature in black ink, appearing to be 'S. D. H.', written in a cursive style.

The Revd Dr Sarah Archer, Vicar and PCC Chair

ANNUAL REPORT OF THE PCC

Aim and Purposes

St Alban's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Revd Dr Sarah Archer, in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also responsible for the maintenance and upkeep of the church building, church grounds and hall complex of St Alban's, The Ridgeway, North Harrow.

Objectives and Activities

Our Mission (Vision) Action Plan is used as one of our reference points when planning our activities and committing major expenditure. We have considered the Charity Commission's guidance on public benefit and the supplementary guidance to charities for the advancement of religion. We try to enable everyone to live out their faith as part of our parish community through:

- worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- provision of pastoral care for people living in the parish;
- outreach and mission work.

The main objectives of our current Mission Action Plan, which is to be revised in 2024, are:

- to develop our confident and compassionate worshipping community;
- to be multi-generational in our focus;
- to grow and strengthen the capacity of St Alban's community for outreach and mission;
- to be a centre for local community life and to make a positive impact on the local community;
- to care for creation as an integral part of all we do at St Alban's as an expression of our love of God in Jesus Christ;
- to develop ways of improving the environmental sustainability of the parish, including achieving a net carbon neutral target by 2030 for the church building, hall, and grounds. The parish has been awarded the Eco Church Bronze Award and is actively working towards attaining the Silver Award.

Sunday services attracted around 113, based on the diocesan statistical return for an average weekly attendance in October 2023. The comparable figures for 2021 and 2022 were 115 and 106 respectively. At 31 December 2023, the Electoral Roll stood at 186 members, of whom 97 were not resident in the parish. 23 names were deleted, including 4 who had died. 12 new people joined the Roll.

Structure, Governance and Management

The PCC, rather than St Alban's Church, is registered with the Charity Commission and PCC members are trustees. The Church of England Church Representation Rules has set out how PCC members are appointed and elected. The PCC comprises the incumbent (our Vicar, who also chairs the PCC), churchwardens, elected Deanery Synod representatives, elected lay members, and any co-opted members. Those who attend our services are encouraged to join

PARISH CHURCH OF ST ALBAN, NORTH HARROW

the electoral roll, vote at our APCM and, if desired, stand for election to the PCC or Deanery Synod.

The PCC is responsible for making decisions on all matters of importance, including PCC funding. New members receive a PCC Handbook concerning the workings of the PCC and trustee responsibilities. Meetings are held around 6 times a year, plus at least one extended session or away-day for deeper discussion. Training opportunities are offered by the diocese and external bodies. This year most meetings took place both in person and on Zoom.

This year the PCC had six scheduled meetings and two emergency meetings. (There was also a brief, online meeting, to approve the Accounts and Annual Report.) Members' attendances at the 8 full meetings averaged 83%.

Individual attendance was as follows:

	Possible meetings	Attended
The Revd Dr Sarah Archer	8	8
Ray Barber	3	2
Gerry Devine	8	7
Marilyn Devine	8	5
Amanda Dodd	3	3
Eileen Eggington	8	7
Carys Grom	8	5
Mo Hatton	3	3
Adrian Holloway	3	3
Tom Johnson	8	8
Noah Kelly	5	5
Supritha Kotian	8	5
The Revd Ninus Khako	8	8
Julia Powell	8	5
Pauline Prince	8	5
Tina Ryan	3	2
Jane Spencer-Davis	8	7
Caoimhe Sweeney	8	5
Diane Tuck	8	8
Alison Vallance	8	8
Chrishmal Warnasuriya	5	2

There are 4 sub-committees and each reports to the PCC:

- Standing Committee (the only statutory committee) that acts on behalf of the PCC between meetings
- Buildings and Grounds
- Finance
- Mission & Outreach

Meetings are held by Anglicans in Harrow, which incorporates the Deanery Synod. See their report on page 10.

The PCC seeks to ensure good governance and compliance with church, charity, and other national legislation. A range of policies and procedures are in place and kept under regular review for Safeguarding; Drugs and Alcohol; Health, Safety and Welfare; Lone Working; Equality and Diversity; social media; Conflicts of Interest; Reserves; Legacies and Data Protection Regulations (GDPR), together with procedures for complaints, grievances, and disciplinary matters. The policies and procedures can be viewed on our website and are also available in church and the church hall for all to see.

Matters discussed and agreed by the PCC during 2023 have included:

- Agreed new or updated policies and procedures and PCC training requirements relating to Safeguarding.
- Introduction of a monthly Pastoral & Logistics meeting for all involved in ministry and/or pastoral care.
- Introduction of new business meeting for core ministry team: The Vicar, Revd Ninus Khako, Noah Kelly, Irene Lawrence, Chris Nalder and Shirley (minutes).
- Introduction of the Grow Course from April 2023.
- Continuation of Alpha Courses.
- The engagement of Peninsula Management Consultancy for one year for assistance with governance and compliance issues.
- Engagement of supervised Community Support Workers on Saturday mornings to do cleaning and small maintenance jobs around the church and grounds.
- The successful installation of the Tea Point.
- The completion of a portable Nave Altar and Lady Chapel Altar.
- Approved funding for Noah Kelly to complete a second year on the Willesden Area Ministerial Experience Scheme.
- Appointment of Wyn Hyland as Choir Director and Organist following the departure of Paul Carey.

Conflicts of Interest

As charity trustees, all members are legally obliged to act in the best interests of the PCC. We therefore have an agreed policy to identify and manage any such conflicts of interest, which may include declaring trusteeship of another charity, or a personal interest in a matter to be voted on. This also applies to members of PCC sub-committees and working groups. There is a standing agenda item when any conflict of interest is declared, which may involve leaving the meeting and/or abstaining from voting. Relevant conflicts of interest declared in the year are reported in the Accounts.

Risk Management

The PCC has a high regard for the safety and security of its employees, church and community members, who use our facilities. It aims to identify and minimise risks through regular reviews at the PCC's Standing, Finance and Buildings & Grounds Committees.

Robust financial controls are in place. The PCC agrees an annual budget before the start of each financial year, and it is reviewed against expenditure on a quarterly basis. Insurance

policies are reviewed before renewal. Safeguarding is a PCC agenda standing item and our safeguarding policy is renewed annually.

We seek as a church to be open and transparent in all we do and would encourage anyone to bring concerns about PCC governance directly to the Vicar or Churchwardens, or via the PCC Secretary

Staff and Volunteers

We are thankful for our staff (Chris Nalder, Shirley Clements, Paul Carey and Wyn Hyland), and many volunteers, much of whose work is outlined in reports below. We are particularly grateful to Churchwardens Alison Vallance and Adrian Holloway, with Gerry Devine as Assistant Warden; also, to Andrew Garner, elected at the 2023 APCM, when Adrian stood down. They, with Treasurer Tom Johnson and our financial team, have worked tirelessly on our behalf. Special thanks to Adrian and Gerry for their long years of selfless service.

Eileen Eggington PCC member & Secretary

Anglicans in Harrow (Harrow Deanery Synod) 2023

The Deanery Synod met for three sessions during the year with a time of worship led by the host church or school, who were invited to give a profile of the parish or school and its mission and ministries before the Synod prayed for them. Hosts also kindly provided refreshments. At each meeting reports were tabled or presented on the recent sessions by those elected to the Diocesan and General Synods. There was also a short business meeting held using the Zoom Software. During the year a new triennium started, and elections were held in preparation for the opening meeting.

The first meeting was held on 8 February at St Alban's North Harrow with the theme of "Modern Slavery – what is it and what can we do about it?". Pattie Gercke, Development Worker for the Compassionate Communities Team of the Diocese, gave a presentation on Modern Slavery. Modern Slavery is a serious crime in which people are coerced or deceived into a situation where they are exploited for the purpose of making a profit. The offence is punishable by up to life imprisonment under the 2015 Modern Slavery Act. She described the various forms of slavery, the victims, the signs to look out for, the resources available, and what we in the parishes can do about it. She then answered questions.

At the Parish APCMs new lay representatives on the Synod were elected. Elections were made for the Triennium. John Dolling was elected as Lay Chairman; Robert May as Secretary; David Green, Barry Hingston, Ajay More and Emma Webber as Clergy Members of the Standing Committee; Mary Abbott, Toby Partridge and Clive Scowen as Lay Members of the Standing Committee; Derek Taylor-Mew as Independent Examiner; John Spencer as Representative on Bereavement Care Management Committee and Clementina Pagano as Foundation Governor of St John's School Stanmore. The three representatives on Harrow SACRE (Standing Advisory Committee for Religious Education) had agreed to continue and were confirmed (Revd James Power, Alison Stowe, and Mary Abbott).

A meeting to discuss Synod business was held using the Zoom software on 15 June. Five applications for a grant from the Deanery Mission Fund had been received from St Mary's Kenton for notice boards, All Saints Harrow Weald for sound system improvements, St

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Peter's West Harrow for Messy Church equipment, Re:Generation Schools Work for equipment and materials and Holy Trinity Wealdstone for outreach events. These were all approved. The Deanery Accounts for 2022 were received and approved, subject to Independent Examination. Toby Partridge was confirmed as the Deanery representative on the Area Finance Committee.

The triennium opened with the 4 July session, which was held at St Mary the Virgin Kenton and started with a Eucharist. Bishop Lusa Nsenga-Ngoy addressed the Synod and answered questions. Synod agreed to co-opt the Headteachers of two Church of England Schools to be members of the Synod - Jo Hester at St John's Stanmore and Daniel Norris at St Jerome's Harrow.

The third meeting was held on 23 November at Bishop Ramsey Church of England School Ruislip. Dr Hilary Macaulay, Headteacher, gave an introduction to the school and its vision and activities. These included three projects:- *The Big Feast* providing a different experience of worship; the *Willesden Area Church of England Choir Project* where over two days twelve schools in the Area worked with the London Gospel Community Choir; *Common Good Schools* which was designed through the lessons and assemblies to get schools working with their community, Synod was then given fifteen minutes for conversation in groups to consider three questions:- "What is your response to these projects?" "What volunteering opportunities could your church offer for students in your community?" and "Do you have any other ideas for how your church community?" and "Do you have any other ideas for how your church community could link with your local schools?". Alison Stowe gave a report from Harrow SACRE (Standing Advisory Committee for Religious Education). Ann Lynes announced that she is stepping down as Area Dean and the Bishop will appoint a successor. A By-Election had been held to fill a vacancy for a Lay Representative of the Synod on the London Diocesan Synod. Noah Kelly of St Alban's North Harrow had been elected to fill this vacancy.

Robert May
Honorary Secretary

CHURCH PREMISES (FABRIC, GOODS AND ORNAMENTS) 2023

The 'Chair' of the Buildings and Grounds Committee became my responsibility following my election and when it became clear that we had no immediate willing volunteers to take that role. I covered for several months from August during this reporting year. A key issue brought to my attention by our treasurer, Tom Johnson, was that while the Committee had been doing excellent work keeping on top of the repairs and managing a major ground restoration after contamination with oil, he was put in the less than ideal position of signing off on invoices and then paying them. We agreed this process was not ideal and took steps to separate duties more clearly.

Work Completed during 2023

- New Tea Point installed in January 2023. We have had to commission additional work to address issues with the doors binding. Despite several attempts this still has not been resolved satisfactorily and further work will be required in 2024.
- Oil contamination from pipe delivering oil to the boiler tank over several years was identified and we had to shut the garden for remedial action. This major work was covered by insurance and signed off w/b 6 November. Once ground

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restitution was complete the area was levelled and new astroturf for the play areas installed. Ground was also prepared on the grass area near Church Drive. This was seeded with grass, and wild grass seeds.

- The Community Payback group started in early 2023 with Roger Holburd acting as our main interface. The group changes over the months and occasionally has particular skills in woodworking and painting and decorating. It has not always been clear how to get the best out of the team, but over the year they have helped with the Summer Fair, sanded and re-oiled the main doors, re-sealed the wooden window frames for the lower level windows, redecorated various toilet areas, and have been steadily repairing damaged pews along with cleaning and some grounds work.
- Electrics have been checked and more areas fitted with sensors to make sure lights are not left on unnecessarily. This continues into 2024.
- Fire doors in the link have been replaced as have the fire doors for the St Martin's Room including an addition of a window to let more light into the room.
- Frobisher Close. Minor repairs completed.
- Whittington Way. New tenancy agreement signed in November. The property was in good order and deep cleaned. A dilapidated shed was removed and we received notification from the Council of works to the property roof and guttering due to start in 2024.
- Organ repairs. In 2023 we spent £4,700 on improvements to the organ, this was on planned work to the solid state pedals and motors, which when added to the £12,500 spent in 2022 means that in the two years we have spent about £17,000 on major repairs to the organ. This uplift of much of the organ will put us in a good position for coming years.
- Leaking roof of the shed next to the Jubilee Room stripped and replaced. Work is still needed to replace damaged wood near the ground at the back.
- Security. Towards the end of 2023 we were alerted by the Diocese and police to a spate of thefts from Churches in the Willesden area. We took some immediate action to secure our more exposed valuables and alerted the congregation to be more aware of security. We have requested quotes for installation of better alarms and CCTV and expect that work to be undertaken in 2024.

Thanks

As always, I need to give a very big thank you to the committee members for their invaluable help during the year, Val Austen, Tom Johnson, Roger Holburd and Julia Skeete. Also a big thank you to the various members of the congregation who have also helped during the year in the upkeep of our buildings and grounds.

Andrew Garner, Churchwarden & Chair, Buildings and Grounds Committee

Safeguarding Report 2023

For the purposes of the APCM report, PSOs have been asked to respond to Section 5 of the Safeguarding and Clergy Discipline Measure 2016 so have responded to each section 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.”

PSO response

The Diocese Safeguarding Policy of November 2018 has been formally adopted by the PCC and encapsulates best practice for faith organisations. The new wording was formally adopted at the PCC meeting in November 2023.

All organised events follow policy at all times. Full List is included on the Parish Dashboard and PCC confirmed this is a full and complete list. Regular events include Choir, Serving Team, Junior Church for 8+year olds, After Service Sunday Youth and all events organised for youth aged up to 18 years (and above) as part of our Children and Young People programme. DBS checks are all in place for these activities A process of review has been commenced regarding Risk Assessments and Role Descriptions. The PCC has in place a Social Media policy which incorporates Safeguarding measures to help staff and volunteers stay safe online for their own safeguarding and to put in place a procedure if online activity raises any safeguarding concerns.

We also run a Messy Church event where children are under the guardianship of parents and carers so normal Safeguarding policy does not apply. However, procedures are fully complied with regarding photography and digital images permissions, as they are with our one-off events such as the Summer Fair and Christmas Bazaar.

Cathy Tahsin remained in post as Parish Safeguarding Officer. Alison Vallance remained in post as Deputy Safeguarding Officer until APCM. Irene Lawrence was then appointed as Deputy Safeguarding Officer.

“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.”

PSO Response:

No investigations are currently ongoing. I am aware of which statutory bodies we need to share information with and am prepared to collaborate fully with all statutory bodies if or when 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 recognising any power imbalance within such a relationship.”

PSO response:

PSO and Deputy PSO have worked closely with Vicar Sarah Archer to ensure anyone in need of pastoral care has received this in a respectful manner and there have been no concerns regarding exploitation of any power imbalance regarding such ministry.

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.”

PSO Response:

No DBS Checks are currently outstanding. Deadlines have been given to all those required to undertake Safeguarding Training and any exceptions due to mitigating circumstances have been recorded.

“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.”

PSO response:

Policies and procedures have been followed at all times. Advice has been sought from DST where necessary and followed accordingly.

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.”

PSO response:

Any concerns raised resulting in a recommendation of increased pastoral care since last report have been actioned but there are no concerns currently outstanding.

“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.”

PSO response:

All or any agreements of such nature are confidential and are being/will be managed appropriately by DST/PSO/members of supporting teams.

Other information:

We continue to be committed to promoting Safeguarding within the Parish.

Cathy Tahsin

Church Safeguarding Officer

FINANCIAL REVIEW 2023

Introduction

Our income from hall lets was impacted by the oil leak in the courtyard, we were unable to allow users to be in the courtyard for the whole year, or to have the doors to the courtyard open. This most affected the playgroup; for the first time they had no new children in the playgroup in the year; no doubt this was driven by messages on social media about smell and dirty clothes. The courtyard could not be used for fundraising by the church or other users, and some users were disturbed by the contractors being on site. As a result we have given discount to users and have kept increased rental to a minimum.

Income over the Year

Overall income seems to be £81,000 higher than last year but this is caused by legacy income of £84,000. When this is considered, we are £2,500 lower than last year. Income from planned giving and from collections is down by £4,000. However income from property, hall and church letting and bank interest are all up, with a collective increase of £15,000.

Capital Spend over the year was £40,585:

Tea Point	£26,165	We made the initial payment of £10,410 last year making the total cost £36,575. Since completion the tea point has been used for the monthly café, after funerals and for fund raising activities. There have been teething problems with the doors and further changes will be made in 2024.
Altars	£9,578	We had made previous payments of £4,000 in past years for design. The new matching altars are in the Lady Chapel and the Nave. These are being used for family worship and midweek services.
Lady Chapel Seating	£4,842	These were funded by generous donations from many people in the parish and conclude the improvement of the Lady Chapel which has been running for many years. We have fitted glass doors, had the wooden panels removed treated and cleaned, and new lights fitted in the centre. The new Altar is part of this long-term project which will be completed in 2024 with the provision of new seating.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Our capital spend over the last four years is £168,564. We have a grand piano in church, overhead projector, tea point, new altars, solar panels and a refurbished organ. As a result of this spend and the spend over many years before, we have a lady chapel in good order and much used. We are able to offer family worship from the Nave Altar. We run a monthly midweek café, and families and organisations are able to provide refreshments at the back of the church after funerals and concerts. There is much scope for us to increase our outreach into the community by using these investments.

Statement of Funds (see note 10 of the Church Accounts)

We started the year with £33,000 in our general Funds we have ended the year with £17,000 in the general funds. These are the funds that hold recurring income and from which we take recurring spend (planned giving, hall hire, rents, electric and gas bills, running costs of church and hall).

The church accounts give balances at 31st December 2023 of £17,993 in General Funds, £124,142 in Designated and £92,741 in Restricted Funds. We are increasingly dependent on hall income for the running of the church. In 2020 this figure was £7,000 from hall income for day to running of the church. This has increased each year – 2021 it was £15,000, in 2022 it was £18,000 and in 2023 this has increased to £30,000.

We have a new restricted fund this year, The Anne Harvey legacy fund. This legacy was given with a request this should be used by the PCC for religious purposes. It has been difficult to decide exactly what she meant by religious purposes. The Fund has been created and the PCC must decide how to interpret this; at present it is used to cover Alpha, the Grumpy Owl show and the training and development of ministry staff.

In the past year we have closed the Library Fund and the Organ fund. The Library Fund had not been drawn on for at least four years. The Organ fund had managed the refurbishment of the organ at a cost of £15,000 and we are now in a position where we can go forward with routine maintenance. Spend for both Organ and Library will be taken from general funds in the future. The musical vision has been changed from Designated to Restricted as all the income to this fund is from grants and donations both named for this purpose.

Charity Donations

The church made Charity Donations from collections and Mission Funds totalling £11,239.

Home	£	Overseas	£
CALM Campaign Against People Living Miserably	7.00	Earth Quake Appeal – Christian Aid	1,651.50
Cancer Care	50.15	Christian Aid	942.35
CTNH Lent Talks	42.50	Embrace the Middle East	752.43
Firm Foundation	500.43	Libya Floods Appeal	375.30
London City Mission	50.00	MACS	75.00
St Lukes Hospice	63.90	Railway Children	153.40
A Rocha ECO Church	75.00	MACS – Cyclone Freddie	1,000.00
		MACS – Hospital Project	2,000.00
		St Saviour’s Church, Riga – Roof	1,000.00
		Open Doors	500.00
		Rapha Medica	2,000.00
Total	788.98	Total	10,449.98

2023 Budget

In November 2023, the PCC approved a budget for 2024. This is on page 12 of the Annual Accounts. The budget takes into account the continuing drop in church members which is driving the fall in planned giving.

Thanks for Support

I am very grateful for the support over the past year from many people, I would like to thank our Vicar Revd Sarah Archer and our Churchwardens Alison Vallance and Andrew Garner, for their encouragement. The day-to-day management of our accounts also involves many people, in particular I thank Norman Shurrock for his constant management of the Planned Giving and his monthly reconciliation of that income, Ken Alder for tracking and reclaiming the VAT over the year, Jane Spencer-Davis who manages the payroll, deals with the Gift Aid Claim and prepared the year end accounts, Malcolm Grant who checks my reports giving valuable feedback, and Pauline Scofield who has got to grips with hall rental income and cleared the backlog of unpaid invoices. Also, Shirley Clements who manages hall bookings and deals with all the invoices for the church and hall.

Tom Johnson

PCC Treasurer

The final accounts for 2023 are reproduced in full as a separate file.

INDEPENDENT EXAMINER's REPORT (see page 18)

PARISH CHURCH OF ST ALBAN, NORTH HARROW



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the
accounts

Section A Independent Examiner's Report

Report to the trustees Charity Name
THE PARISH CHURCH OF ST ALBANS NORTH HARROW

On accounts for the year ended 312st DECEMBER 2023 Charity no
(if any) 1132600

Set out on pages (remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete [] if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed: A. R. Mitchell Date: 28/03/24

Name: ALAN ROBERT MITCHELL

Relevant professional qualification(s) or body FFA, FIPS (INSTITUTE OF FINANCIAL ACCOUNTANTS)

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Church Fund 2023 (with three-year comparison):

	(£) 2023	(£) 2022	(£) 2021
Standing orders	74,508	78,084	80,332
Envelopes	5,395	5,825	5,322
Sum Up	95	132	n/a
Total fund income	79,998	84,041	85,654
Average monthly giving:			
Per member	63.97	70.03	69.64
Per individual	57.03	51.50	51.22

Membership:

	Members	Individuals
1 January 2023	101	137
Joined in the year	5	5
Left in the year	(9)	(12)
Total: 31 December 2023	97**	130

** of whom 85 gave tax-efficiently, i.e. by gift aid, give as you earn, charities trust /Charities Aid Foundation = £73,316 - 96.47% of total giving.

Losses: deaths = 3; moves = 4; resignations = 5.

The above figures take no account of the value of gift aid recovery, which will be claimable from HMRC during the tax year 2024/5 and forms a significant part of our income stream. We are grateful to members for enhancing their giving in this positive way.

There was a further net loss of members, and almost no increases in individual giving, due no doubt to the straitened economic circumstances prevailing in 2023.

Norman Shurrock
Church Fund Secretary

Gift Aid

Gift Aid recovered in respect of the general fund during the year was approximately £18,900. In addition, smaller amounts were recovered in respect of charitable donations.

Most members of the congregation already Gift Aid their giving. If you do not and would like to discuss it with me, I'm happy to do so. And thank you to everyone who does give under Gift Aid. As you can see it makes a huge difference

Jane Spencer-Davis
Gift Aid Secretary

APPENDIX I: Group and Activity reports

WORSHIP, MISSION AND OUTREACH

The Choir

Our choir comprises 22 singers, including 8 Choral Scholars, 5 Trebles and 9 adults. We lead the Sunday 10am Eucharist, including the monthly All-Age services, plus occasional evening services and funerals. Our eight Choral Scholars sing parts: 3 Sopranos, 2 Altos and 3 Basses. Three left the choir in July for university; a soprano and bass joined us in September.

In October 2023, the annual Deanery Choirs Festival was held at St John's, Greenhill. Eleven members of our resident choir attended and enjoyed both the more challenging singing and meeting with friends from other churches.

Our Choir Director and Organist Paul Carey, left in October 2023. Wyn Hyland was appointed in November. Both led the Monday after school Choir Club.

In December, we were joined by friends, old and new, for our Carols by Candlelight. It was a well-attended, lovely service, in preparation for Christmas.

Finally, we extend special thanks to Paul and Wyn for leading our choir; also, to John Barnard, for playing at the Tuesday Eucharists, and for regularly stepping in when required, not least in leading our beautiful Epiphany Carol Service. Thanks also to our many friends who join us for special occasions.

Penny Johnson

Children, Families and Young People 2023

We are thankful that John Lyon's Charity (JLC) grant enabled us to continue to employ Chris Nalder, our Youth, Children & Families (YCF) Lead, and Hope Nalder, Youth Support Worker (YSW), for community-facing work in our weekly clubs and holiday clubs. We were also delighted to receive confirmation in August, that JLC will continue their provisional, 3 years grant, for a second year until July 2024. In August, Hope left for Chichester University. We give thanks for her two years of selfless service. Happily, Noah and Precious stepped up to help with the regular clubs.

Additional monthly funding of £1,000 came from the Lorna Barnett Legacy, plus government funded holiday club grants, club member fees, and other charitable grants awarded for equipment and sporting activities, including London Youth, Young Harrow Foundation, Jack Petchey Foundation, and the E. Ivor Hughes Educational Foundation. Our church also provided generous facilities for the clubs to run.

With support from a team of volunteers from among our ministry team and church members, sports facilitators and regular student holiday club helpers, we impacted positively on the lives of up to 163 individual children and young people (CYP) in our following clubs and groups, both community and faith based:

1. Passport - Saturday evening youth club (aged 10-18, weekly term-time)
2. Choir Club - Monday after-school club (8-12, weekly term-time)
3. Games on the Green - Wednesday after-school club (7-12, weekly term-time)

4. Holiday Activities & Food (HAF) Government sponsored Summer & Easter holiday clubs (aged 5-16)
5. Messy Church - creative sessions & worship (aged 8-12, monthly term-time)
6. Junior Church - Christian teaching (5+ weekly term-time)
7. Sundays@4 – informal worship service for children and parents

Several parents fed back that their CYP have felt welcomed, valued and respected in our clubs; they have seen improvements in confidence and self-esteem, resilience, and teamwork; they have expressed appreciation for our help with both mental and physical health issues.

A real sense of community developed among our CYP, who came from diverse backgrounds. They gained experience of leading, working with, and helping others. Following a visit to War of the Worlds in London, a mother texted: *“..an important character-defining moment for him: the pride AB took in having looked after his friends during the club trip was lovely to see. Confidence that he can successfully participate in such activities without my support is fantastic!”*

Up to a dozen of our ‘own’ CYP have engaged in Junior Church, and other activities, such as ‘server-leader’ roles: in the choir, as acolytes, as readers and as audio-visual system operators. Plus, around 30 aged 5-16 from the weekly clubs and holiday clubs came to Messy Church and/or Sunday@4. Youth Church morphed into a post-church ‘Doughnut Club’ run by Noah in which sessions were framed in response to young people’s questions.

Chris Nalder left us in December. We are very thankful for his 7 years of ministry and wish him well in his new role as Families and Children’s Pastor at Emmanuel Church Northwood.

Eileen Eggington
YCF supporter

Messy Church

In 2023 Messy Church ran the following four, two-hour, faith-based activities, including worship and food, for children aged up to 13, accompanied by parents/carers:

- 1) April – The Easter Journey
- 2) July – God’s Glorious Gardens
- 3) October – All Together Now
- 4) December – The Christmas Star

Numbers averaged 33 (around 20 children). Many children returned, accompanied by parents, grandparents, aunts, uncles, and family friends. This year we welcomed 10 new children. The Team ran activities and worship to cater for a variety of needs and interests. Feedback was invariably positive, with many feeling they ‘belong’.

We launched Messy Church 13 years ago and there have been many changes. We are so grateful to our volunteers: welcomers, crafters, caterers, pew shifters, banner hangers, AV experts and worship leaders/helpers. We believe all engaged in this outreach mission are energised by the contributions they make in touching lives of young and old through sharing our Christian faith, time, and talents.

Sarah Carter, Carys Grom & Gillian Cooper

Pastoral Care Report 2023

Pastoral Care continued in support of parishioners and wider community.

- 17 members received **Holy Communion** once a month, at home or Care Home.
- There have been no **marriages**.
- Clergy and lay helped to prepare families bringing 4 children for **baptism, and 1 adult for baptism and confirmation**.
- Our clergy team conducted 13 **funerals**, of which 4 took place in church.
- The November **Annual Service of Thanksgiving**, followed by refreshments and conversations in the hall, was greatly appreciated by those who had lost loved ones.
- Over 80 people visited the **Lights of Life Christmas Tree** in the Chapel.
- Short **prayer ministry** sessions continued in the Lady Chapel every other week after the Sunday Eucharist.
- 26 **Christmas cards for the housebound** were either delivered by hand or posted.
- The **Flower-Guild** continued to decorate the church and offered arrangements for special anniversaries.

Valerie Rolph, Pastoral Assistant

Mission and Outreach Committee Annual Report 2023

M&O is a PCC sub-committee which met three times. Guided by the Anglican **five marks of mission**, its work included the **co-ordination of parish giving both at home and overseas**. From the £11,239 raised, beneficiaries included earthquake victims in Turkey, Syria and Morocco, victims of floods in Libya, and victims of Cyclone Freddy in Malawi.

We also gave funds to Open Doors, which supports persecuted Christians in over 70 countries with prayer and practical assistance.

Committee members encouraged support for the May Christian Aid appeal and the Harrow Foodbank, with monthly deliveries of donations to the Harrow warehouse, including record donations given at our Harvest Festival.

Our Mission Fund provided support for:

1. **Rapha Medical Project in Nigeria**, a UK Registered charity, which is run by Mary & Paul Ushie, a nurse and doctor team. Mary works part of the year in the UK and is a member of the church.
2. **Urgent church roof repairs at St. Saviour's Anglican Church in Riga**, where the Garner family worshipped when living in Latvia.
3. **Malawi Association for Christian Support (MACS)** to fund top-up salaries for three clinical assistants at St Anne's Hospital Nkhotakota.

The PCC endorsed our recommendations for the **Christmas charities in 2023:**

1. **Embrace the Middle East**, an ecumenical Christian charity which supports marginalised communities in the Middle East
2. **Firm Foundation**, Harrow's homeless charity which gives practical help to rough sleepers, including drop-in sessions, a winter night shelter and longer term supported living.

M&O has continued to work towards the **reduction of our impact on the environment**, and we anticipate gaining the Eco Church Silver Award in early 2024.

Thanks to all who have supported our work, especially Tom Johnson for managing the M&O budget and payments, and Emma Garner for championing the God-honouring priorities of sustainable living and environmental responsibility,

Gerry Devine

Drop-in Café

The Wednesday morning monthly Drop-in-Café has been running for six years. Its popularity continues, with up to 50 church members and visitors from the local community, meeting in church for coffee, cake, and friendly chatter.

Christmas carols by the Tonic singers was well received with us all participating in the singing of the carols.

The new church Tea Point is of great service. It makes life easier for those of us working in the kitchen area. Our aim is to reach out and provide a relaxed atmosphere for members and visitors who can enjoy a chat over a cuppa and a piece of cake if they so wish.

Jai Mahadeo

ECUMENICAL AND INTER-FAITH

Churches Together in North Harrow 2023

CTNH is committed to bringing our churches together to witness to our shared Christian faith. We were therefore delighted to welcome Rev Prince Chambers and Joe Shepherdson from the New Testament Church of God, and Joseph Chandrasekaran, a London City Missionary, from the Tamil Fellowship based at Rayners Lane Baptist Church.

Activities this year have included:

- **Week of Prayer for Christian Unity:** In January we held services, followed by light lunches, at Emfield Church and St Alban's. We used material on the theme of racial justice, provided by the Churches of Minneapolis.
- **Lent Talks** were held at St Alban's. The Revd Ian Lane, Art Historian, spoke powerfully on the theme of 'The Way of the Cross' - as seen through the eyes of five great painters and their work. These attracted around 40 people each week, with several more online.
- **Lent Lunches** were held at North Harrow Methodist Church (NHMC), St George's Church and St Alban's. Donations were raised for St Luke's Hospice.
- **Palm Sunday**, members of St John Fisher joined us on the green for the first Gospel reading, and the Blessing of the Palms. They returned to St John Fisher as we processed into church singing the hymn, 'All Glory, Laud and Honour'.
- **Good Friday** up to 40 people took part in the regular **Walk of Witness**, ending at St George's Headstone.

- **AGM** - Revd Ninus Khako was elected as Chair in place of Revd Julie King, who was given a vote of thanks. Norman Shurrock stepped down as Treasurer and was later replaced by Michael Orton.
- **Hymns and Hotpots** event was held at NHMC. Around 20 people enjoyed singing and warm fellowship.
- **Advent Carol Service** at NHMC, followed by hot fruit punch.
- **'Christmas on the Green'**, around 90 adults and children enjoyed carol singing with a visit by two donkeys! We were blessed with a dry evening, a good key board player and a few men from the Apollo Choir to lead our joyful singing. Children patted the donkeys, safely corralled by their owners, and we ended the happy evening with hot chocolate, fruit punch and mince pies served in church.

Jill Sloley

North Harrow Muslim Christian Dialogue

We have been meeting now about 6 times a year for over 12 years, learning to explore, understand and respect the lives and beliefs of our Muslim near neighbours at the Mahfil Ali Shia Community – and they ours. Numbers attending range from 15-20. It was good once again to welcome members of that community to our Christmas Midnight Mass.

At our January meeting the main topic for discussion was **Death and After**. The March meeting was planned as a wider inter-faith encounter on the topic of **Fasting**, but sadly, on the night, we heard only from Christians and Jains!

At both June and August meetings we considered **the meaning and significance in both our Faiths of Jesus and Mohammed**. Visiting speakers, Geoff Calvert, Mustafa Merali and Renaldo Leao-Neti added greatly to the value of these two evenings. There was a memorable start to our August meeting when Dr Versi took us on a tour of the building work on the wonderful new Salaam Centre which had then just risen to roof level, followed by generous hospitality.

In October we discussed **the wide range of belief, worship, and culture within our two faiths**.

These topics are the main agendas of our meetings, but we also spend time sharing recent events and issues in our communities and end with a time of shared prayer. We warmly welcome both new members and one-off visitors.

David Tuck

UNIFORMED ORGANISATIONS

2nd Headstone Guides & Rangers

We are a happy unit of 28 girls who meet with committed leaders and young leaders from among 6 Rangers aged 14½+. We have attracted girls aged between 10 -14 ½ years from the 2nd A Headstone Brownies, plus a few of our Guide's school friends. We meet on Fridays (term time) from 7-9pm in the Church Hall. The girls come from different schools, faiths, and cultures but share a common bond of friendship.

The Guides and Rangers have enjoyed learning new skills from challenges including cooking, handicrafts, a Coronation themed evening, pond dipping at the river Chess, a blind & deaf

awareness evening, yoga, music, and indoor rock climbing. Our Christmas evening was a silent disco 🕺.

Girlguiding exists to help girls and young women find their voice and build skills and confidence – inspiring them to discover the best in themselves and empower them to make a positive difference in their community. Between school, social media, friendships, and relationships – there's a lot going on for girls today. As leaders we equip our girls with tools that are going to be effective to help them navigate the challenges of life.

Sue Till

2nd A Headstone Brownies

This past year, our Brownies have had an exciting time with a varied programme to develop their skills, confidence, and independence.

In June, they made decorations and had a party to celebrate the coronation of King Charles. They also took part in the county Brownie Day which was all about action. They overcame obstacles, made smoothies, and marched across Willow Tree field with their homemade banners and instruments, shouting about their causes!

This year they also took part in a Peer Education session 'Think Resilience', aimed to support young people develop resilience and life skills to better prepare them to face life's daily challenges. These included: understanding emotions and limitations; positive thinking and problem solving; self-calming techniques; identifying support networks; and recognising strengths and achievements.

As part of their fundraising badge, the girls chose to support Harrow Foodbank. This included the girls donating lots of foodbank items and taking them to church for the Harvest Festival to be blessed by Ninus. They also created Christmas cards to sell at the Christmas Bazaar, which raised money for the charity. They then wrote letters to Harrow Foodbank to tell them about their work and thank them for the support they give to those in our community that need it.

At Halloween we dressed up for a fancy dress competition and played fun games where you can't use your hands, such as *first to eat the donut off the string*, *apple bobbing* and *find the starburst in the flour*. Before Christmas, some of our Brownies attended a special Girlguiding screening of the new Disney film 'Wish' in association with Odeon Cinemas.

Abigail Carlen, Brownie Leader

4th Headstone Scout Group

2023 was a busy year, when we welcomed new section volunteers (Leaders) to the group. The Beaver, Cubs and Scouts' sections all grew, and, in January 2023, we opened a Squirrel Drey for children 4-6 years old, the first in the London Borough of Harrow. We enjoy a good relationship with Index Explorer Scouts, who meet at our scout hut.

Nights away for all sections have included trips to Dorset (including hikes and coastal steering), and to local campsites (Paccar, Northern Heights activity centre, Walter Davies, and Lee's Wood). Here, activities included: zip wire, high ropes, climbing, archery, rifle shooting, junior crossbows, back-up basic camp skills and sleeping in a double decker bus!

PARISH CHURCH OF ST ALBAN, NORTH HARROW

In September our annual family camp attracted over 180: Squirrels, Beavers, Cubs, Scouts, and Explorers, plus siblings and parents; also, our leaders and other volunteers. It was nice to welcome Revd Dr Sarah Archer, who joined our camp on Saturday for the AGM and took part in *It's a knockout*. We are so proud that David Carlen (our Ex-Group Scout leader) became our President, and we are thankful for his support.

Our young people worked towards challenge and activity badges. Most completed their Chief Scout awards, the highest for each section: bronze (Beaver), silver (Cub) and gold (Scout). Next year, our Squirrel scouts will aim for their Acorn award.

Fundraising has been focussed on the purchase of two defibrillators: one for our use both in the scout hut and on away camps/trips; the other outside for public use. Fundraisers included: Quiz night, Easter Egg Hunt, Summer Fair and Auction, plus donations by his family in memory of Chris Saunders, who sadly passed away in May 2023. Chris was a supportive parent and coordinator for our hut refurbishment programme. He will be greatly missed by the 4th Headstone community, which has grown through our fundraising activities.

Other local community activities, involving all four sections, have included: Christmas carol singing at a local care home; litter picking in streets near the scout hut and in the grounds; litter picking in Yeading Walk and helping to clear the YW stream.

Finally, thank you to our volunteers (leaders and trustees) who make 4th Headstone the successful group it is, and to Revd Sarah for her continued support.

Sammy, Group Scout Leader (Lead Volunteer)

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

ACCOUNTS for year ended 31 December 2023

BALANCE SHEET AT 31 DECEMBER 2023

	Notes	2023	2022 £
Fixed assets			
Tangible fixed assets	5	1,454,200	1,458,399
Investments	6	375,000	375,000
Total fixed assets		1,829,200	1,833,399
Current assets			
Debtors	8	4,356	12,560
Short term deposits incl. CBF/CCLA		144,395	159,844
Cash at bank and in hand		86,125	66,858
		234,876	239,262
Creditors: amounts falling due within one year	9	-	60
Net current assets		234,876	239,202
Total assets less current liabilities		2,064,076	2,072,601
Creditors: amounts falling due after one year	9		-
NET ASSETS	7	2,064,076	2,072,601
Funds			
Restricted funds	10	92,741	59,162
Unrestricted funds	10	142,135	180,040
Assets / investments	10	1,829,200	1,833,399
		2,064,076	2,072,601

The notes on pages 3-11 form part of these financial accounts.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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**PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
Incoming resources					
<i>Voluntary income</i>	2a	128,662	141,870	270,532	186,177
<i>Activities for generating funds</i>	2b	8,489	-	8,489	9,821
<i>Income from investments</i>	2c	22,452	-	22,452	12,558
<i>Church activities</i>	2d	60,419	4,622	65,041	70,707
<i>Other incoming resources</i>	2e	2,643	-	2,643	9,224
Total incoming resources		222,665	146,492	369,157	288,487
Resources expended					
<i>Costs of generating voluntary income</i>	3a	57	-	57	-
<i>Fund-raising trading costs</i>	3b	1,880	-	1,880	5,891
<i>Church activities</i>	3c	250,116	125,229	375,345	342,706
<i>Governance Costs</i>	3d	400	-	400	400
Total resources expended		252,453	125,229	377,682	348,997
Net incoming/(outgoing) resources		(29,788)	21,263	(8,525)	(60,510)
<i>Gains/(losses) on revaluation of fixed & Investment assets and transfers</i>	5/6	(12,316)	12,316		
Net movement in funds		(42,104)	33,579	(8,525)	(60,510)
Total funds brought forward at 1 January 2023		2,013,439	59,162	2,072,601	2,133,111
Total funds carried forward at 31 December 2023		1,971,335	92,741	2,064,076	2,072,601

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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1. Accounting policies

A Accounting convention

The financial statements have been prepared in accordance with the accounting policies set out in these notes, and comply with Church Accounting Regulations 2006, the Charities Act 2011 as amended, the Charity (Accounts and Reports Regulations 2008, and the current Charities SORP (Statement of Recommended Practice): Financial Reporting Standard (FRS) 102, 2nd edition, 2019.

They follow the historical cost convention as modified by the inclusion of investments at market value. The revaluation of fixed assets (freehold land and buildings) was last undertaken in April 2015. Our Property Agents have re-valued the Parish houses at 6 Frobisher Close and 80 Whittington Way but it has not been possible to revalue the church hall this year. The financial statements include all transactions, assets, and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body, nor those which are informal gatherings of church members.

B Funds accounting

Funds held by the PCC are:

Unrestricted funds - general funds which can be used for PCC ordinary purposes

Designated funds - monies set aside by the PCC out of unrestricted funds for specific future purposes or projects.

Restricted funds - a) income from trusts or endowments which may be used only on those restricted objects provided in the terms of the trust or bequest; b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be used on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

C Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when received.

Grants and legacies are recognised when the PCC is legally entitled to the amount due.

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold

Unrealised gains and losses are accounted for on revaluation on 31 December.

D Resources used

Resources expended are accounted for on an accruals basis and are accounted for gross.

Grants

Grants and donations are accounted for when paid over, or when awarded where the award creates a binding obligation on the PCC.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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Church Activities

The diocesan parish contribution to the London Diocese Common Fund is accounted for when paid. It was paid in full in 2023.

E Fixed Assets

Tangible fixed assets

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

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are accounted as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the accounts. Individual items acquired since 2000 where their value at acquisition was £1,500 or more, have been capitalised in the accounts and depreciated over their useful economic life (see note below).

All expenditure on consecrated or beneficed buildings and individual items costing under £1500 are written off in the year they were incurred.

Depreciation

Depreciation is calculated to write down the cost of tangible fixed assets costing £1500 or more, excluding freehold properties, over their expected useful lives. The rates generally applicable are:

Hall kitchen & piano (see note 5)	10% straight line
Fixtures and fittings	25% straight line
Computer and other electronic equipment	30% straight line

No depreciation is provided on freehold property as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so high that any depreciation would not be material. These assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

F Current Assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for any amounts that may prove uncollectible.

Short-term deposits include cash held on deposit either with the CBF Church of England Funds, or at a bank or building society.

G Reserves Policy

It is PCC policy to retain in our General Funds three months unrestricted funds to cover any emergency situation that may arise. The balance of our general funds is only £17,993. This is less than at the start of the year when these funds were only £33,000, it remains much less than the £40,000 target.

The PCC is aware that it still has significant Designated Funds in both its Legacy Fund and in the Lorna Barnett Fund. A 5-year financial assessment has been undertaken which identifies a number of projects in support of our mission and could be used also as emergency funding. The Lorna Barnett Fund is designated for Mission purposes and currently supports Youth development including the choir club.

There are currently no known significant outstanding works. All other anticipated risks have been included in the 5-year finance plan and reflected in the 2024 budget at the end of this report..

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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2 Incoming resources	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
a Voluntary income				
Planned Giving				
Gift Aid Donations	72,928	-	72,928	78,247
Other Tax Efficient Giving	3,990	-	3,990	3,050
Other	3,080	-	3,080	2,749
Tax recoverable	24,278	-	24,278	20,363
Collections at services	4,282	-	4,282	4,677
Charity Collections at services	-	2,201	2,201	4,449
Sundry donations and appeals	6,485	783	7,268	3,514
Grants	-	68,416	68,416	62,623
Legacies	13,619	70,470	84,089	6,505
	128,662	141,870	270,532	186,177
b Activities for generating funds				
Church Fair & Bazaar	8,489	-	8,489	9,821
	8,489	-	8,489	9,821
c Investment income				
Property	15,470	-	15,470	10,322
Dividends and interest	6,982	-	6,982	2,235
	22,452	-	22,452	12,558
d Income from Church Activities				
Fees from weddings etc	711		711	1,592
Church Lettings	3,192		3,192	-
Church hall lettings etc	56,516		56,516	59,421
Messy Church				97
Youth Leader & Other	-	4,622	4,622	9,598
	60,419	4,622	65,041	70,707
e Other incoming resources				
Rent from Church Property	2,643		2,643	7,800
Insurance claims	-		-	1,424
Mission Fund	-		-	-
Total incoming resources	222,665	146,492	369,157	288,487

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

2 Incoming Resources (cont.)

Income overall increased by £80,670. The increase is driven by two legacies received this year one of £70,000 and one of £10,000 in addition there were other legacies. We have also benefited from increased interest rates this year and increased hall income. The loss of income from Frobisher close does also impact and there was a change of tenancy in Whittington Way which resulted in both time with no income and some repairs that we needed to complete in order to bring the flat into order for letting.

This year we have received grants from - Willesden Diocese, Harrow Young Foundation, John Lyon Charity, and the Ivor Huges Foundation. These have supported Youth, Willesden Ministry Experience scheme (Noah training), the choral scholars and choir club.

We are increasingly dependent on hall income for the running of the church, in 2020 this figure was £7,000 from hall income for day to running of the church, this has increased each year – 2021 it was £15,000, in 2022 it was £18,000 and in 2023 this has increased to £30,000.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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3 Resources Expended	Unrestricted Funds £	Restricted Funds £	FUNDS 2023 £	FUNDS 2022 £
a <i>Costs of generating voluntary income</i>				
Church Fund costs	57	-	57	-
	<hr/> 57	<hr/> -	<hr/> 57	<hr/> -
b <i>Fund-raising trading costs</i>				
Events	1,880	-	1,880	2,822
Property rental- agent fee	-	-	-	3,070
	<hr/> 1,880	<hr/> -	<hr/> 1,880	<hr/> 5,891
c <i>Church Activities</i>				
Missionary and charitable giving:3				
<i>Giving from Planned Income</i>	6,575	-	6,575	4,000
<i>Other Charitable Giving</i>				
Overseas:	1,000	-	1,000	-
Home:	-	3,223	3,223	4,432
	<hr/> 7,575	<hr/> 3,223	<hr/> 10,798	<hr/> 8,432
<i>Ministry costs</i>				
Mission to community	8,613	-	8,613	3,010
Diocesan parish contribution	82,456	-	82,456	91,371
Other clergy costs	2,811	-	2,811	595
Church running expenses	36,632	5,876	42,508	36,722
Church maintenance / Improvements	53,182	2,264	55,446	70,286
Upkeep of services	16,050	9,124	25,174	24,206
Upkeep of church grounds	2,748	-	2,748	3,053
Parish Houses	9,779	-	9,779	12,106
Clergy House Costs	586	-	586	354
Children & Youth Work	-	104,732	104,732	55,683
Church hall running costs	29,307	-	29,307	36,408
Bank charges	387	-	387	480
	<hr/> 242,551	<hr/> 121,996	<hr/> 364,547	<hr/> 334,274
Sub Total	<hr/> 252,063	<hr/> 125,219	<hr/> 377,282	<hr/> 348,597
d <i>Governance costs</i>				
Independent examination fee	400	-	400	400
	<hr/> 400	<hr/> -	<hr/> 400	<hr/> 400
Total resources expended	<hr/> 252,463	<hr/> 125,219	<hr/> 377,682	<hr/> 348,997

This years spend has exceeded our income by £8,500, we need to remember we have completed three projects in the year £9.500 to install the new Altars, £26.000 on the Tea Point and £4,800k on the Lady Chapel seating. These are all investments for the long term and have been funded through Legacies and donations. It brings total spend on these projects to £13.500 on the Altars, £37,000 on the Tea point. The increase on the 2022 figure for Children and Youth costs reflects inflationary uplifts as well as the cost of resolving a lengthy employment situation on which the PCC took appropriate professional advice.

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4. Staff costs

	2023	2022
	£	£
a <i>Employee payroll</i>	97,023	63,286

The PCC employs on its payroll a part time director of music, a part time administrator and a full time Youth Leader.

These costs reflect inflationary uplifts on pay, together with national insurance and pension contributions as well the cost of resolving a lengthy employment situation on which the PCC took appropriate professional advice.

In the interests of upholding our policy of employee confidentiality, a breakdown of these costs is not included.

The PCC has contracted cleaning of halls to an agency who employ the cleaners.

b *Payments to PCC members*

There were no disclosable payments in respect of PCC members, nor persons closely connected to them, nor other related parties in the year.

5 Tangible fixed assets

	Freehold land and buildings	Church equipment	TOTAL
	£	£	£
Cost or valuation			
At 1 January 2023	1,450,000	28,031	1,478,031
Additions/revaluations	-	-	-
Disposals	-	-	-
At 31 December 2023	1,450,000	28,031	1,478,031
Depreciation			
At 1 January 2023	-	19,632	19,632
Provided in the year	-	4,199	4,199
Disposals	-	-	-
At 31 December 2023		23,831	23,831
Net book amounts			
At 31 December 2023	1,450,000	4,200	1,454,200

The freehold land and buildings comprise the parish house at 6 Frobisher Close, Pinner and the church hall. The value of 6 Frobisher Close was re-assessed in 2019 by our property agents, Gibbs Gillespie, at £675,000. The existing value of the church hall at £775,000 is retained (last re-valued in 2015 on advice from the Diocese). It will need to be re-evaluated in 2023 by suitably qualified property surveyors. In 2014 the parish fitted a new kitchen in the church hall and purchased a piano for the ABRSM exams at a total cost of £41,989. Depreciation was set at 10% per year, with a written down value at 31st December 2023 of £4,200 for the kitchen and piano (which is no longer being held at cost).

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6 Investments

Investment Property	Leasehold Property	Total
	£	£
At 1 January 2023	375,000	375,000
Additions/revaluations	-	-
Disposals	-	-
	-----	-----
At 31 December 2023	375,000	375,000
	-----	-----

The Parish owns a leasehold property at 80 Whittington Way, Pinner as part of the Lorna Barnett Legacy fund. The term of the lease was originally 125 years from 13th October 1986 we have extended the term to the 13th October 2201 instead of 13th October 2111; costs for this were taken from the Lorna Barnett Legacy. Following this increase we need to have the value of 80 Whittington Way revalued in the coming year. The net income from this let property is used for the mission and outreach of the church under the control of the Lorna Barnett Legacy Fund. At present it is used to supplement the grants for youth work at the rate of £12,000 a year. Due to the length of the Whittington Way lease no depreciation has been included. This Leasehold property was last re-valued by Property Agent, Gibbs Gillespie, at end 2019 at £375,000.

Net book amounts	Land & Buildings	Church Equipment	Total
	£	£	£
At 31 December 2023	1,825,000	4,200	1,829,200
	=====	=====	=====

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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7 Analysis of Net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Investment fixed assets	1,829,200	-	1,829,200
Current assets	142,135	92,741	234,876
Long term liabilities	-	-	-
	1,971,335	92,741	2,064,076

8 Debtors

	2023 £	2022 £
Income tax recoverable		-
Prepayments and accrued income	4,356	12,560
	4,356	12,560

9 Creditors: amounts falling due within one year

	2023 £	2022 £
Accruals for utilities and other costs	-	60
	-	60

Creditors: amounts falling due after more than one year

	2023 £	2022 £
	-	-
	-	-

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10 Statement of Funds						
	Balance at 31st Dec 2022	Transfer In	Transfer Out	Income	Spend	Balance at 31st Dec 2023
Unrestricted Funds						
General Fund Church	22,064	30,116	2,400	125,357	165,264	9,873
General Fund Hall	10,911		30,000	56,516	29,307	8,120
Total General Funds	32,975	30,116	32,400	181,873	194,571	17,993
Designated Funds						
Library Project	32		32			0
General Legacy	48,035		11,433	17,265		53,867
Lorna Barrett Mission	47,755		12,000	15,470	5,352	45,873
Frobisher Close	9,768	2,000		3,693	4,427	11,034
Altar Project	3,145	6,433			9,578	0
Tea Point Project	20,834	5,000		872	26,165	541
Mission	9,477			1,992	7,575	3,894
Vicarage	4,382			1,500	586	5,296
Solar Panels	176					176
Church Heating	3,460					3,460
Total Designated Funds	147,065	13,433	23,465	40,792	53,683	124,142
Restricted Funds						
Charity Collections	797	400		2,444	3,223	418
Children and Youth	45,545	12,000		58,538	104,910	11,173
Organ Project	84		84		0	0
AH Legacy				70,470	2,096	68,374
Musical Vision	7,216			13,540	9,124	11,632
WMES	5,520			1,500	5,876	1,144
Total Restricted Funds	59,162	12,400	84	146,492	125,229	92,741
Fixed assets						
Investments						
Total Funds	239,202	55,949	55,949	369,157	373,483	234,876

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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Budgets 2018 to 2024

	Budget	Actual	Actual	Actual	Actual	Actual	Actual
Income (£000)	2024	2023	2022	21	20	2019	2018
				Pandemic			
Planned giving	80	80	84	85.6	86.4	86.3	83.1
Collections at services	3	4	4.6	2	2.1	4.7	4.3
Tax Recoverable	20	24	20.3	21	23	20.5	22.3
Fund Raising	8	9	9.8	3.2	1.8	9.3	8
Church activities		1	1.5	1	4.3	4.9	6.7
Sundry Income	1	1	3.5		0.4	13.9	4
Bank Interest	4	8	2.2	0.4	1.1		
House Rental	18	18	18	37.3	37.2	35.8	38.1
Church	2	3	0	0.3	0.5		
Hall	60	57	59.4	33.4	24	37.5	32.9
Youth Activities	10	9	9.5	7			
Grants	45	59	62.6	28.8	46	37.5	32
Donations	0	9	1.5	1.9		31	1.8
Legacy		84	6.5	43	2	10	
Charity collections		2	4.9	3.6	0.9		4.5
Total Income	251	368	288.3	268.5	229.7	291.4	237.7
Expenditure (£000)							
Cost of voluntary income	0.1	0.1	0	0.1	0.1	0.2	0.1
Fund raising costs	2	2	2.8	0.4	1	0.7	0.7
LDF	88	83	91.4	89.7	89.7	88.3	88.3
Ministry costs	4	3	3	2.5	3.8	1.3	1.4
Curate	1	1	0.6				
Upkeep of services	10	14	13.8	10.5	5	10.5	10.8
Musical Vision	10	10	10.4	2.4			
Mission to community	4	8					
Children & Youth Work	52	104	55.6	62	58.7	43.3	40.9
Charity Giving	2	11	8.4	1.5	2.8	9.3	13.9
Church Running Costs	37	43	36.7	37	30.5	37.7	33.9
Church Maintenance	8	11	5.6	6	2.5	15.2	25.2
Development	0	41	64.4	10.7	56.7		
church grounds	4	3	3	2.6	11	3.6	8.1
Church hall costs	23	29	36.4	21	17.3	31.1	33.5
Parish houses	2.5	10	15	12	9.2	0.5	5.8
Clergy house costs	0.7	0.5	0.3	0.8	0.4	0.5	7.9
Bank charges	0.4	0.4	0.5	0.3	0.2	0.3	0.3
Governance costs	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Total Spend	249.1	374.4	348.3	259.9	289.3	242.9	271.2
Surplus	1.9	-7.3	-60	8.6	-59.6	48.5	-33.5

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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EXPLANATION OF FUNDS

Fund	Designation / Reserve Value	Description	Income	Outgoings
General fund – Church	Unrestricted RV £30,000	Used for the running of the church	Church collections, regular giving & non-designated income	Running costs of the church including heating, lighting, wages and all regular costs
General fund - Hall	Unrestricted RV £10,000	Used for the management of the church hall, This Fund will be maintained with a limit of £10,000 for operational needs. Further income will go to the General Fund – Church	Income from lettings to the organisations that hire the hall	Running costs of the church hall including heating, lighting and other regular costs. When the Fund exceeds £10,000, income will go to General Fund – Church
Legacy Fund	Designated RV Zero	Holds funds bequeathed to the church or gifts that have no designated purpose when received	Legacies and donations to the church given by individuals without a requested purpose	At the discretion of the PCC to projects as seen fit but not used for general running of the church unless directed by the PCC.
Lorna Barnett Legacy	Designated RV £10,000	To manage the Legacy of her house left to the church in the Lorna Barnett will	From investment rental income and interest from Bank account	The running cost of the property in this fund and for parish Mission and Outreach at the discretion of the PCC

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Frobisher Close Fund	Designated RV £10,000	Church property for clerical use. This Fund will be maintained with a limit of £10,000 for operational needs. Excess will be transferred to General Funds	Rental income if let	Property maintenance costs & agency fees. When the Fund exceeds £10,000, income will go to General Fund – Church
Mission Fund	Designated RV Zero	To Support the charitable outreach of the Parish at the recommendation of the Mission and Outreach Committee.	A monthly allocation of £166 from planned giving to this Fund each month	In line with Parish guidelines at the recommendation of the Mission and Outreach Committee to the PCC from available funds.
Vicarage Fund	Designated RV Zero	Fund to ensure we are able to decorate and complete minor repair to the vicarage in line with Parish obligations	From parish funds at a planned rate of £125/month from parish planned giving	As needed at the discretion of the Church Wardens.
Solar Panels	Designated RV Zero	To hold funds allocated from general legacy to install Solar panels on the roof of the Church hall	Funds allocated from General legacy	Planning and installing the solar panels under the control of the PCC
Church heating	Designated RV Zero	To hold funds allocated from general legacy to replace existing heating	Funds allocated from General legacy	Planning and replacing heating in the church and hall under the control of the PCC

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Musical Vision	Restricted RV £5,000	A fund to develop the church's musical tradition by providing an after school choir club	Totally funded by grants for this purpose	This fund is spent under the control of the PCC on the musical vision of the parish
WMES	Restricted RV Zero	To hold funds given by donation and grants for the support of a person completing the Willesden Ministry Experience Scheme (WMES)	Grants and donations	Monthly payments at the control of the PCC to cover basic living costs of a person sponsored by the parish to complete the WMES.
Charity Collections	Restricted RV Zero	To hold funds collected from appeals and fund raising for any named Charity	Collections, Donations, Appeals and fund raising for the named Charity	To the named Charity with any gift aid that can be reclaimed by the church
Youth Fund	Restricted RV £15,000	A Fund to support the parish outreach to youth in our Parish and the surrounding area.	Various Grants and donations for the development of youth activities.	This fund is spent under the control of the PCC on the youth and children work of the Parish
AH legacy	Restricted RV Zero	This fund was created to manage the legacy from Anne Harvey who asked for the Legacy to be used for "Religious Purposes"	Legacy from Anne Harvey and from activities run through this fund.	Used for outreach Activities e.g. Alpha, clergy training, grumpy Owl at PCC discretion.

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PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

ACCOUNTS for year ended 31 December 2023

BALANCE SHEET AT 31 DECEMBER 2023

	Notes	2023	2022 £
Fixed assets			
Tangible fixed assets	5	1,454,200	1,458,399
Investments	6	375,000	375,000
Total fixed assets		1,829,200	1,833,399
Current assets			
Debtors	8	4,356	12,560
Short term deposits incl. CBF/CCLA		144,395	159,844
Cash at bank and in hand		86,125	66,858
		234,876	239,262
Creditors: amounts falling due within one year	9	-	60
Net current assets		234,876	239,202
Total assets less current liabilities		2,064,076	2,072,601
Creditors: amounts falling due after one year	9		-
NET ASSETS	7	2,064,076	2,072,601
Funds			
Restricted funds	10	92,741	59,162
Unrestricted funds	10	142,135	180,040
Assets / investments	10	1,829,200	1,833,399
		2,064,076	2,072,601

The notes on pages 3-11 form part of these financial accounts.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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**PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
Incoming resources					
<i>Voluntary income</i>	2a	128,662	141,870	270,532	186,177
<i>Activities for generating funds</i>	2b	8,489	-	8,489	9,821
<i>Income from investments</i>	2c	22,452	-	22,452	12,558
<i>Church activities</i>	2d	60,419	4,622	65,041	70,707
<i>Other incoming resources</i>	2e	2,643	-	2,643	9,224
Total incoming resources		222,665	146,492	369,157	288,487
Resources expended					
<i>Costs of generating voluntary income</i>	3a	57	-	57	-
<i>Fund-raising trading costs</i>	3b	1,880	-	1,880	5,891
<i>Church activities</i>	3c	250,116	125,229	375,345	342,706
<i>Governance Costs</i>	3d	400	-	400	400
Total resources expended		252,453	125,229	377,682	348,997
Net incoming/(outgoing) resources		(29,788)	21,263	(8,525)	(60,510)
<i>Gains/(losses) on revaluation of fixed & Investment assets and transfers</i>	5/6	(12,316)	12,316		
Net movement in funds		(42,104)	33,579	(8,525)	(60,510)
Total funds brought forward at 1 January 2023		2,013,439	59,162	2,072,601	2,133,111
Total funds carried forward at 31 December 2023		1,971,335	92,741	2,064,076	2,072,601

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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1. Accounting policies

A Accounting convention

The financial statements have been prepared in accordance with the accounting policies set out in these notes, and comply with Church Accounting Regulations 2006, the Charities Act 2011 as amended, the Charity (Accounts and Reports Regulations 2008, and the current Charities SORP (Statement of Recommended Practice): Financial Reporting Standard (FRS) 102, 2nd edition, 2019.

They follow the historical cost convention as modified by the inclusion of investments at market value. The revaluation of fixed assets (freehold land and buildings) was last undertaken in April 2015. Our Property Agents have re-valued the Parish houses at 6 Frobisher Close and 80 Whittington Way but it has not been possible to revalue the church hall this year. The financial statements include all transactions, assets, and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body, nor those which are informal gatherings of church members.

B Funds accounting

Funds held by the PCC are:

Unrestricted funds - general funds which can be used for PCC ordinary purposes

Designated funds - monies set aside by the PCC out of unrestricted funds for specific future purposes or projects.

Restricted funds - a) income from trusts or endowments which may be used only on those restricted objects provided in the terms of the trust or bequest; b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be used on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

C Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when received.

Grants and legacies are recognised when the PCC is legally entitled to the amount due.

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold

Unrealised gains and losses are accounted for on revaluation on 31 December.

D Resources used

Resources expended are accounted for on an accruals basis and are accounted for gross.

Grants

Grants and donations are accounted for when paid over, or when awarded where the award creates a binding obligation on the PCC.

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Church Activities

The diocesan parish contribution to the London Diocese Common Fund is accounted for when paid. It was paid in full in 2023.

E Fixed Assets

Tangible fixed assets

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

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are accounted as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the accounts. Individual items acquired since 2000 where their value at acquisition was £1,500 or more, have been capitalised in the accounts and depreciated over their useful economic life (see note below).

All expenditure on consecrated or beneficed buildings and individual items costing under £1500 are written off in the year they were incurred.

Depreciation

Depreciation is calculated to write down the cost of tangible fixed assets costing £1500 or more, excluding freehold properties, over their expected useful lives. The rates generally applicable are:

Hall kitchen & piano (see note 5)	10% straight line
Fixtures and fittings	25% straight line
Computer and other electronic equipment	30% straight line

No depreciation is provided on freehold property as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so high that any depreciation would not be material. These assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

F Current Assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for any amounts that may prove uncollectible.

Short-term deposits include cash held on deposit either with the CBF Church of England Funds, or at a bank or building society.

G Reserves Policy

It is PCC policy to retain in our General Funds three months unrestricted funds to cover any emergency situation that may arise. The balance of our general funds is only £17,993. This is less than at the start of the year when these funds were only £33,000, it remains much less than the £40,000 target.

The PCC is aware that it still has significant Designated Funds in both its Legacy Fund and in the Lorna Barnett Fund. A 5-year financial assessment has been undertaken which identifies a number of projects in support of our mission and could be used also as emergency funding. The Lorna Barnett Fund is designated for Mission purposes and currently supports Youth development including the choir club.

There are currently no known significant outstanding works. All other anticipated risks have been included in the 5-year finance plan and reflected in the 2024 budget at the end of this report..

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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2 Incoming resources	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
a Voluntary income				
Planned Giving				
Gift Aid Donations	72,928	-	72,928	78,247
Other Tax Efficient Giving	3,990	-	3,990	3,050
Other	3,080	-	3,080	2,749
Tax recoverable	24,278	-	24,278	20,363
Collections at services	4,282	-	4,282	4,677
Charity Collections at services	-	2,201	2,201	4,449
Sundry donations and appeals	6,485	783	7,268	3,514
Grants	-	68,416	68,416	62,623
Legacies	13,619	70,470	84,089	6,505
	128,662	141,870	270,532	186,177
b Activities for generating funds				
Church Fair & Bazaar	8,489	-	8,489	9,821
	8,489	-	8,489	9,821
c Investment income				
Property	15,470	-	15,470	10,322
Dividends and interest	6,982	-	6,982	2,235
	22,452	-	22,452	12,558
d Income from Church Activities				
Fees from weddings etc	711		711	1,592
Church Lettings	3,192		3,192	-
Church hall lettings etc	56,516		56,516	59,421
Messy Church				97
Youth Leader & Other	-	4,622	4,622	9,598
	60,419	4,622	65,041	70,707
e Other incoming resources				
Rent from Church Property	2,643		2,643	7,800
Insurance claims	-		-	1,424
Mission Fund	-		-	-
Total incoming resources	222,665	146,492	369,157	288,487

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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2 Incoming Resources (cont.)

Income overall increased by £80,670. The increase is driven by two legacies received this year one of £70,000 and one of £10,000 in addition there were other legacies. We have also benefited from increased interest rates this year and increased hall income. The loss of income from Frobisher close does also impact and there was a change of tenancy in Whittington Way which resulted in both time with no income and some repairs that we needed to complete in order to bring the flat into order for letting.

This year we have received grants from - Willesden Diocese, Harrow Young Foundation, John Lyon Charity, and the Ivor Huges Foundation. These have supported Youth, Willesden Ministry Experience scheme (Noah training), the choral scholars and choir club.

We are increasingly dependent on hall income for the running of the church, in 2020 this figure was £7,000 from hall income for day to running of the church, this has increased each year – 2021 it was £15,000, in 2022 it was £18,000 and in 2023 this has increased to £30,000.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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3 Resources Expended	Unrestricted Funds £	Restricted Funds £	FUNDS 2023 £	FUNDS 2022 £
a <i>Costs of generating voluntary income</i>				
Church Fund costs	57	-	57	-
	<hr/> 57	<hr/> -	<hr/> 57	<hr/> -
b <i>Fund-raising trading costs</i>				
Events	1,880	-	1,880	2,822
Property rental- agent fee	-	-	-	3,070
	<hr/> 1,880	<hr/> -	<hr/> 1,880	<hr/> 5,891
c <i>Church Activities</i>				
Missionary and charitable giving:3				
<i>Giving from Planned Income</i>	6,575	-	6,575	4,000
<i>Other Charitable Giving</i>				
Overseas:	1,000	-	1,000	-
Home:	-	3,223	3,223	4,432
	<hr/> 7,575	<hr/> 3,223	<hr/> 10,798	<hr/> 8,432
<i>Ministry costs</i>				
Mission to community	8,613	-	8,613	3,010
Diocesan parish contribution	82,456	-	82,456	91,371
Other clergy costs	2,811	-	2,811	595
Church running expenses	36,632	5,876	42,508	36,722
Church maintenance / Improvements	53,182	2,264	55,446	70,286
Upkeep of services	16,050	9,124	25,174	24,206
Upkeep of church grounds	2,748	-	2,748	3,053
Parish Houses	9,779	-	9,779	12,106
Clergy House Costs	586	-	586	354
Children & Youth Work	-	104,732	104,732	55,683
Church hall running costs	29,307	-	29,307	36,408
Bank charges	387	-	387	480
	<hr/> 242,551	<hr/> 121,996	<hr/> 364,547	<hr/> 334,274
Sub Total	<hr/> 252,063	<hr/> 125,219	<hr/> 377,282	<hr/> 348,597
d <i>Governance costs</i>				
Independent examination fee	400	-	400	400
	<hr/> 400	<hr/> -	<hr/> 400	<hr/> 400
Total resources expended	<hr/> 252,463	<hr/> 125,219	<hr/> 377,682	<hr/> 348,997

This years spend has exceeded our income by £8,500, we need to remember we have completed three projects in the year £9.500 to install the new Altars, £26.000 on the Tea Point and £4,800k on the Lady Chapel seating. These are all investments for the long term and have been funded through Legacies and donations. It brings total spend on these projects to £13.500 on the Altars, £37,000 on the Tea point. The increase on the 2022 figure for Children and Youth costs reflects inflationary uplifts as well as the cost of resolving a lengthy employment situation on which the PCC took appropriate professional advice.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

4. Staff costs

	2023	2022
	£	£
a <i>Employee payroll</i>	97,023	63,286

The PCC employs on its payroll a part time director of music, a part time administrator and a full time Youth Leader.

These costs reflect inflationary uplifts on pay, together with national insurance and pension contributions as well the cost of resolving a lengthy employment situation on which the PCC took appropriate professional advice.

In the interests of upholding our policy of employee confidentiality, a breakdown of these costs is not included.

The PCC has contracted cleaning of halls to an agency who employ the cleaners.

b

Payments to PCC members

There were no disclosable payments in respect of PCC members, nor persons closely connected to them, nor other related parties in the year.

5 Tangible fixed assets

	Freehold land and buildings	Church equipment	TOTAL
	£	£	£
Cost or valuation			
At 1 January 2023	1,450,000	28,031	1,478,031
Additions/revaluations	-	-	-
Disposals	-	-	-
At 31 December 2023	1,450,000	28,031	1,478,031
Depreciation			
At 1 January 2023	-	19,632	19,632
Provided in the year	-	4,199	4,199
Disposals	-	-	-
At 31 December 2023		23,831	23,831
Net book amounts			
At 31 December 2023	1,450,000	4,200	1,454,200

The freehold land and buildings comprise the parish house at 6 Frobisher Close, Pinner and the church hall. The value of 6 Frobisher Close was re-assessed in 2019 by our property agents, Gibbs Gillespie, at £675,000. The existing value of the church hall at £775,000 is retained (last re-valued in 2015 on advice from the Diocese). It will need to be re-evaluated in 2023 by suitably qualified property surveyors. In 2014 the parish fitted a new kitchen in the church hall and purchased a piano for the ABRSM exams at a total cost of £41,989. Depreciation was set at 10% per year, with a written down value at 31st December 2023 of £4,200 for the kitchen and piano (which is no longer being held at cost).

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6 Investments

Investment Property	Leasehold Property	Total
	£	£
At 1 January 2023	375,000	375,000
Additions/revaluations	-	-
Disposals	-	-
	-----	-----
At 31 December 2023	375,000	375,000
	-----	-----

The Parish owns a leasehold property at 80 Whittington Way, Pinner as part of the Lorna Barnett Legacy fund. The term of the lease was originally 125 years from 13th October 1986 we have extended the term to the 13th October 2201 instead of 13th October 2111; costs for this were taken from the Lorna Barnett Legacy. Following this increase we need to have the value of 80 Whittington Way revalued in the coming year. The net income from this let property is used for the mission and outreach of the church under the control of the Lorna Barnett Legacy Fund. At present it is used to supplement the grants for youth work at the rate of £12,000 a year. Due to the length of the Whittington Way lease no depreciation has been included. This Leasehold property was last re-valued by Property Agent, Gibbs Gillespie, at end 2019 at £375,000.

Net book amounts	Land & Buildings	Church Equipment	Total
	£	£	£
At 31 December 2023	1,825,000	4,200	1,829,200
	=====	=====	=====

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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7 Analysis of Net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Investment fixed assets	1,829,200	-	1,829,200
Current assets	142,135	92,741	234,876
Long term liabilities	-	-	-
	1,971,335	92,741	2,064,076

8 Debtors

	2023 £	2022 £
Income tax recoverable		-
Prepayments and accrued income	4,356	12,560
	4,356	12,560

9 Creditors: amounts falling due within one year

	2023 £	2022 £
Accruals for utilities and other costs	-	60
	-	60

Creditors: amounts falling due after more than one year

	2023 £	2022 £
	-	-
	-	-

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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10 Statement of Funds						
	Balance at 31st Dec 2022	Transfer In	Transfer Out	Income	Spend	Balance at 31st Dec 2023
Unrestricted Funds						
General Fund Church	22,064	30,116	2,400	125,357	165,264	9,873
General Fund Hall	10,911		30,000	56,516	29,307	8,120
Total General Funds	32,975	30,116	32,400	181,873	194,571	17,993
Designated Funds						
Library Project	32		32			0
General Legacy	48,035		11,433	17,265		53,867
Lorna Barrett Mission	47,755		12,000	15,470	5,352	45,873
Frobisher Close	9,768	2,000		3,693	4,427	11,034
Altar Project	3,145	6,433			9,578	0
Tea Point Project	20,834	5,000		872	26,165	541
Mission	9,477			1,992	7,575	3,894
Vicarage	4,382			1,500	586	5,296
Solar Panels	176					176
Church Heating	3,460					3,460
Total Designated Funds	147,065	13,433	23,465	40,792	53,683	124,142
Restricted Funds						
Charity Collections	797	400		2,444	3,223	418
Children and Youth	45,545	12,000		58,538	104,910	11,173
Organ Project	84		84		0	0
AH Legacy				70,470	2,096	68,374
Musical Vision	7,216			13,540	9,124	11,632
WMES	5,520			1,500	5,876	1,144
Total Restricted Funds	59,162	12,400	84	146,492	125,229	92,741
Fixed assets						
Investments						
Total Funds	239,202	55,949	55,949	369,157	373,483	234,876

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Budgets 2018 to 2024

	Budget	Actual	Actual	Actual	Actual	Actual	Actual
Income (£000)	2024	2023	2022	21	20	2019	2018
				Pandemic			
Planned giving	80	80	84	85.6	86.4	86.3	83.1
Collections at services	3	4	4.6	2	2.1	4.7	4.3
Tax Recoverable	20	24	20.3	21	23	20.5	22.3
Fund Raising	8	9	9.8	3.2	1.8	9.3	8
Church activities		1	1.5	1	4.3	4.9	6.7
Sundry Income	1	1	3.5		0.4	13.9	4
Bank Interest	4	8	2.2	0.4	1.1		
House Rental	18	18	18	37.3	37.2	35.8	38.1
Church	2	3	0	0.3	0.5		
Hall	60	57	59.4	33.4	24	37.5	32.9
Youth Activities	10	9	9.5	7			
Grants	45	59	62.6	28.8	46	37.5	32
Donations	0	9	1.5	1.9		31	1.8
Legacy		84	6.5	43	2	10	
Charity collections		2	4.9	3.6	0.9		4.5
Total Income	251	368	288.3	268.5	229.7	291.4	237.7
Expenditure (£000)							
Cost of voluntary income	0.1	0.1	0	0.1	0.1	0.2	0.1
Fund raising costs	2	2	2.8	0.4	1	0.7	0.7
LDF	88	83	91.4	89.7	89.7	88.3	88.3
Ministry costs	4	3	3	2.5	3.8	1.3	1.4
Curate	1	1	0.6				
Upkeep of services	10	14	13.8	10.5	5	10.5	10.8
Musical Vision	10	10	10.4	2.4			
Mission to community	4	8					
Children & Youth Work	52	104	55.6	62	58.7	43.3	40.9
Charity Giving	2	11	8.4	1.5	2.8	9.3	13.9
Church Running Costs	37	43	36.7	37	30.5	37.7	33.9
Church Maintenance	8	11	5.6	6	2.5	15.2	25.2
Development	0	41	64.4	10.7	56.7		
church grounds	4	3	3	2.6	11	3.6	8.1
Church hall costs	23	29	36.4	21	17.3	31.1	33.5
Parish houses	2.5	10	15	12	9.2	0.5	5.8
Clergy house costs	0.7	0.5	0.3	0.8	0.4	0.5	7.9
Bank charges	0.4	0.4	0.5	0.3	0.2	0.3	0.3
Governance costs	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Total Spend	249.1	374.4	348.3	259.9	289.3	242.9	271.2
Surplus	1.9	-7.3	-60	8.6	-59.6	48.5	-33.5

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

EXPLANATION OF FUNDS

Fund	Designation / Reserve Value	Description	Income	Outgoings
General fund – Church	Unrestricted RV £30,000	Used for the running of the church	Church collections, regular giving & non-designated income	Running costs of the church including heating, lighting, wages and all regular costs
General fund - Hall	Unrestricted RV £10,000	Used for the management of the church hall, This Fund will be maintained with a limit of £10,000 for operational needs. Further income will go to the General Fund – Church	Income from lettings to the organisations that hire the hall	Running costs of the church hall including heating, lighting and other regular costs. When the Fund exceeds £10,000, income will go to General Fund – Church
Legacy Fund	Designated RV Zero	Holds funds bequeathed to the church or gifts that have no designated purpose when received	Legacies and donations to the church given by individuals without a requested purpose	At the discretion of the PCC to projects as seen fit but not used for general running of the church unless directed by the PCC.
Lorna Barnett Legacy	Designated RV £10,000	To manage the Legacy of her house left to the church in the Lorna Barnett will	From investment rental income and interest from Bank account	The running cost of the property in this fund and for parish Mission and Outreach at the discretion of the PCC

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Frobisher Close Fund	Designated RV £10,000	Church property for clerical use. This Fund will be maintained with a limit of £10,000 for operational needs. Excess will be transferred to General Funds	Rental income if let	Property maintenance costs & agency fees. When the Fund exceeds £10,000, income will go to General Fund – Church
Mission Fund	Designated RV Zero	To Support the charitable outreach of the Parish at the recommendation of the Mission and Outreach Committee.	A monthly allocation of £166 from planned giving to this Fund each month	In line with Parish guidelines at the recommendation of the Mission and Outreach Committee to the PCC from available funds.
Vicarage Fund	Designated RV Zero	Fund to ensure we are able to decorate and complete minor repair to the vicarage in line with Parish obligations	From parish funds at a planned rate of £125/month from parish planned giving	As needed at the discretion of the Church Wardens.
Solar Panels	Designated RV Zero	To hold funds allocated from general legacy to install Solar panels on the roof of the Church hall	Funds allocated from General legacy	Planning and installing the solar panels under the control of the PCC
Church heating	Designated RV Zero	To hold funds allocated from general legacy to replace existing heating	Funds allocated from General legacy	Planning and replacing heating in the church and hall under the control of the PCC

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Musical Vision	Restricted RV £5,000	A fund to develop the church's musical tradition by providing an after school choir club	Totally funded by grants for this purpose	This fund is spent under the control of the PCC on the musical vision of the parish
WMES	Restricted RV Zero	To hold funds given by donation and grants for the support of a person completing the Willesden Ministry Experience Scheme (WMES)	Grants and donations	Monthly payments at the control of the PCC to cover basic living costs of a person sponsored by the parish to complete the WMES.
Charity Collections	Restricted RV Zero	To hold funds collected from appeals and fund raising for any named Charity	Collections, Donations, Appeals and fund raising for the named Charity	To the named Charity with any gift aid that can be reclaimed by the church
Youth Fund	Restricted RV £15,000	A Fund to support the parish outreach to youth in our Parish and the surrounding area.	Various Grants and donations for the development of youth activities.	This fund is spent under the control of the PCC on the youth and children work of the Parish
AH legacy	Restricted RV Zero	This fund was created to manage the legacy from Anne Harvey who asked for the Legacy to be used for "Religious Purposes"	Legacy from Anne Harvey and from activities run through this fund.	Used for outreach Activities e.g. Alpha, clergy training, grumpy Owl at PCC discretion.

Accounts

PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England & Wales no. 1132600

ANNUAL REPORT and FINANCIAL STATEMENTS

of the PAROCHIAL CHURCH COUNCIL

for the year ended 31st December 2022

Incumbent

The Revd Dr Sarah Archer

The Vicarage

Church Drive, North Harrow

HA2 7NS

Bankers

National Westminster Bank PLC

Branch: Station Road, Harrow also at

the CBF Church of England Investment Fund and Virgin Money PLC

Honorary Solicitor

Mr Christopher Noyce

Lovell, Son & Pitfield

9 Gray's Inn Square

Gray's Inn

London

WC1R 5JT

Independent Examiner

Mr Alan Mitchell

33 St Thomas Drive

Pinner

HA5 4SX

PARISH CHURCH OF ST ALBAN, NORTH HARROW

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PARISH CHURCH OF ST ALBAN, NORTH HARROW

FOREWORD by the Reverend Dr Sarah Archer

“It was the best of times, it was the worst of times”: the line that begins A Tale of Two Cities but could have been designed for the year that has just passed that saw the joyous celebrations of the Her Late Majesty’s Platinum Jubilee but also her funeral, the start of the war in Ukraine and the cost-of-living crisis. We also had the sorrow of saying farewell to our dear church members Jean Riley, Jean Graham, Cyril Tomkins, Anne Harvey and Harold Kirby.

In our own parish, despite increasing fuel bills and numerous challenges, there is much that remains a ‘Cause for Celebration’: not least that we have been able to welcome our new Curate Ninus Khako and his family and seen Noah Kelly join the team formally as our Willesden Ministry Experience Scheme Volunteer. The following pages contain many more, demonstrating as they do the continuing commitment and hard work of so many. You have my thanks and the thanks of all who have benefited from the ministry of St Alban’s in the last year. Some achievements aren’t recognized in these pages: and so I shall use Vicar’s privileges to mention our very own Hero from Harrow, Gerry Devine, who won a Lifetime Achievement Award from Harrow Council this year for his decades of faithful service to this area and to Marilyn Devine, rightly nominated alongside him.

2022 has been another year of challenge and renewed opportunity. This year we helped to maintain and **develop our confident and compassionate worshipping community by:**

- Launching the **Choral Scholars** and **RSCM Voice for Life** scheme, and rejoicing that Giuliana, one of their number will be starting at Oxford University next year with an organ scholarship;
- celebrating **Holy Week** with some wonderful guest speakers including **Revd Richard Carter**, who later led the diocesan Ordination retreat;
- Welcoming our new **Bishop of Willesden, Lusa-Nsengy Ngoy** when he came to confirm **Aaliyah, Abi, Millie** and **Jonathan** in May;
- The launch of **Sundays@4** – a monthly All-Age worship service on Sunday afternoons;
- **celebrating Christmas** Covid-free, including visits from over 1000 children and young people and their parents for Carol Services, and sharing mince pies and mulled wine together in the Hall after the Carol Service for the first time in 3 years;
- engaging with the Church of England resource ‘**Living in Love and Faith**’ so that we might better understand and welcome those who identify as LGBTQI+.

We have continued our aim to be **multi-generational in focus**: Chris Nalder has a full report on our Youth Ministry later in this document, but it has been great to see:

- the launch of **Choir Club** on Monday afternoons;
- the huge commitment of volunteers in their support for youth ministry and holiday clubs;
- even more young people singing in our choir and growing in their ability;
- one child come to baptism;
- **Messy Church** continuing in great strength;
- Visits from **Buckingham Prep** and **Longfield Schools** to our building.

We have continued to **grow and strengthen our capacity for mission and outreach.**

We:

- have seen **Alpha** grow and flourish: with a hybrid online course with a face-to-face day away using the **Alpha Film Series** early in the year and a very successful trial of a fully in-person course in the hall in the Autumn, using the **Alpha scripts** and live speakers;
- maintained our support for Harrow Citizens, Firm Foundation and the Foodbank, contributing to their work through our Mission Fund and continuing to donate other money to outside charities **with nearly £4000 donated through the church, including £1500 from our Mission Fund.**
- ministered again to the bereaved at the **Service of Remembrance and Thanksgiving** in All Souls tide

PARISH CHURCH OF ST ALBAN, NORTH HARROW

and hosted the **Action of Christians Against Torture** service in November;

It was great to see our vocation as a **centre for community life** being able to be realised as we welcomed new community organisations into our hall
We also

- had successful **Summer and Christmas Fairs**, raising much needed funds and building on our connections with the community.

We were also thrilled to see Solar Panels being installed onto the roof of the Church Hall over the summer as it represented a huge step forward with our final vision aim: **to care for creation as an integral part of all that we do at St Alban's**. Our next aim is to start the long journey towards installing underfloor heating.

This is an incredible amount of work, ministry and life together, as a church, and I (and all of us) owe a debt of thanks and appreciation to those who have given so sacrificially of their time and resources to "make church happen": not least our churchwardens Ally Vallance and Adrian Holloway and Deputy Gerry Devine, our Treasurer Tom Johnson, our Ministry and Pastoral Visiting Team (Ninus, Noah, Irene, Carys, Wendy, Jacquie, Anne, Valerie, David, Chris and Eileen), our PCC secretary Ray Barber and PCC members, and all whose ministry and work – largely hidden – goes on unseen, but very much appreciated. It's also been great to continue working alongside our hugely professional staff members Shirley, Paul and Hope and the talented scholars Paul has recruited into our worship.

I'm so sad to write as last year that we continue to hear terrible news from Ukraine and around the world. This Annual Report contains much good news to encourage us all in these challenging times and are a testament to your work and worship. So, on behalf of us all, **thank you** to all who have taken time out of your busy schedules to contribute to this document. I'm confident you will all read on to honour the work of so many and add your thanks to my own. Thank you for our fellowship in the gospel and I continue to look forward to where God will lead us all in the years ahead.

THE YEAR ENDED 31 DECEMBER 2022

St Alban's Parish Church is situated in The Ridgeway, North Harrow. It is part of the Diocese of London within the Church of England. The correspondence address is The Parish Office, St Alban's Church, Norwood Drive, North Harrow, Harrow, HA2 7PF.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2020) and a charity registered with the Charity Commission (no. 1132600).

All PCC members as Trustees are inducted into the role and encouraged to attend training. An induction policy statement incorporating safeguarding and making training mandatory for all trustees is under consideration for agreement by the PCC in 2023.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

PAROCHIAL CHURCH COUNCIL (PCC) 2022/23

Ex Officio members

<i>Incumbent Vicar</i>	The Revd Dr Sarah Archer	Incumbent
	The Revd Ninus Khako	Curate wef July 2022

<i>Churchwardens</i>	Adrian Holloway	
	Alison Vallance	

<i>Deanery Synod Representatives</i>	Ray Barber	also PCC Secretary until May 2022 APCM
--	------------	---

	Amanda Dodd	elected May 2022 APCM
	Mo Hatton	
	Diane Tuck	
<i>Elected members</i>	Gerry Devine	also Assistant Churchwarden
	Marilyn Devine	
	Eileen Eggington	
	Carys Grom	
	John Hicks	until May 2022 APCM
	Tom Johnson	PCC Treasurer
	Morwena Jones	
	Supritha Kotian	elected May 2022 APCM
	Julia Powell	
	Pauline Prince	
	Tina Ryan	
	Jane Spencer-Davis	
	Caoimhe Sweeney	

Statement of Responsibilities of the Members (Trustees) of the Parochial Church Council (PCC)

The Trustees (PCC members acting collectively) are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and in compliance with guidance from the Charity Commission.

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Commission's current Statement of Recommended Practice for Charities (SORP) and the Commission's requirement to prepare accounts that are 'true and fair';
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

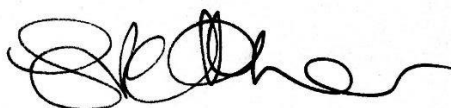
PARISH CHURCH OF ST ALBAN, NORTH HARROW

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended, the Charity (Accounts and Reports) Regulations 2008, the Church Accounting Regulations 2006 together with the current Charities SORP (Statement of Recommended Practice): Financial Reporting Standard (FRS) 102, 2nd edition, 2019; and the Parochial Church Council Powers Measures 1956. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration on reporting serious incidents

There were no serious incidents or other matters relating to the PCC during the 12 months to end December 2022 that should have been brought to the Charity Commission's attention but were not.

This report, including the accounts and financial statements, of the Trustees was approved by the PCC on 19 April 2023 and is signed on behalf of the PCC by the Vicar, subject to the satisfaction of the Independent Examiner, whose signed report accompanies the Accounts.



The Revd Dr Sarah Archer, Vicar and PCC Chair

ANNUAL REPORT OF THE PCC

Aim and Purposes

St Alban's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Revd Dr Sarah Archer, in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also responsible for the maintenance and upkeep of the church building, church grounds and hall complex of St Alban's, The Ridgeway, North Harrow.

Objectives and Activities

Our Mission (Vision) Action Plan continues to be kept under review. Activities and plans are gradually regaining momentum following the lifting of Covid constraints. A more comprehensive review to be undertaken in 2023 will also reference the London Diocesan Vision 2030. Nevertheless, the current Plan is used as one of our reference points when planning our activities and committing major expenditure. We have considered the Charity Commission's guidance on public benefit and the supplementary guidance to charities for the advancement of religion. We try to enable everyone to live out their faith as part of our parish community through:

- worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- provision of pastoral care for people living in the parish;
- outreach and mission work.

The main objectives of our current Mission Action Plan are:

- to develop our confident and compassionate worshipping community;
- to be multi-generational in our focus;
- to grow and strengthen the capacity of St Alban's community for outreach and mission;

PARISH CHURCH OF ST ALBAN, NORTH HARROW

- to be a centre for local community life and to make a positive impact on the local community;
- to care for creation as an integral part of all we do at St Alban's as an expression of our love of God in Jesus Christ;
- to develop ways of improving the environmental sustainability of the parish, including having a target of for the church building, hall and grounds being net carbon neutral by 2030. The parish has been awarded the Eco Church Bronze Award and is actively working towards attaining the Silver Award.

Responsible and prudent management of our finances, together with maintenance of the fabric and grounds of the Parish Church of St Alban and the church hall complex, are central to facilitating this work. As mentioned in the financial section, The lifting of Covid restrictions enabled us to hold our two main fundraising events for the first since 2019. However, the reduction in income as a result of Covid, still needs managing.

£815 per day

This is how much it costs to run St Alban's and deliver our mission.

Just over a third of this is funded by voluntary giving and Gift Aid.

For the rest, we are dependent on our community fundraising (such as church fairs), rental income from one of our two properties and church halls, plus existing legacies and external grants.

We now have a Sunday service attendance of about 106 based on the diocesan statistical return for an average weekly attendance in October 2022. The comparable figures for 2020 and 2021 were 82 and 115 respectively. The Parish Electoral Roll as at the end of December 2022 stood at 197 parishioners, of whom 101 were not resident in the parish. There were 22 people (including 5 who had died) who were deleted . There were 10 new entries to the Roll.

Structure, Governance and Management

The PCC, rather than St Alban's Church, is registered as a charity with the Charity Commission and all PCC members are trustees of the charity. The Church Representation Rules (part of the legislation covering how the Church of England is administered) set out how PCC members are appointed and elected. The PCC comprises the incumbent (our Vicar, who also chairs the PCC), churchwardens, lay representatives at the Deanery Synod elected by people in the congregation who are on the electoral roll of the church, lay members also elected by those on the electoral roll, and any co-opted members. All those who attend our services or as members of the congregation are encouraged to register on the electoral roll and stand for election to the PCC.

The PCC is responsible for making decisions on all matters of general concern and importance to the parish including deciding how the funds of the PCC are to be spent. New members receive an initial induction into the workings of the PCC and the responsibilities of a trustee. As well as scheduled business meetings, the PCC normally has at least one extended session or away day to explore topics in detail. Training opportunities are often provided by the diocese and other outside bodies. This year most meetings took place in person rather than on Zoom, opportunities for individuals to join meetings online were available.

The full PCC had six scheduled business meetings and an additional meeting to approve the Accounts and Annual Report. The 2022 PCC member attendance averaged out at 73%.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Individual attendance was as follows:

	Possible meetings	Attended
The Revd Dr Sarah Archer	7	7
Ray Barber	7	1
Gerry Devine	7	7
Marilyn Devine	7	7
Amanda Dodd	4	3
Eileen Eggington	7	7
Carys Grom	7	4
Mo Hatton	7	2
John Hicks	3	3
Adrian Holloway	7	4
Tom Johnson	7	6
Morwena Jones	7	5
Supritha Kotian	4	3
Revd Ninus Khako	3	3
Julia Powell	7	6
Pauline Prince	7	3
Tina Ryan	7	6
Jane Spencer-Davis	7	4
Caoimhe Sweeney	7	3
Diane Tuck	7	7
Alison Vallance	7	6

Given its wide responsibilities, the PCC has a number of sub-committees, each dealing with a particular aspect of parish life. These committees are currently the Standing Committee (the only statutory committee) that acts on behalf of the PCC between meetings of the full Council, Buildings and Grounds, Finance, and Mission and Outreach. They are all responsible to the PCC and report back to it regularly, with minutes received by the PCC and discussed as necessary. Some of these meetings also took place were on Zoom, as were those of Anglicans in Harrow (the deanery meeting that is now open to all Anglican church members and incorporates the Deanery Synod) and the meetings of Churches Together in North Harrow. The Deanery Synod report for 2022 is on page 10.

The PCC works hard to ensure good governance and compliance with church, charity and other national legislation. A range of policies and procedures are in place and kept under regular review for Safeguarding; Drugs and Alcohol; Health, Safety and Welfare; Lone Working; Equality and Diversity; Social Media; Conflicts of Interest; Reserves; Legacies and Data Protection Regulations (GDPR), together with procedures for complaints, grievances and disciplinary matters. Arrangements are made for all the policies and procedures available in church and the church hall for all to see.

Matters discussed and agreed by the PCC during 2022 have included:

- Agreed new or updated policies and procedures relating to legacies, privacy. the use of social media, staff disciplinary and capability;
- Welcomed our curate the Revd Ninus Khako to the parish and as an ex-officio member of the PCC, and approved the use of the Frobisher Close church house for the use of him and his family;

PARISH CHURCH OF ST ALBAN, NORTH HARROW

- An assessment of the church the organ has clarified that a complete replacement is unnecessary although some repairs are required, which will be dealt with on a planned basis;
- Approved the setting up of the children's Choir Club;
- Reviewed the operation of the church choir, including introducing the Choral Scholar programme.
- Running further Alpha courses;
- Welcomed and agreed to support the services of Noah Kelly on the Willesden Ministry Experience Scheme;
- Agreed a Stewardship campaign;
- Approved the applications for Faculty for a new altar for the Lady Chapel and its purchase, if approved, together with the purchase of a portable nave altar;
- Approved the Faculty application for the proposed tea point in the church and for its installation, if approved (this was installed in the first quarter of 2023);
- Installed solar panels on the church hall roof;
- Continued to explore the replacement of the church heating system.

Conflicts of Interest

As charity trustees, all members of the PCC are legally obliged to act in the best interests of the PCC. Conflicts of interest can arise when, for example, PCC members may also be trustees of other charities that have applied for funding from St Alban's, or there may be personal or family circumstances. The PCC manages conflicts of interest through an agreed policy which sets out the arrangements we have in place to identify any conflicts of interest and to deal with them appropriately. The policy also applies to all members of PCC sub-committees and working groups. This involves committee members declaring any conflicts of interest at each meeting, leaving the meeting if appropriate to do so when the relevant item is discussed, and not voting when a vote is taken. Specific conflicts of interest arising in the year are reported in the Accounts.

Risk Management

The PCC places great importance on the safety and security of its employees, church members and all those from the community who use our church buildings and facilities. It aims to reduce and maintain all risks to as low as possible while carrying out a vital and mission-led role in our community.

The PCC minimises the major risks to which it is exposed through regular meetings of the Standing, Finance and Buildings and Grounds Committees, as well as the PCC. A continuing concern has been our dependency on our church residential properties, legacies and hall lettings to make up the shortfall in income from individual giving and the cancellation of other fundraising activities due to Covid. We are grateful to everyone who reviewed their giving again this year despite the challenges to personal income.

Robust financial controls are in place. An annual budget is agreed by the PCC before the start of each financial year and reviewed against expenditure by the Finance and Standing Committees, and the PCC, on a quarterly basis. The scope of church insurance policies is reviewed as part of the renewal process. Safeguarding is given high priority and is a standing item at every PCC meeting. Any incidents are reported to the PCC by our Safeguarding Officer, and our safeguarding policy statement is kept under review.

We seek as a church to be as open as possible in all we do. All church members are encouraged to bring any concerns about how the PCC operates, or about a risk perceived as not being addressed, to the attention of the Vicar or Churchwardens either directly or via the PCC Secretary.

Staff and Volunteers

We would like to thank all our staff and many volunteers who work so hard to support our church. Thanks to all who have contributed to this report, informed about parish news, keep our buildings in

PARISH CHURCH OF ST ALBAN, NORTH HARROW

good repair and the church grounds attractive year-round. We are particularly grateful to our Churchwardens Alison Vallance and Adrian Holloway, with Gerry Devine as Assistant Warden, who have worked so tirelessly on our behalf, and our financial team led by our Treasurer Tom Johnson, who have managed our finances with such care and dedication.

We thank our Parish Administrator, Shirley Clements, who not only runs the Parish Office and deals with its day-to-day business, but also takes the lead on the production of our Monthly Matters magazine and Weekly Newsletters, both of which are mainly read online.

Thanks from me to Vicar Sarah for her support and encouragement, the Churchwardens, Treasurer, and the PCC for their support and assistance during my time as PCC Secretary. I stood down as Secretary, as I had always planned, immediately after the 2022 APCM. However, because of ill health I was unable to contribute much from the end of 2021 and throughout 2022. I am grateful to Tina Ryan, Pauline Prince and Anne Mahon for taking over the work of PCC Secretary during my final months in the post, and for Pauline Schofield and Anne Mahon for continuing the work subsequently on a temporary basis. I am grateful for the prayerful and practical support of our worshipping community during this difficult time. Unfortunately, nobody has been able to fill the post subsequently. The PCC urgently requires a permanent secretary.

Ray Barber, PCC Member and former PCC Secretary, April 2023

ANGLICANS IN HARROW (THE HARROW DEANERY SYNOD) ANNUAL REPORT FOR 2022

The first meeting was held on 23 February at Christ Church Roxeth. Revd Elaine Weaver shared information about the parish and led the opening worship. Emmanuel Gill spoke about the purpose and work of the London City Mission in Harrow. They work alongside teams from the churches to reach out to the Hindu and Muslim populations. The Area Dean introduced a discussion on the focus of the Deanery Synod to assist the Standing Committee with the choice of subjects for future meetings

A service to welcome Bishop Lusa Nsenga-Ngoy to the Willesden Area was held at Emmanuel Church Northwood on 27 February. A Deanery Eucharist celebrated by Bishop Lusa was held in Holy Trinity Church Northwood on 7 June. The service was followed by a time of Fellowship when members of the churches could meet Bishop Lusa informally over refreshments.

A meeting to discuss Synod business was held using the Zoom software on 6 July. One application for a grant from the Deanery Mission Fund had been received from St Peter's West Harrow for £1,000 towards their work with young people; this was approved. The Deanery Accounts for 2021 were received and approved, subject to Independent Examination. Revd Emma Webber was elected to the vacancy for a clergy representative on the Deanery Standing Committee. Pam Clissold was standing down as Deanery Treasurer and it was agreed that Revd David Green would act as Treasurer until an election is held in July 2023.

The third meeting was held on 10 November at St John's Church of England School, Stanmore. The school choir welcomed Synod to the school by singing some songs. Jo Hester, Headteacher, gave an introduction to the school and the pupil composition. She explained the school's ethos and vision, and that it is recognised as a Music Hub, Early Years Hub and Religious Education Hub. The music teacher explained that the school orchestra had over 50 members and there were choirs from both sections of the school. The Assistant Headteacher explained the curriculum and the main drivers. Four

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of the children shared their experiences at the school. The choir sang their vision song including the words “we make a difference”.

Becky Frost and Hilary Millard from *Harrow Re:generation* shared the resources that they provide to churches and schools in Harrow and their involvement during the year. They asked for continuing support from the churches for their work as a charity including volunteering, financial giving and prayer.

James Wood and Helen Wolstencroft shared information about the Church of England Growth Report in respect of young people and the changes that churches need to make as a result of the pandemic. They explained that churches, some of whom do not have the volunteers for youth work that they had previously, need to partner with other churches and organisations and use the resources available from the Diocese. There was then a time for prayer in small groups. The 2021 Deanery Accounts had been Independently Examined successfully.

Monthly Prayer for Harrow has taken place on the first evening of each month under the leadership of Revd Malcolm Finlay and then Revd Ian Dowsett, using the Zoom software.

Reports on the sessions of the London Diocesan Synod and of the General Synod were received at meetings during the year.

Robert May
Honorary Secretary

CHURCH PREMISES (FABRIC, GOODS AND ORNAMENTS) 2022

Due to my own work commitments, I had decided to step down from the Buildings and Grounds Committee during 2022 and announced this at the APCM. It became apparent that no one was able to step up and take over; it also became apparent that a Church Warden should be the “Chair” of the committee. With this being the case, I returned to the B&G Committee and we managed to hold a few meetings to get things back on track. Even though we did not achieve many meetings, a considerable amount was completed, as maintenance still needs to carry on, no matter what the issues are. Below is a list of the work completed. We also had the Quinquennial inspection and further details on this are set out below.

Work Completed during 2022

- Solar panels fitted to the church hall.
- Guttering around the church and hall updated and cleaned.
- The main grass area levelled north side.
- Youth Group given a storage area in St Martin’s Room
- Frobisher Close re-furbished and handed over to Ninus and his family.
- Various drains renewed around the church.
- Church organ had various items repaired.
- Coat hooks replaced in the Link.
- Some structural work on the west and north doors

The new Tea Point was due to be installed late 2022, but due to church activities and the time of year this has been pushed back to January 2023.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

We still managed to complete a fair amount of work, including general maintenance of all areas, not mentioned above. There is still a considerable amount of work to do, especially from the Quinquennial inspection, as you will see below. Most of the work falls within the first year of the inspection, and this will require the various committees to agree the best way forward and will review specialist contractors that will be required to complete most of the work.

Quinquennial Report

Urgent works requiring immediate attention.

Replace broken pantiles to north aisle adjacent to tower.

Investigate rainwater penetration of clergy vestry and choir vestry roofs.

Refix sanctuary roof downpipe.

Refix north porch downpipe.

Address furniture beetle infestation in the Lady Chapel.

Upgrade double doors between church and church hall to 60 minutes fire resistance in terms of integrity (E60 under the European standards, FD60 under the British)

Works recommended to be carried out during the next 12 months:

Carry out repairs to cracking of mastic asphalt roofs - tower, Lady Chapel, choir vestry.

Apply or reapply solar coating to mastic asphalt roofs.

Redecorate hoppers and downpipes to clergy and choir vestry roofs.

Investigate apparent leak to cast iron downpipe within the tower, below the belfry level.

Investigate fixity and movement in tower copingstones, Refix, if required, and remove existing metal fixings.

Removal of high-level vegetation on north aisle walling and parapet gutter, repoint open joints to both sides of parapet.

Undertake condition survey of metal windows to identify priority and phasing.

Redecorate all steel windows, coordinating with repair works.

Overhaul timber windows above Lady Chapel roof, including repairs to any sill rot, replacement of cracked putty and re-oil.

Reinstate painted nosing to north and west porch steps.

Redecorate bell frame.

Replace draught excluder to internal porch doors, preferably in a brown colour.

Repair cracking to the repair of the down stand beam in the basement plant room.

Undertake Access and Disability Audit.

Remove self-seeded buddleia in courtyard between church and church hall – *Completed Early 2023.*

The hall continues to benefit from high usage, and the sound system will have an upgrade in 2023. The Community Service group is due to start in early 2023, which will be a great boost to the support needed to complete various tasks required going forward.

As always, I need to give a very big thank you to the committee members for their invaluable help during the year, Val Austen, Anne Mahon, John Ryan and Tom Johnson. Also a big thank you to the various congregation who have also helped during the year in the upkeep of our buildings and grounds.

New members are always welcomed!

Adrian Holloway, Churchwarden & Chair Buildings and Grounds Committee.

ANNUAL SAFEGUARDING REPORT 2022

For the purposes of the APCM report, PSO's have been asked to respond to Section 5 of the Safeguarding and Clergy Discipline Measure 2016 so have responded to each section 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."

PSO response

The Diocese Safeguarding Policy of November 2018 has been formally adopted by the PCC and encapsulates best practice for faith organisations. The new wording has been adapted by the CSO/Deputy CSO and Vicar and was formally adopted at the PCC meeting in March 2022.

A full list of policies is included on the Parish Dashboard and is awaiting confirmation by the PCC to agree that this is a full and complete list. Regular events include Choir, Serving Team, Junior Church for 8+year olds, After Service Sunday Youth and all events organised by our Youth Leader for youth aged up to 18 years (and above) as part of our Children and Young People programme. DBS checks are all in place for these activities A process of review has been commenced regarding Risk Assessments and Role Descriptions. The PCC has in place a Social Media policy which incorporates Safeguarding measures to help staff and volunteers stay safe online for their own safeguarding and to put in place a procedure if online activity raises any safeguarding concerns.

We also run a Messy Church event where children are under the guardianship of parents and carers so normal Safeguarding policy does not apply. However, procedures are fully complied with regarding photography and digital images permissions, as they are with our one-off events such as the Summer Fair and Christmas Bazaar.

Cathy Tahsin remained in post as Parish Safeguarding Officer and Alison Vallance as Deputy Safeguarding Officer. Alison Vallance also fulfilled the role of Churchwarden and is a member of the PCC.

"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."

PSO Response:

There have been no disclosures under our Child Protection policy since the last APCM. No investigations are currently ongoing. Two disclosures were made to an outside authority but after investigation no further action was taken. I am aware of which statutory bodies we need to share information with and am prepared to collaborate fully with all statutory bodies if or when necessary. There are also no disclosures to date under the vulnerable adults category.

“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 recognising any power imbalance within such a relationship.”

PSO response:

PSO and Deputy PSO have worked closely with Vicar Sarah Archer to ensure anyone in need of pastoral care has received this in a respectful manner and there have been no concerns regarding exploitation of any power imbalance regarding such ministry.

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.”

PSO Response:

2 DBS checks were outstanding for PCC members. Deadlines have been given to all those required to undertake Safeguarding Training and any exceptions due to mitigating circumstances have been recorded.

“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.”

PSO response:

Policies and procedures have been followed at all times. Advice has been sought from DST where necessary and followed accordingly. No referrals to DST have resulted in the need for further action with other agencies on behalf of St Alban’s Church.

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.”

PSO response:

There have been no concerns raised resulting in a recommendation of increased pastoral care since last report.

“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.”

PSO response:

All or any agreements of such nature are confidential and are being/will be managed appropriately by DST/PSO/members of supporting teams.

Other information:

We continue to be committed to promoting Safeguarding within the Parish.

Cathy Tahsin, Church Safeguarding Officer, 31 January 2023

FINANCIAL REVIEW 2022

Introduction

We started the year under the shadow of the Pandemic, over the year we have coped with increased electric and gas prices and have invested heavily in the longer term of the parish, (see below). As a result of these investments, at the year-end we have £56,514 less in the bank than we did at the start of the year. As we go into 2023, our income is falling and our outgoings are increasing.

Outcome from COVID

In 2020 we moved £50,000 from the Lorna Barnett Legacy into a COVID Contingency fund to be used as needed to support the parish through a difficult time. We opened 2022 with just £9,719 in general fund, this is the lowest we have ever been at. By the end of Quarter one we had zero left in our general fund and had drawn £7,000 from the COVID contingency fund. By the end of Quarter two we had reduced the drawing from the contingency fund to £3,500. As we got back to normal service and the income from fairs and bazaar returned, (many thanks to Emma Garner and her team for all their work) the drawing from the contingency fund fell and at the yearend we decided to close the COVID contingency fund by transferring £15,000 back into the Lorna Barnett Legacy and £35,000 into the General fund. There is a commitment to return the £35,000 from the general fund to the Lorna Barnett legacy over the coming years.

Income over the year

Income over the year has been impacted by loss of rents from both properties, Frobisher Close was taken off the market in order to provide a home for Ninus (our Curate); this house has always been intended for that purpose but has not been used in that way since Donald moved away. The flat in Whittington way was empty for a period of time while we completed necessary maintenance and

PARISH CHURCH OF ST ALBAN, NORTH HARROW

moved to a new agent. We also completed some overdue maintenance on Frobisher Close. These resulted in lower income and higher spend.

The cost of electric and gas increased over the year as a measure electric was £520 for Jan 2022; the cost for Jan 2023 was £2,300. In September we increase hall rental by £2/hour to offset these increased costs.

Investments over the year

Over the past year we completed the following projects:

Solar Panels	£25,120	These are now generating electricity and should in the coming year impact on our electric bills for the hall.
Organ improvement	£11,295	The organ has been giving trouble for a number of years and replacing it is not viable, we have replaced contacts and magnets in a number of locations. We will need to complete further work in the future
Tea Point	£10,410	This was the first payment to the contractors made on the delivery of the bifold doors, this represents one third of the total cost, further payments will be shown in the accounts for 2023.
Whittington way Lease	£12,120	The lease for this property has been increased from 81 years to 125 years. giving greater security to the parish over the coming years.

This represents a total investment for the future of £58,945, such investment in our future has only really been possible due to the very generous legacies left to the church over many years.

Charity Donations

The church made Charity Donations from collections and Mission Funds totalling £7,433, contributions to Harrow Citizens are taken from the church Mission Fund.

Home	£		Overseas	£
Children's Society	746		MACS	2,000
Bishops Discretionary Fund	235		Christian Aid Afghanistan and Ukraine Appeals	1,610
RSCM (collection at Deanery Choir Festival)	143		Railway Children	138
Harrow Citizens	1,000		Embrace the Middle East	746
			USPG Sri Lanka Appeal	546
			Tear Fund Pakistan Appeal	269
Total	2,124		Total	5,309

Statement of Funds (See note 10 of the Church Accounts)

The church accounts give balances at 31st December 2022 of £32,975 in General Funds, £154,288 in Designated and £51,946 in Restricted Funds. The following changes to and transfers between funds, were made in the current year:

In the past year we have closed the Audio Visual and Tamil Ladies Funds as both the projects were completed. The Music Fund and the Organ fund have been merged into the Organ Project and is being used to refurbish the organ, this is a project that continues. The Choral Scholars fund has been renamed the Musical Vision and now includes the Choral Scholars and the Choir Club. Income to this has been from grants and donations from grateful parents. We have created a WMES (Willesden

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Ministry Experience Scheme) fund, this manages the grant from the diocese and legacy funds to support Noah Kelly to complete this scheme.

2023 Budget

In November 2022, the PCC approved a budget for 2023, which can be found on page 13 of the Accounts, filed separately. The budget takes into account the reduced income from houses and from falling numbers in the parish planned giving scheme. The income from property will fall from £37,000 in 2022 to £18,000 in 2023, a drop of £19,000. We have planned to manage the reduced income by reducing some spend. The giving to the common fund has been reduced by £10,000 and funds put to one side for mission charities has been reduced by £4,000. The remaining £5,000 will be managed by reducing spend and increasing income from hall rental.

Thanks for Support

I am very grateful for the support over the past year from many people, in particular I would like to thank our Vicar Revd Sarah Archer and our Churchwardens Alison Vallance and Adrian Holloway, for their encouragement. The day-to-day management of our accounts also involves many people, in particular I thank Norman Shurrock for his constant management of the Planned Giving and his monthly reconciliation of that income, Ken Alder for tracking and reclaiming the VAT over the year, Jane Spencer-Davis who manages the payroll, deals with the Gift Aid Claim and prepared the year end accounts, Malcolm Grant who checks my reports giving valuable feedback, and Pauline Schofield who, with assistance from Shirley Clements, has got to grips with hall rental income and cleared the backlog of unpaid invoices. Thanks also to Shirley who manages hall bookings and deals with all the invoices for the church and hall.

Tom Johnson, PCC Treasurer, March 2023

The final accounts for 2022 are reproduced in full as a separate file.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

INDEPENDENT EXAMINER'S REPORT



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the
accounts

Section A Independent Examiner's Report

Report to the trustees	THE PARISH CHURCH OF ST ALBANS NORTH HARROW		
On accounts for the year ended	31st DECEMBER 2022	Charity no (if any)	1132600
	Set out on pages (remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed: A. R. Mitchell Date: 14/04/23

Name: ALAN ROBERT MITCHELL

Relevant professional qualification(s) or body: FFA, FIPS (INSTITUTE OF FINANCIAL AXCCOUNTANTS)

PARISH CHURCH OF ST ALBAN, NORTH HARROW

(if any):

Address:

Section B **Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

CHURCH FUND

Church Fund results for 2022 (three-year comparison)

	2022	2021	2020
Standing orders	78084	80332	77002
Envelopes	5825	5322	9453
SUMUP card reader	132		
TOTAL FUND INCOME	84041	85654	86455

Average monthly giving

	2022	2021	2020
Per member	70.03	69.64	68.62
Per individual	51.50	51.22	50.38

Membership

	Members	Individuals
As at 1 st January 2022	100	136
ADD joined in year	9	11
DEDUCT left in year	-8	-10
As at 31 st December 2022	101**	137

** of whom 92 gave tax-efficiently, i.e. by Gift Aid , Give As You Earn, Charities Trust or Charities Aid Foundation, to the extent of £79,981 or 95.17% of total giving.

These figures do not include the value of Gift Aid tax recovery, which will be claimable from HMRC in the tax year 2023/4.

It will be seen that there was a small decline in total giving despite the stewardship campaign in the summer and the slight uptick in membership. Losses include 3 deaths, 4 moves away, 1 resignation.

Inflationary pressures emerged and intensified during the year, meaning that we have less income to devote to the essential work of the Church. However, we are grateful to those members who felt able to increase their giving.

We are at a high level in tax-efficient giving, but I would ask those taxpayers who do not Gift Aid their giving to consider doing so (applications available on request) as, if Gift Aid giving is within scope of the donor's tax liabilities, there is no extra cost to them.

Norman Shurrock, Church Fund Secretary

GIFT AID

Gift Aid recovered in respect of the general fund during the year was approximately £19,500. In addition, smaller amounts were recovered in respect of charitable donations.

Most members of the congregation already Gift Aid their giving. If you do not and would like to discuss it with me, I'm happy to do so.

And thank you to everyone who does give under Gift Aid. As you can see it makes a huge difference

Jane Spencer-Davis, Gift Aid Secretary

**APPENDIX 1: Group and Activity reports
WORSHIP, MISSION AND OUTREACH**

The Choir

Our present choir consists of about 20 singers, 9 of whom are our Choral Scholars and 5 are Trebles. We continue to lead the 10am Eucharist Services, including the monthly All-Age services, and this year, thankfully, without the intervention of Covid 19.

Although we had Choral Scholars in the choir during the academic year 2021/2022, the arrangements were slightly ad hoc, with Scholars given the choice of the Sundays on which they wished to sing. For the academic year 2022/2023, the Choral Scholar scheme was formalised. This year, our 9 Scholars sing according to a schedule that permits only occasional absences. Our Choral Scholars are aged between 14 and 18 and sing the soprano (5), alto (1) and bass (3) lines.

In October, the Harrow Deanery Choirs Festival was held at St Alban's. This was the first time in 17 years that we were able to host it and about 60 singers from churches around the Deanery attended to sing a special evensong service. Our thanks to Tim Smith for conducting, to Paul Carey and John Barnard for their organ playing, and to Morwena Jones for organising refreshments.

In December, we were joined by friends old and new for Carols by Candlelight at Christmas. It was a lovely service in preparation for Christmas and was well attended.

Finally, we extend our grateful thanks to our Director of Music Paul Carey, to John Barnard for organ playing at the Tuesday Eucharist services and other occasional services, and to the friends who join us for special occasions.

Penny Johnson

CHILDREN, FAMILIES AND YOUNG PEOPLE

2022 Annual Report on the work of St Alban's YCF¹ Services

Over the last year SAYS have worked with 94² individual young people aged 10-18, and a further 78 children and young people aged 5-9, in our clubs and groups:

'Passport' -our Saturday evening youth clubs; 'Choir Club' -our new Monday afternoon after-school club; 'Games Room'/'Games on the Green' -our Wednesday afternoon after-school club; our holiday clubs; 'Junior Church' and 'Youth Church' - our faith development groups (run with those who have some link with the church); *Messy Church* [8+ group] and *Sunday@4* [new children & families service – see on].

Of the 152 children and young people from community outreach contexts:

70% were 'Participants' – i.e. regular returning children and young people for 5 sessions or more, and 23% also progressed into wider church community contexts [see on below].

Highlights this year have included³:

* **Holiday Clubs at Easter (1 week) and Summer (2 weeks) as well as half-terms, all funded by the Holiday Activities and Food programme (H.A.F.).** We received extremely positive feedback from parents and our children and young people, and we are grateful to our major holiday club funders and supporters: the Department for Education (DfE), Harrow Council, Young Harrow Foundation, and London Youth – as well as to our local school partners who refer children and young people on to us. H.A.F. funding enables us to provide hot healthy catered meals each day (or a healthy packed

¹ Youth Children & Families, following my role change Sept 2021. SAYS stood for St Albans Youth Services.

² figures do not include all those young people we work with in our schools' work: assemblies, and lunch break visits.

³ for more details and photo galleries please see: www.stalbans-nh.org.uk/activitiesgallery.htm

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lunch for those on off-site trips) as well as a combination of fun active, creative and inspiring activities on and off-site.

For those on benefit-related free school meals these are offered completely free.

Our children and young people this year have participated in some wonderful opportunities including going to see *Matilda the Musical* in the West End, visits to *St Paul's Cathedral* and *the London Eye*, and day trips out to *Gulliver's Land (family theme park)*, *Paradise Wildlife Park*, *The London Sea-Life Aquarium*, *Go Ape*, and *Liquid Leisure (Shepperton)*. All six visits were physically challenging as well as providing a range of opportunities for practical learning.

It's been exciting once again to have such a range of church members involved – from front-of-house, to caterers, to photographers, to some very creative workshop facilitators offering amazing arts 'n crafts, archery, sing-along signing, and cake baking & decorating opportunities. Together with our Sports Coaching Facilitator partners, and our five St Alban's Youth graduates working as Youth & Children Support Workers, this makes for a really strong team with depth and breadth of expertise, as well as a great sense of fun and care for those entrusted to us. Do check out the photos/videos posted on our webpages (www.stalbans-nh.org.uk/activitiesgallery.htm), and Facebook pages (Youth Services – St Alban's Church North Harrow).

* **New Areas of Work Launched: 'Choir Club' and 'Sunday@4'**

It was great to launch our *Choir Club* early on in January. *Choir Club* runs weekly during term-time after school as a partnership between our *Youth, Children and Families team*, and our *Choir Director, Paul Carey*. Children coming straight from school are able to relax and play fun group games for 30 minutes before spending a productive hour in choral singing. I have been treated to renditions of songs from *Mary Poppins* and *Oliver!* to child-friendly songs and hymns such as the rhythmic *Samba Harvest Festival*.

Repertoire, confidence, friendship and sound have all developed admirably through the year and the choir have had periodic showcase opportunities which are a delight.

We still have space to grow this choir so please do spread the word!

We launched our family-friendly *Sunday@4* on Palm Sunday and have hosted this as a monthly themed service and space for children, young people and families to make their own. It is designed to be less formal, more interactive, and considerably shorter (at 30 mins) than our traditional Sunday morning offering – and so both accessible and engaging for children and young people, and those with children. It's been great to welcome some 10 families since we started, so it's very much about community building, with time spent together over snacks and/or a cuppa afterwards.

***Confirmation:** 4 young people aged 11-14 were prepared for confirmation over 8 weeks and then confirmed during a special 'Service of Confirmation' celebrated by the Bishop of Willesden, Lusa Nsenga-Ngoy. It was a real privilege to work with the young confirmands: Aaliyah, Abigail, Jonathan and Millie.

* **Schools Work:** Highlights this year have included my weekly visits to Nower Hill High School working with young people particularly in years 7 and 8, as well as the extremely positive and well-received transition assembly/workshops we provided in St John Fisher and Cannon Lane Primary Schools for all Year 6 students. We have also continued to support a number of quite vulnerable young people in both school and family-related interventions, and through mentoring. This included working to ensure two of our young people were not made homeless.

* **Fundraising:** It has been encouraging to have been supported financially so well through the year both internally through the church's funding contributions and generous use of facilities, and through so many organisations that fund our work – including London Youth, Young Harrow Foundation, Jack Petchey Foundation, and the E. Ivor Hughes Educational Foundation. We were

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delighted and hugely grateful to hear, in response to our major grant funding application, that John Lyon's Charity will be our main core funder for three years.

Impact and Progress: Community Outreach and Clubs

* In an environment of rising living costs, and lockdown-hangover mental and physical health slump, we have delivered over 500 hours of welcoming, safe, no-stress, supportive environments with fun active and creative opportunities both to be and to grow together.

* We have kept costs minimal for families struggling financially- holiday and after-school clubs are offered free; youth club membership facilitates low cost, high value opportunities.

* It has been great to see and to hear how much our children and young people look forward to after-school, youth club and holiday club sessions. There is a real sense of community that's developed and we have been greatly encouraged by all the consistent messages of thanks and support from parents who are key stakeholders in this work. Parents and young people have both described our work as a "lifeline" for them – which reminds me:

"Youth work provides critical community support for young people. It can be a lifeline – empowering them to lead productive lives, providing an environment conducive to informal education, and helping build their self-esteem" [UK Youth]

* children and young people and parents have fed back that they (children and young people) feel welcomed and valued in the club sessions; as well as improvements in confidence and self-esteem, resilience, and team work; and appreciation for our consistent targeted help with mental health and physical health, as well as all the fun-active face-to-face clubs.

* 72 new children and young people have been welcomed to our groups / clubs in our church buildings for the 1st time.

* We have once again delivered over 500 hours of community engagement, social cohesion, and personal-social development.

* children and young people have gained experience of leading, working with, and helping others, and have enjoyed having a say in their programme.

Progress and Impact: Church Groups & Faith Development

* Children and young people have again played an active part in their 'server-leader' roles in church services: in the choir, as acolytes serving, as readers and pray-ers, and as core audio-visual system operators. In addition to visitors, we have up to 20 children and young people who attend Junior Church or Youth sessions, and/or who are involved in some of the above roles.

* In total, 35 children and young people (aged 5-16) from youth/after school/holiday clubs have chosen to come to our Messy Church, Uniformed and other Sunday church services (Sunday@4 and Sunday morning services) in the course of this year.

Whilst there is no (and never will be) pressure or agenda put on them to attend,

it is lovely that families of our children and young people from many diverse backgrounds in our community feel our church is a place they are comfortable to attend/explore.

*Messy Church 8+ sessions have seen us creating: a giant scarecrow, a huge 'heart for our world' Mosaic, a Christmas board game, and Easter cards, tiles & Lego scenes.

* We have delivered some 150 hours of personal-social-spiritual development with those young people who have some connection to the church. Junior Church has been delivered by a team of 5 staff, to groups of 5 to 10 children and young people during the morning service. Youth Church has been offered post-church and sessions have been framed in response to young people's questions. It's been great to have Noah stepping up during the period I was out of action - thank you Noah.

Staffing and Group Attendance:

This year it's been wonderful to have church members more involved in our church's Youth, Children and Families delivery, which has really grown our capacity and shown what is possible when people work together. Thanks to Rev Sarah, Alison, Noah, Rev Ninus, Eileen and Irene in delivery of our Choir Club alongside Paul Carey, with a total of 24 individual children and young people.

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Thanks to Eileen, Irene, Hope, and Noah, with others helping out when available, for your role in delivering our Games Club with 39 young people. Thanks to Eileen, Hope, Noah, Marilyn, Mark, and Irene, especially, in the period I was not in action for your role keeping our Passport Youth Club going as well – with 48 children and young people. Gerry has helped hugely with driving, Morwena, Paula, Tina, Mpho, and John have all run much-loved workshops. Mpho has catered. Eileen, Carys and Irene all played important roles in our holiday club planning and delivery.

My belief is if we were allowed to capitalise on the Summer Holiday Club and run Christmas Holiday Club we would have seen even more marked progress in the latter part of the year.

Funding:

A huge thank you to our core grant funders for your continued faith in us in such a difficult economic context:

- * E. Ivor Hughes Educational Trust
- * John Lyon's Charity

We are also grateful for critical local project funding from:

- * Young Harrow Foundation and H.A.F. partners (incl. Harrow Council and DfE),
- * London Youth, and Jack Petchey Foundation
- * Buckingham College Prep School, for gifted use of their minibuses again.

Not including these substantial in-kind donations: fundraising grants, donations and contributions were once again over £30,000 for the 2022 year⁴.

Support, Partnership, and Plans for the New Year:

We have seen some fantastic answers to prayer and encouraging signs this year:

So very grateful and inspired, as always, by the amazing support and partnership of young people, parents, churches, local organisations, *and* all our funders.

It's been great to receive consistent messages of thanks and support from our young people and parents, as well as from Nower Hill School. Being dismissed and reinstated (at appeal), the long period away from work, and the lack of open communication, has not been easy.

I look forward to building on what has been achieved in 2022 for a more positive 2023.

Chris Nalder, Youth, Children & Families Lead, April 2023

Messy Church

Messy Church (MC) here at St Alban's (since opening back up after the pandemic) has settled down to four sessions a year. A smaller available team plus other factors has meant, for the present, we are just able to offer MC quarterly. In 2022 our first MC of the year was celebrated in the Church on Good Friday with crafts, worship and refreshments – 'The Greatest Love Story ever Told'. We then held sessions in the summer (Celebrations), Autumn (God's Love for the Planet) and of course our special Christmas celebration.

Although numbers have been down from our pre-pandemic days, we are always delighted to see how much the children enjoy the sessions. The interaction between the three generations spending time together and learning from each other is wonderful and we still very often see two parents coming along, even when there is only one child or baby.

Children and accompanying adults become absorbed in creative activities related to the theme and this is followed by a worship time in the main church where everyone leaves a prayer card at the end before session finishes with tea.

⁴ This total does not include St Alban's Church own generous financial commitment (in cash and in kind) to the project.

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We could not achieve this if it wasn't for our magnificent Messy Church Team. A number of members have had to step down and we are grateful to them for their amazing help over the years, and also to the 'as and when' members who come along occasionally and have saved the day more than once! Anyone who feels they could help on any of the planned four sessions, would be very welcome.

Our very first Messy Church celebration was May 2011 and Messy Church at St Alban's is still a fun, relevant and creative way to bring God's message of love and community to the families around us. Nationally and Internationally, Messy Church continues to grow as a fresh expression of worship. Thanks to all who have been involved this year, and long may we continue to serve God in this way.

Sarah Carter, Carys Grom & Gillian Cooper

Pastoral Report 2022

Pastoral Care continues to support the parish and the wider community in various ways.

HOME COMMUNION

Currently 15 church members receive Communion once a month, either at home or in a local Care Home.

MARRIAGE AND BAPTISM

Clergy support couples preparing for marriage: also families bringing children for baptism.

A couple renewed their marriage vows and celebrated their marriage.

The last baptism was held on Pentecost Sunday, which included a celebration of our late Queen's Platinum Jubilee.

BEREAVEMENT

The Annual Service of Thanksgiving held on the first Sunday in November, was appreciated by those who attended. Tea and conversation afterwards was held at the back of church. Over 50 people visited the Lights of Life Christmas Tree in the Chapel over the Christmas period.

PRAYER MINISTRY

Short sessions are held in the Lady Chapel every other week after the Sunday Eucharist.

CAFE

The Wednesday Café, held on the first Wednesday in the month continues to be popular with an average of 40 people attending each month.

GIFTS

26 Christmas cards were either delivered by hand or posted to the housebound.

FLOWER GUILD

The Guild continue to decorate the church; also offering arrangements for special anniversaries and weddings.

Valerie Rolph, Pastoral Assistant

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Mission and Outreach Committee annual report 2022

The role of M&O is essentially a steering group which tries to ensure that as a church, St Alban's achieves its mission to share the transformational love of God in Jesus Christ with each other, our local community and beyond. The committee is a sub-committee of the PCC, and met three times last year, in February, June and October.

Its purpose is to review parish activity in relation to the five marks of mission of the Anglican Church:

- To proclaim the Good News of the Kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth.

Whilst many church activities such as the Alpha Course, Choir Club and preparation for baptism and communion are specifically designed to achieve some or all of these marks, a specific role of M&O is to monitor and recommend to the PCC those causes which can help us to improve our outreach as a church. This can be by encouraging active participation and/or funding, either from the parish Mission Fund budget or from direct appeals, and the committee advises the PCC on these, including the Christmas and Lenten appeals. Last year's causes supported included MACS, Christian Aid, The Railway Children, Embrace the Middle East, USPG Sri Lanka Appeal, and the Tear Fund Pakistan Appeal. The Finance report shows the exact amounts.

M&O also maintains liaison with ACAT (Action by Christians Against Torture); ALMA (the Angola London Mozambique Association); and MACS (Malawi Association for Christian Support, whose Project Officer Eileen Eggington is a member of the M&O committee). Locally we encourage support for various groups in the voluntary sector including Harrow Citizens, Foodbank, Firm Foundation (which helps homeless people in Harrow), and North Harrow Community Library.

M&O promotes the need to reduce our parish - and personal - impacts on the environment and achieve sustainability within the resources of our planet. Following the award of bronze level Eco Church certification in 2020 we have been working towards silver, and eventually gold status by showing our care for God's creation and taking practical steps towards minimising the parish's carbon footprint. We are aiming to achieve net zero carbon by 2030 or sooner: The 'Eco-team' continues to work on this, along with other environmental initiatives, and the highlight of 2022 was the installation of solar panels on the hall roof. Thanks are due to Tom Johnson for managing this project, and for following up the change of electricity supplier which was necessary to ensure that the church receives maximum benefit from the generating capacity now available from the solar installation. The project to replace the warm air heating system in church with underfloor heating has been on hold pending investigation of funding possibilities and confirmation of whether air source or ground source heat pumps would be best. Planning is expected to resume shortly.

The parish children and young people's programme, and activities of Messy Church and liaison with Churches Together, Harrow Interfaith and SICM (Mahfil Ali) are also encouraged by M&O as part of our parish outreach – see separate reports.

Gerry Devine

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Drop-in Café

It is almost five years that 'Drop in Cafe' has been up and running, but for a period of nearly 18 months the project was discontinued due to Covid.

Drop in café has proved to be very popular and well attended. Numbers vary from month to month. We could have as many as 35 to 50 visitors made up of Church parishioners and others from neighbouring areas.

Life from March '23 will become much easier with the new Tea point that is built in our Church.

I do wish to say a big Thank you to the ladies who run the St Alban's Playgroup. They have been extremely nice and considerate to us, when using the kitchen.

Our aim is to reach out and provide a relaxed atmosphere for members and visitors who can enjoy a chat over a cuppa and a piece of cake if they so wish.

Jai Mahadeo

ECUMENICAL AND INTER-FAITH

Churches Together in North Harrow

CTNH is committed to bringing the churches in North Harrow together to explore the Christian faith, so we were relieved this year that only the first meeting had to be held on Zoom owing to a Covid scare.

Two services were held for the 'Week of Prayer for Christian Unity' on the theme of 'we saw the Star in the East and came to Worship'. This was prepared by the Churches in the Middle East. St Alban's Church and St John Fisher held the services with an attendance of 24 and 14 respectively.

Two Lent House Groups took place using material entitled 'Life Attitudes – Beatitudes for Lent'. Discussion groups were also organised by St Alban's Church on 'Living in Love and Faith' at the request of the Anglican Church.

Three Lent Lunches were held at Elmfield, St George's and St Alban's. It was a lovely opportunity for fellowship and conversation whilst enjoying a light lunch.

Father Graham and members of his congregation joined the clergy and members of St Alban's Church on the green at the front of St Alban's for the 'Blessing of the Palms' on Palm Sunday. The palms were duly blessed as well as members of the congregation who were liberally splashed with Holy Water!

The Walk of Witness took place on Good Friday. It was a very hot day but fifty people took part with thirty seven staying the course to St George's Church.

At the AGM held on the 10th May the Methodist Minister, the Rev Julie King, was elected as Chair for the coming year.

A Summer Quiz Evening at North Harrow Methodist Church (NHMC) on July 16th was really enjoyed by those who attended. On a very hot evening three teams took part and one of the teams from St Alban's won!

A 'Songs of Praise and Hotpot' evening held at NHMC on October 31st was well received by twenty six people. Fourteen hymns were chosen, the singing was enthusiastic and uplifting and the meal was also enjoyed!

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The Advent Service this year was held at Elmfield Church attended by 29 people from the different churches.

The Carol Singing didn't take place this year as only three people arrived to sing on a bitterly cold evening! A rethink for next year is scheduled!

Jill Sloley

North Harrow Muslim Christian Dialogue

Last year we were grateful that our regular meetings could at least take place on Zoom, but with the return of face-to-face encounter these bi-monthly evenings have felt much more real.

We have managed 4 of them in 2022 and our conversation has been on these topics: how we respond to and value those with **special needs, mental and physical**; the place of **food** in our two faiths; religious **faith in the education system** in Britain today and **death and the afterlife**.

We also spend time catching up with what is going on in the mosque and in our churches and often too discussing events in the wider world that affect our faith. We always end with a period of quiet prayer together.

We are not experts on inter-faith matters, but a group of local Muslims and Christians who want to get to know each other better. Over the last 10 years or so there has been real growth in mutual respect, confidence and friendship.

All are welcome and every meeting is advertised on the parish weekly news sheet.

David Tuck

UNIFORMED ORGANISATIONS

2nd Headstone Guides & Senior Section

The 2nd Headstone Guides & Senior Section continue to enjoy many challenges and experiences year on year.

Following lockdown, the unit has returned to the hall to meet. It is always challenging to attract new girls, but we are a happy unit of 26 girls with some very committed leaders and young leaders. The guides are aged between 10 -14 ½ years old and after that the girls that want to stay join our Senior Section. We normally meet on Fridays (term time) from 7-9pm in the Church Hall. The girls come from various backgrounds, schools, faiths, and cultures but the one thing in common is friendship.

The girls have enjoyed participating in new challenges whether that be learning new skills, cooking, handicrafts, cinema night in the Church, circus skills and two fabulous outside visits to the Zoroastrian Centre in Rayners Lane and the Women's Euros game at Brentford.

As we could not enjoy our planned weekend camp to Paccar Chalfont Heights in July 2020 or 2021 or 2022, our fingers remained crossed for summer 2023!

Guiding is a great organisation and will have a huge, positive impact on the girls' lives in the future.

Sue Till

PARISH CHURCH OF ST ALBAN, NORTH HARROW

2nd A Headstone Brownies

This past year, the Brownies have had a busy and exciting time with a varied programme to develop their skills, confidence and independence.

In October, the Brownies took part in the Girlguiding LaSER (London and South East England) 'Monopoly Challenge'. We held a games evening and the Brownies created their own Monopoly set in and around North Harrow, designing and making all of the individual pieces of the board game from recycled materials that they had collected for the evening. The Brownies earned a special badge for this event to be sewn onto their sashes.

To celebrate and take part in the Women's EURO 2022 football in July, held in England, the pack learned about the history of the sporting event and its significance for girls and young women for participating in the game, be that watching football or playing it. Brownies earned a special badge to commemorate this event.

2nd A Headstone Brownies held our own street party in the Summer Term during one of our meetings to celebrate our patron Queen Elizabeth II's Platinum Jubilee. The Brownies made their own cakes and decorations to share for the occasion. We also gathered together in September to celebrate the life of the monarch and reflect on her legacy with the Guiding movement.

Before Christmas, some of our Brownies attended a special screening of the new Matilda the Musical film in association with Odeon Cinemas. For our pack Christmas celebrations, the Brownies had the opportunity of learning how to play snippets of Jingle Bells and Away in a Manger in an ensemble with the hand bells, which they really enjoyed!

Caroline Hale, Brownie Leader

4th Headstone Scout Group

2022 saw Scouting go back to what we now feel is normality following two years of Covid restrictions.

As a Scout group our sections of Beavers, Cubs and Scouts continue to grow. We are also excited to share that in 2022 we had approval to open a new section called Squirrels (age 4-6year olds). They opened in January 2023 and are the first in the London Borough of Harrow.

All sections have taken their young people on nights away activities. This has included trips to the Peak District (including rock climbing on real rock faces, hikes plus lots more), camps at local campsites (Paccar, Southall activity centre and Lee's Wood). At these camps the young people took part in some of the following activities: zip wire, high ropes, climbing, archery, rifle shooting, junior crossbows, canoeing plus back-up basic camp skills and sleeping in tipis and hammocks. Some even did sleepovers at the Scout Hut before Remembrance Sunday Church Parade, which included watching the film Bed Knobs and Broomsticks.

In September we held our first family camp since Covid with over 100 attendees. This included Beaver, Cubs, Scouts, plus siblings and parents, plus our trusted leaders and other volunteers. It was so nice to be back to normal camps!

All our young people continue to work towards challenge and activity badges with most of them completing their bronze (Beaver award), silver (Cub award) and gold (Scout award) Chief Scout awards - the highest for each section.

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As a group we continue to refurbish the Scout Hut, and fundraising continues too. 2022 saw two great fundraising activities a summer fair, afternoon tea and evening BBQ at the hut. The money raised at this was split between the Scout Group and three young people selected to take part in international camps, including the next World Scout Jamboree. We also hosted a festive auction in December, both fundraising activities reminded us of the importance of the 4th Headstone community.

Finally, we need to share a big thank you to our volunteers (leaders and trustees) for all their hard work to make 4th Headstone the group it is. We would also like to thank Revd Sarah for her continued support.

We look forward to sharing more in the future about what the Scout Group gets up to in 2023.

Sammy, Group Scout Leader

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PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

ACCOUNTS for year ended 31 December 2022

BALANCE SHEET AT 31 DECEMBER 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible fixed assets	5	1,458,399	1,462,598
Investments	6	375,000	375,000
Total fixed assets		1,833,399	1,837,598
Current assets			
Debtors	8	12,560	8,343
Short term deposits incl. CBF/CCLA		159,844	212,518
Cash at bank and in hand		66,858	74,915
		239,262	295,776
Creditors: amounts falling due within one year	9	60	263
Net current assets		239,202	295,513
Total assets less current liabilities		2,072,601	2,133,111
Creditors: amounts falling due after one year	9	-	-
NET ASSETS	7	2,072,601	2,133,111
Funds			
Restricted funds	10	51,946	42,066
Unrestricted funds	10	187,256	253,447
Assets / investments	10	1,833,399	1,837,598
		2,072,601	2,133,111

The notes on pages 3-11 form part of these financial accounts.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

**PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £	TOTAL FUNDS 2021 £
Incoming resources					
<i>Voluntary income</i>	2a	130,752	55,425	186,177	187,414
<i>Activities for generating funds</i>	2b	9,821	-	9,821	3,270
<i>Income from investments</i>	2c	12,558	-	12,558	14,534
<i>Church activities</i>	2d	61,012	9,695	70,707	45,387
<i>Other incoming resources</i>	2e	9,224	-	9,224	22,950
Total incoming resources		223,367	65,120	288,487	273,555
Resources expended					
<i>Costs of generating voluntary income</i>	3a	-	-	-	-
<i>Fund-raising trading costs</i>	3b	5,891	-	5,891	7,272
<i>Church activities</i>	3c	269,866	72,840	342,706	260,890
<i>Governance Costs</i>	3d	400	-	400	385
Total resources expended		276,157	72,840	348,997	268,547
Net incoming/(outgoing) resources		(52,790)	(7,720)	(60,510)	5,008
<i>Gains/(losses) on revaluation of fixed & Investment assets and transfers</i>	5/6	(17,600)	17,600	-	(14,400)
Net movement in funds		(70,390)	9,880	(60,510)	5,008
Total funds brought forward at 1 January 2022		2,091,045	42,066	2,133,111	2,128,103
Total funds carried forward at 31 December 2022		2,020,655	51,946	2,072,601	2,133,111

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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1. Accounting policies

A Accounting convention

The financial statements have been prepared in accordance with the accounting policies set out in these notes, and comply with Church Accounting Regulations 2006, the Charities Act 2011 as amended, the Charity (Accounts and Reports Regulations 2008, and the current Charities SORP (Statement of Recommended Practice): Financial Reporting Standard (FRS) 102, 2nd edition, 2019.

They follow the historical cost convention as modified by the inclusion of investments at market value. The revaluation of fixed assets (freehold land and buildings) was last undertaken in April 2015. Our Property Agents have re-valued the Parish houses at 6 Frobisher Close and 80 Whittington Way but it has not been possible to revalue the church hall this year. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body, nor those which are informal gatherings of church members.

B Funds accounting

Funds held by the PCC are:

Unrestricted funds - general funds which can be used for PCC ordinary purposes

Designated funds - monies set aside by the PCC out of unrestricted funds for specific future purposes or projects.

Restricted funds - a) income from trusts or endowments which may be used only on those restricted objects provided in the terms of the trust or bequest; b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be used on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

C Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when received.

Grants and legacies are recognised when the PCC is legally entitled to the amount due.

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold

Unrealised gains and losses are accounted for on revaluation on 31 December.

D Resources used

Resources expended are accounted for on an accruals basis and are accounted for gross.

Grants

Grants and donations are accounted for when paid over, or when awarded where the award creates a binding obligation on the PCC.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

Church Activities

The diocesan parish contribution to the London Diocese Common Fund is accounted for when paid. It was paid in full in 2022.

E Fixed Assets

Tangible fixed assets

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

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are accounted as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the accounts. Individual items acquired since 2000 where their value at acquisition was £1,500 or more, have been capitalised in the accounts and depreciated over their useful economic life (see note below).

All expenditure on consecrated or beneficed buildings and individual items costing under £1500 are written off in the year they were incurred.

Depreciation

Depreciation is calculated to write down the cost of tangible fixed assets costing £1500 or more, excluding freehold properties, over their expected useful lives. The rates generally applicable are:

Hall kitchen & piano (see note 5)	10% straight line
Fixtures and fittings	25% straight line
Computer and other electronic equipment	30% straight line

No depreciation is provided on freehold property as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so high that any depreciation would not be material. These assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

F Current Assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for any amounts that may prove uncollectible.

Short-term deposits include cash held on deposit either with the CBF Church of England Funds, or at a bank or building society.

G Reserves Policy

It is PCC policy to retain in our General Funds three months unrestricted funds to cover any emergency situation that may arise. The balance of our general funds is only £33,000. This is better than at the start of the year when these funds were only £9,700, but less than the £40,000 target.

The PCC is aware that it still has significant Designated Funds in both its Legacy Fund and in the Lorna Barnett Fund. A 5-year financial assessment has been undertaken which identifies a number of projects in support of our mission and could be used also as emergency funding. The Lorna Barnett Fund is designated for Mission purposes and currently supports Youth development including the choir club.

There are currently no known significant outstanding works. All other anticipated risks have been included in the 5-year finance plan and reflected in the 2022 budget at the end of this report, together with provision for a 'tea bar' to enable greater use of the church premises for mission.

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2 Incoming resources	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2022 £	TOTAL FUNDS 2021 £
a Voluntary income				
Planned Giving				
Gift Aid Donations	78,247	-	78,247	78,864
Other Tax Efficient Giving	3,050	-	3,050	5,380
Other	2,749	-	2,749	1,410
Youth Leader Appeal	-	-	-	-
Tax recoverable	20,363	-	20,363	20,993
Collections at services	4,677	-	4,677	2,057
Charity Collections at services	-	4,449	4,449	2,954
Sundry donations and appeals	3,514	-	3,514	3,888
Grants	12,247	50,376	62,623	28,868
Legacies	5,905	600	6,505	43,000
	130,752	55,425	186,177	187,414
b Activities for generating funds				
Church Fair & Bazaar	9,821	-	9,821	3,270
	9,821	-	9,821	3,270
c Investment income				
Property	10,322	-	10,322	14,366
Dividends and interest	2,235	-	2,235	168
	12,558	-	12,558	14,534
d Income from Church Activities				
Fees from weddings etc	1,592	-	1,592	1,034
Church Lettings	-	-	-	280
Church hall lettings etc	59,421	-	59,421	33,397
Messy Church	-	97	97	86
Youth Leader & Other	-	9,598	9,598	10,590
	61,012	9,695	70,707	45,387
e Other incoming resources				
Rent from Church Property	7,800	-	7,800	22,950
Insurance claims	1,424	-	1,424	-
Mission Fund	-	-	-	-
Total incoming resources	223,367	65,120	288,487	273,555

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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2 Incoming Resources (cont.)

Income overall increased by £14,900. The loss of income from the house in Frobisher Close in order to house a curate is masked by increased grants of £33,700. These are for youth, the Willesden Ministry Experience and Musical Vision. Hall hire was increased by £2/hour to cover increased electric and gas prices, giving an additional £16,000. Fund raising from the Summer Fair and Christmas Bazaar was £6,000 higher than in 2021 now that the Pandemic is past. Following discussion with the E. Ivor Hughes Foundation, their grant of £15,000 was split: £10,000 to support the Choir Club and Choral Scholars, and £5,000 to youth.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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3 Resources Expended	Unrestricted Funds £	Restricted Funds £	FUNDS 2022 £	FUNDS 2021 £
a <i>Costs of generating voluntary income</i>				
Church Fund costs	-	-	-	-
b <i>Fund-raising trading costs</i>				
Events	2,822	-	2,822	459
Property rental- agent fee	3,070	-	3,070	6,813
	5,891	-	5,891	7,272
c <i>Church Activities</i>				
Missionary and charitable giving:				
<i>Giving from Planned Income</i>	4,000	.	4,000	1,500
<i>Other Charitable Giving</i>				
Overseas:	-	-	-	-
Home:	-	4,432	4,432	3,482
	4,000	4,432	8,432	4,982
<i>Ministry costs</i>				
Mission to community	1,530	1,480	3,010	-
Diocesan parish contribution	91,371	-	91,371	89,656
Other clergy costs	595	-	595	2,555
Church running expenses	36,722	-	36,722	37,200
Church maintenance / Improvements	58,994	11,295	70,286	21,257
Upkeep of services	24,206	-	24,206	13,008
Upkeep of church grounds	3,053	-	3,053	2,621
Parish Houses	12,106	-	12,106	5,193
Clergy House Costs	354	-	354	793
Children & Youth Work	-	55,633	55,683	62,379
Church hall running costs	36,408	-	36,408	20,970
Bank charges	480	-	480	276
	265,866	68,408	334,274	255,908
Sub Total	275,757	72,840	348,597	268,162
d <i>Governance costs</i>				
Independent examination fee	400	-	400	385
	400	-	400	385
Total resources expended	276,157	72,840	348,997	268,547

This year's spend exceeds our income by £60,000. The increased spend on electric and gas prices was offset by the increase in hall rental prices. Both increased by about £15,000. We have made a number of longer-term investments over the year: -

1. We fitted solar panels on the hall roof;
2. We paid the first third of the cost for the tea point;
3. We extended the lease on the Whittington Way flat.

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4 Staff costs

	2022	2021
	£	£
a <i>Wages and salaries</i>	59,718	57,681

The PCC has contracted cleaning of halls to an agency who employ the cleaners. The PCC employs a part time director of music, a part time administrator and a full time Youth Leader and a part time youth support worker.

b *Payments to PCC members*

There were no disclosable payments in respect of PCC members, nor persons closely connected to them, nor other related parties in the year.

5 Tangible fixed assets

	Freehold land and buildings	Church equipment	TOTAL
	£	£	£
Cost or valuation			
At 1 January 2022	1,450,000	28,031	1,478,031
Additions/revaluations	-	-	-
Disposals	-	-	-
At 31 December 2022	1,450,000	28,031	1,478,031
Depreciation			
At 1 January 2022	-	15,433	15,433
Provided in the year	-	4,199	4,199
Disposals	-	-	-
At 31 December 2022		19,632	19,632
Net book amounts			
At 31 December 2022	1,450,000	8,399	1,458,399

The freehold land and buildings comprise the parish house at 6 Frobisher Close, Pinner and the church hall. The value of 6 Frobisher Close was re-assessed in 2019 by our property agents, Gibbs Gillespie, at £675,000. The existing value of the church hall at £775,000 is retained (last re-valued in 2015 on advice from the Diocese). It will need to be re-evaluated in 2023 by suitably qualified property surveyors. In 2014 the parish fitted a new kitchen in the church hall and purchased a piano for the ABRSM exams at a total cost of £41,989. Depreciation was set at 10% per year, with a written down value at 31st December 2022 of £8,399 for the kitchen and piano (which is no longer being held at cost).

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6 Investments

Investment Property	Leasehold Property	Total
	£	£
At 1 January 2022	375,000	375,000
Additions/revaluations	-	-
Disposals	-	-
	-----	-----
At 31 December 2022	375,000	375,000
	-----	-----

The Parish owns a leasehold property at 80 Whittington Way, Pinner as part of the Lorna Barnett Legacy fund. The lease was extended this year from 80 years to 125 years; costs for this were taken from the Lorna Barnett Legacy. Following this increase we need to have the value of 80 Whittington Way revalued in the coming year. The net income from this let property is used for the mission and outreach of the church under the control of the Lorna Barnett Legacy Fund. At present it is used to supplement the grants for youth work at the rate of £12,000 a year. Due to the length of the Whittington Way lease no depreciation has been included. This Leasehold property was last re-valued by Property Agent, Gibbs Gillespie, at end 2019 at £375,000.

Net book amounts	Land & Buildings	Church Equipment	Total
	£	£	£
At 31 December 2022	1,825,000	8,399	1,833,399
	=====	=====	=====

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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7 Analysis of Net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Investment fixed assets	1,833,399	-	1,833,399
Current assets	187,256	51,946	239,202
Long term liabilities	-	-	-
	2,022,655	51,946	2,072,601

8 Debtors

	2022 £	2021 £
Income tax recoverable	-	-
Prepayments and accrued income	12,560	8,343
	12,560	2,237

9 Creditors: amounts falling due within one year

	2022 £	2021 £
Accruals for utilities and other costs	60	263
	263	313

Creditors: amounts falling due after more than one year

	2022 £	2021 £
	-	-
	-	-

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10 Statement of funds					
Balance	Balance at 31st Dec 2021	Transfers Gains or Losses	Income	Expenditure	Balance at 31st Dec 2022
	£	£	£	£	£
Unrestricted Fund					
General fund - Church	3,821	53,000	122,670	157,427	22,064
General fund - hall	5,898	-18,000	59,421	36,408	10,911
Total General Fund	9,719	35,000	182,091	170,116	32,975
Designated					
Library Project	32	0	0	0	32
COVID-19 Contingency	50,000	-50,000	0	0	0
Legacy/In Memoriam	64,914	-23,100	6,221	0	48,035
Lorna Barnett Legacy	53,199	3,000	10,322	18,766	47,755
Frobisher Close	10,497	0	7,800	8,529	9,768
Tea Point	21,002	9,500	742	10,410	20,834
Mission Fund	9,147	0	4,330	4,000	9,477
			0	0	0
Altar	3,145	0	0	0	3,145
Vicarage	3,236	0	1,500	354	4,382
Solar Panels	17,296	8,000	0	25,120	176
Church Heating	3,960	0	0	500	3,460
Musical Vision	7,300	0	10,360	10,444	7,216
Total Designated Funds	243,728	-52,600	41,275	78,123	154,288
Restricted Funds					
WMES	0	4,000	3,000	1,480	5,520
Charity Collections	780	0	4,449	4,432	797
Organ	9,179	1,600	600	11,295	84
Youth	32,107	12,000	57,071	55,633	45,545
Total Restricted	42,066	17,600	65,120	72,840	51,946
Fixed assets	1,462,598	-	-	4,199	1,458,399
Investments	375,000	-	-	0	375,000
Total funds	2,133,111	-	288,486	348,997	2,072,600

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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Budgets 2018 to 2023

	Budget	Actual	Budget	Actual	Actual	Actual	Actual
Income (£000)	2023	2022	2022	21	20	2019	2018
				Pandemic			
Planned giving	87	84	84	85.6	86.4	86.3	83.1
Collections at services	4	4.6	4	2	2.1	4.7	4.3
Tax Recoverable	21	20.3	21	21	23	20.5	22.3
Fund Raising	10	9.8	10	3.2	1.8	9.3	8
Church activities		1.5		1	4.3	4.9	6.7
Sundry Income		3.5			0.4	13.9	4
Bank Interest	1	2.2	1	0.4	1.1		
House Rental	13	18	25	37.3	37.2	35.8	38.1
Church	2.5	0	2.5	0.3	0.5		
Hall	40	59.4	44	33.4	24	37.5	32.9
Youth Activities	7	9.5	7	7			
Grants	38	62.6	36	28.8	46	37.5	32
Donations		1.5	1.5	1.9		31	1.8
Legacy		6.5		43	2	10	
Charity collections		4.9		3.6	0.9		4.5
Total Income	223.5	288.3	236.0	268.5	229.7	291.4	237.7
Expenditure (£000)							
Cost of voluntary income	0.1	0	0.1	0.1	0.1	0.2	0.1
Fund raising costs	1	2.8	1	0.4	1	0.7	0.7
LDF	91.4	91.4	91.4	89.7	89.7	88.3	88.3
Ministry costs	5	3	3	2.5	3.8	1.3	1.4
Curate	2.5	0.6	2.5				
Upkeep of services	10	13.8	10	10.5	5	10.5	10.8
Musical Vision	0	10.4	7.6	2.4			
Children & Youth Work	57	55.6	56.5	62	58.7	43.3	40.9
Mission Fund	6	8.4	6	1.5	2.8	9.3	13.9
Church Running Costs	35	36.7	33.4	37	30.5	37.7	33.9
Church Maintenance	10	5.6	10	6	2.5	15.2	25.2
Development	0	64.4	25	10.7	56.7		
Church grounds upkeep	5	3	5	2.6	11	3.6	8.1
Church hall costs	30	36.4	30	21	17.3	31.1	33.5
Parish houses	2.5	15	3.5	12	9.2	0.5	5.8
Clergy house costs	0.5	0.3	0.5	0.8	0.4	0.5	7.9
Bank charges	0.4	0.5	0.4	0.3	0.2	0.3	0.3
Governance costs	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Depreciation						4.8	4.8
Total Spend	256.8	348.3	286.3	259.9	289.3	247.7	276
Surplus	2.7	-60.0	-50.3	8.6	-59.6	43.7	-38.3

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EXPLANATION OF FUNDS

Fund	Designation / Reserve Value	Description	Income	Outgoings
General fund – Church	Unrestricted RV £30,000	Used for the running of the church	Church collections, regular giving & non-designated income	Running costs of the church including heating, lighting, wages and all regular costs
General fund - Hall	Unrestricted RV £10,000	Used for the management of the church hall, This Fund will be maintained with a limit of £10,000 for operational needs. Further income will go to the General Fund – Church	Income from lettings to the organisations that hire the hall	Running costs of the church hall including heating, lighting and other regular costs. When the Fund exceeds £10,000, income will go to General Fund – Church
Library Project	Designated RV Zero	A church project to run a lending library of books and raise awareness of new books published	Church funds and donations, topped up if needed from the General Fund	Purchase of books and production of notices in the church
COVID Contingency Fund	Unrestricted	Used as a reserve fund to be used in the event of being unable to pay bills from the General funds, during the COVID Pandemic	With agreement of the PCC, £50,000 was transferred from the Lorna Barnett Legacy fund.	To cover the running costs of the church if no funds exist in the general funds for the church or the hall. Full £50,000 to be paid back to the LB legacy over time.

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Legacy Fund	Designated RV Zero	Holds funds bequeathed to the church or gifts that have no designated purpose when received	Legacies and donations to the church given by individuals without a requested purpose	At the discretion of the PCC to projects as seen fit but not used for general running of the church unless directed by the PCC.
Lorna Barnett Legacy	Designated RV £10,000	To manage the Legacy of her house left to the church in the Lorna Barnett will	From investment rental income and interest from Bank account	The running cost of the property in this fund and for parish Mission and Outreach at the discretion of the PCC
Frobisher Close Fund	Designated RV £10,000	Church property for clerical use. This Fund will be maintained with a limit of £10,000 for operational needs. Excess will be transferred to General Funds	Rental income if let	Property maintenance costs & agency fees. When the Fund exceeds £10,000, income will go to General Fund – Church
Tea Point	Designated RV Zero	To hold funds allocated from legacy funds for the installation of a tea point at the West End of the church	Funds allocated from legacy, income from the midweek café and donations made by people to this project	Planning and installation of the Tea Point
Mission Fund	Designated RV Zero	To Support the charitable outreach of the Parish at the recommendation of the Mission and Outreach Committee.	A monthly allocation of £166 from planned giving to this Fund each month	In line with Parish guidelines at the recommendation of the Mission and Outreach Committee to the PCC from available funds.

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Altars Project	Restricted RV Zero	A project to replace the current Altars in the Church and Lady Chapel and provide a portable Nave Altar.	Grants, Legacies, Parish appeals and fund raising for this project.	Under the control of the PCC for the provision of the new altars
Altars Project	Designated RV Zero	A project to replace the current Altars in the Church and Lady Chapel and provide a portable Nave Altar.	Allocation of parish funds and of legacies with no stated purpose at discretion of the PCC	Under the control of the PCC for the provision of the new altars
Vicarage Fund	Designated RV Zero	Fund to ensure we are able to decorate and complete minor repair to the vicarage in line with Parish obligations	From parish funds at a planned rate of £125/month from parish planned giving	As needed at the discretion of the Church Wardens.
Solar Panels	Designated RV Zero	To hold funds allocated from general legacy to install Solar panels on the roof of the Church hall	Funds allocated from General legacy	Planning and installing the solar panels under the control of the PCC
Church heating	Designated RV Zero	To hold funds allocated from general legacy to replace existing heating	Funds allocated from General legacy	Planning and replacing heating in the church and hall under the control of the PCC

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Musical Vision	Restricted RV £5,000	A fund to develop the church's musical tradition by providing an after school choir club	Totally funded by grants for this purpose	This fund is spent under the control of the PCC on the musical vision of the parish
WMES	Restricted RV Zero	To hold funds given by donation and grants for the support of a person completing the Willesden Ministry Experience Scheme (WMES)	Grants and donations	Monthly payments at the control of the PCC to cover basic living costs of a person sponsored by the parish to complete the WMES.
Charity Collections	Restricted RV Zero	To hold funds collected from appeals and fund raising for any named Charity	Collections, Donations, Appeals and fund raising for the named Charity	To the named Charity with any gift aid that can be reclaimed by the church
Organ	Restricted RV Zero	To hold funds for the replacement / repair of Organ	Allocation of parish funds and of legacies with no stated purpose at discretion of the PCC	Under the control of the PCC for the provision of the new Organ
Youth Fund	Restricted RV £15,000	A Fund to support the parish outreach to youth in our Parish and the surrounding area.	Various Grants and donations for the development of youth activities.	This fund is spent under the control of the PCC on the youth and children work of the Parish

PARISH CHURCH OF ST ALBAN, NORTH HARROW

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ANNUAL REPORT and FINANCIAL STATEMENTS

of the PAROCHIAL CHURCH COUNCIL

for the year ended 31st December 2022

Incumbent

The Revd Dr Sarah Archer

The Vicarage

Church Drive, North Harrow

HA2 7NS

Bankers

National Westminster Bank PLC

Branch: Station Road, Harrow also at

the CBF Church of England Investment Fund and Virgin Money PLC

Honorary Solicitor

Mr Christopher Noyce

Lovell, Son & Pitfield

9 Gray's Inn Square

Gray's Inn

London

WC1R 5JT

Independent Examiner

Mr Alan Mitchell

33 St Thomas Drive

Pinner

HA5 4SX

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PARISH CHURCH OF ST ALBAN, NORTH HARROW

FOREWORD by the Reverend Dr Sarah Archer

“It was the best of times, it was the worst of times”: the line that begins A Tale of Two Cities but could have been designed for the year that has just passed that saw the joyous celebrations of the Her Late Majesty’s Platinum Jubilee but also her funeral, the start of the war in Ukraine and the cost-of-living crisis. We also had the sorrow of saying farewell to our dear church members Jean Riley, Jean Graham, Cyril Tomkins, Anne Harvey and Harold Kirby.

In our own parish, despite increasing fuel bills and numerous challenges, there is much that remains a ‘Cause for Celebration’: not least that we have been able to welcome our new Curate Ninus Khako and his family and seen Noah Kelly join the team formally as our Willesden Ministry Experience Scheme Volunteer. The following pages contain many more, demonstrating as they do the continuing commitment and hard work of so many. You have my thanks and the thanks of all who have benefited from the ministry of St Alban’s in the last year. Some achievements aren’t recognized in these pages: and so I shall use Vicar’s privileges to mention our very own Hero from Harrow, Gerry Devine, who won a Lifetime Achievement Award from Harrow Council this year for his decades of faithful service to this area and to Marilyn Devine, rightly nominated alongside him.

2022 has been another year of challenge and renewed opportunity. This year we helped to maintain and **develop our confident and compassionate worshipping community by:**

- Launching the **Choral Scholars** and **RSCM Voice for Life** scheme, and rejoicing that Giuliana, one of their number will be starting at Oxford University next year with an organ scholarship;
- celebrating **Holy Week** with some wonderful guest speakers including **Revd Richard Carter**, who later led the diocesan Ordination retreat;
- Welcoming our new **Bishop of Willesden, Lusa-Nsengy Ngoy** when he came to confirm **Aaliyah, Abi, Millie** and **Jonathan** in May;
- The launch of **Sundays@4** – a monthly All-Age worship service on Sunday afternoons;
- **celebrating Christmas** Covid-free, including visits from over 1000 children and young people and their parents for Carol Services, and sharing mince pies and mulled wine together in the Hall after the Carol Service for the first time in 3 years;
- engaging with the Church of England resource ‘**Living in Love and Faith**’ so that we might better understand and welcome those who identify as LGBTQI+.

We have continued our aim to be **multi-generational in focus**: Chris Nalder has a full report on our Youth Ministry later in this document, but it has been great to see:

- the launch of **Choir Club** on Monday afternoons;
- the huge commitment of volunteers in their support for youth ministry and holiday clubs;
- even more young people singing in our choir and growing in their ability;
- one child come to baptism;
- **Messy Church** continuing in great strength;
- Visits from **Buckingham Prep** and **Longfield Schools** to our building.

We have continued to **grow and strengthen our capacity for mission and outreach.**

We:

- have seen **Alpha** grow and flourish: with a hybrid online course with a face-to-face day away using the **Alpha Film Series** early in the year and a very successful trial of a fully in-person course in the hall in the Autumn, using the **Alpha scripts** and live speakers;
- maintained our support for Harrow Citizens, Firm Foundation and the Foodbank, contributing to their work through our Mission Fund and continuing to donate other money to outside charities **with nearly £4000 donated through the church, including £1500 from our Mission Fund.**
- ministered again to the bereaved at the **Service of Remembrance and Thanksgiving** in All Souls tide

PARISH CHURCH OF ST ALBAN, NORTH HARROW

and hosted the **Action of Christians Against Torture** service in November;

It was great to see our vocation as a **centre for community life** being able to be realised as we welcomed new community organisations into our hall
We also

- had successful **Summer and Christmas Fairs**, raising much needed funds and building on our connections with the community.

We were also thrilled to see Solar Panels being installed onto the roof of the Church Hall over the summer as it represented a huge step forward with our final vision aim: **to care for creation as an integral part of all that we do at St Alban's**. Our next aim is to start the long journey towards installing underfloor heating.

This is an incredible amount of work, ministry and life together, as a church, and I (and all of us) owe a debt of thanks and appreciation to those who have given so sacrificially of their time and resources to “make church happen”: not least our churchwardens Ally Vallance and Adrian Holloway and Deputy Gerry Devine, our Treasurer Tom Johnson, our Ministry and Pastoral Visiting Team (Ninus, Noah, Irene, Carys, Wendy, Jacquie, Anne, Valerie, David, Chris and Eileen), our PCC secretary Ray Barber and PCC members, and all whose ministry and work – largely hidden – goes on unseen, but very much appreciated. It's also been great to continue working alongside our hugely professional staff members Shirley, Paul and Hope and the talented scholars Paul has recruited into our worship.

I'm so sad to write as last year that we continue to hear terrible news from Ukraine and around the world. This Annual Report contains much good news to encourage us all in these challenging times and are a testament to your work and worship. So, on behalf of us all, **thank you** to all who have taken time out of your busy schedules to contribute to this document. I'm confident you will all read on to honour the work of so many and add your thanks to my own. Thank you for our fellowship in the gospel and I continue to look forward to where God will lead us all in the years ahead.

THE YEAR ENDED 31 DECEMBER 2022

St Alban's Parish Church is situated in The Ridgeway, North Harrow. It is part of the Diocese of London within the Church of England. The correspondence address is The Parish Office, St Alban's Church, Norwood Drive, North Harrow, Harrow, HA2 7PF.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2020) and a charity registered with the Charity Commission (no. 1132600).

All PCC members as Trustees are inducted into the role and encouraged to attend training. An induction policy statement incorporating safeguarding and making training mandatory for all trustees is under consideration for agreement by the PCC in 2023.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

PAROCHIAL CHURCH COUNCIL (PCC) 2022/23

Ex Officio members

<i>Incumbent Vicar</i>	The Revd Dr Sarah Archer	Incumbent
	The Revd Ninus Khako	Curate wef July 2022

<i>Churchwardens</i>	Adrian Holloway	
	Alison Vallance	

<i>Deanery Synod Representatives</i>	Ray Barber	also PCC Secretary until May 2022 APCM
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Amanda Dodd
elected May 2022 APCM

Mo Hatton

Diane Tuck

<i>Elected members</i>	Gerry Devine	also Assistant Churchwarden
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Marilyn Devine

Eileen Eggington

Carys Grom

John Hicks
until May 2022 APCM

Tom Johnson
PCC Treasurer

Morwena Jones

Supritha Kotian
elected May 2022 APCM

Julia Powell

Pauline Prince

Tina Ryan

Jane Spencer-Davis

Caoimhe Sweeney

Statement of Responsibilities of the Members (Trustees) of the Parochial Church Council (PCC)

The Trustees (PCC members acting collectively) are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and in compliance with guidance from the Charity Commission.

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Commission's current Statement of Recommended Practice for Charities (SORP) and the Commission's requirement to prepare accounts that are 'true and fair';
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

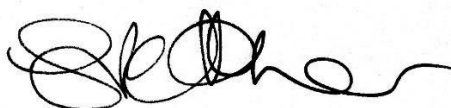
PARISH CHURCH OF ST ALBAN, NORTH HARROW

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended, the Charity (Accounts and Reports) Regulations 2008, the Church Accounting Regulations 2006 together with the current Charities SORP (Statement of Recommended Practice): Financial Reporting Standard (FRS) 102, 2nd edition, 2019; and the Parochial Church Council Powers Measures 1956. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration on reporting serious incidents

There were no serious incidents or other matters relating to the PCC during the 12 months to end December 2022 that should have been brought to the Charity Commission's attention but were not.

This report, including the accounts and financial statements, of the Trustees was approved by the PCC on 19 April 2023 and is signed on behalf of the PCC by the Vicar, subject to the satisfaction of the Independent Examiner, whose signed report accompanies the Accounts.



The Revd Dr Sarah Archer, Vicar and PCC Chair

ANNUAL REPORT OF THE PCC

Aim and Purposes

St Alban's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Revd Dr Sarah Archer, in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also responsible for the maintenance and upkeep of the church building, church grounds and hall complex of St Alban's, The Ridgeway, North Harrow.

Objectives and Activities

Our Mission (Vision) Action Plan continues to be kept under review. Activities and plans are gradually regaining momentum following the lifting of Covid constraints. A more comprehensive review to be undertaken in 2023 will also reference the London Diocesan Vision 2030. Nevertheless, the current Plan is used as one of our reference points when planning our activities and committing major expenditure. We have considered the Charity Commission's guidance on public benefit and the supplementary guidance to charities for the advancement of religion. We try to enable everyone to live out their faith as part of our parish community through:

- worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- provision of pastoral care for people living in the parish;
- outreach and mission work.

The main objectives of our current Mission Action Plan are:

- to develop our confident and compassionate worshipping community;
- to be multi-generational in our focus;
- to grow and strengthen the capacity of St Alban's community for outreach and mission;

PARISH CHURCH OF ST ALBAN, NORTH HARROW

- to be a centre for local community life and to make a positive impact on the local community;
- to care for creation as an integral part of all we do at St Alban's as an expression of our love of God in Jesus Christ;
- to develop ways of improving the environmental sustainability of the parish, including having a target of for the church building, hall and grounds being net carbon neutral by 2030. The parish has been awarded the Eco Church Bronze Award and is actively working towards attaining the Silver Award.

Responsible and prudent management of our finances, together with maintenance of the fabric and grounds of the Parish Church of St Alban and the church hall complex, are central to facilitating this work. As mentioned in the financial section, The lifting of Covid restrictions enabled us to hold our two main fundraising events for the first since 2019. However, the reduction in income as a result of Covid, still needs managing.

£815 per day

This is how much it costs to run St Alban's and deliver our mission.

Just over a third of this is funded by voluntary giving and Gift Aid.

For the rest, we are dependent on our community fundraising (such as church fairs), rental income from one of our two properties and church halls, plus existing legacies and external grants.

We now have a Sunday service attendance of about 106 based on the diocesan statistical return for an average weekly attendance in October 2022. The comparable figures for 2020 and 2021 were 82 and 115 respectively. The Parish Electoral Roll as at the end of December 2022 stood at 197 parishioners, of whom 101 were not resident in the parish. There were 22 people (including 5 who had died) who were deleted . There were 10 new entries to the Roll.

Structure, Governance and Management

The PCC, rather than St Alban's Church, is registered as a charity with the Charity Commission and all PCC members are trustees of the charity. The Church Representation Rules (part of the legislation covering how the Church of England is administered) set out how PCC members are appointed and elected. The PCC comprises the incumbent (our Vicar, who also chairs the PCC), churchwardens, lay representatives at the Deanery Synod elected by people in the congregation who are on the electoral roll of the church, lay members also elected by those on the electoral roll, and any co-opted members. All those who attend our services or as members of the congregation are encouraged to register on the electoral roll and stand for election to the PCC.

The PCC is responsible for making decisions on all matters of general concern and importance to the parish including deciding how the funds of the PCC are to be spent. New members receive an initial induction into the workings of the PCC and the responsibilities of a trustee. As well as scheduled business meetings, the PCC normally has at least one extended session or away day to explore topics in detail. Training opportunities are often provided by the diocese and other outside bodies. This year most meetings took place in person rather than on Zoom, opportunities for individuals to join meetings online were available.

The full PCC had six scheduled business meetings and an additional meeting to approve the Accounts and Annual Report. The 2022 PCC member attendance averaged out at 73%.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Individual attendance was as follows:

	Possible meetings	Attended
The Revd Dr Sarah Archer	7	7
Ray Barber	7	1
Gerry Devine	7	7
Marilyn Devine	7	7
Amanda Dodd	4	3
Eileen Eggington	7	7
Carys Grom	7	4
Mo Hatton	7	2
John Hicks	3	3
Adrian Holloway	7	4
Tom Johnson	7	6
Morwena Jones	7	5
Supritha Kotian	4	3
Revd Ninus Khako	3	3
Julia Powell	7	6
Pauline Prince	7	3
Tina Ryan	7	6
Jane Spencer-Davis	7	4
Caoimhe Sweeney	7	3
Diane Tuck	7	7
Alison Vallance	7	6

Given its wide responsibilities, the PCC has a number of sub-committees, each dealing with a particular aspect of parish life. These committees are currently the Standing Committee (the only statutory committee) that acts on behalf of the PCC between meetings of the full Council, Buildings and Grounds, Finance, and Mission and Outreach. They are all responsible to the PCC and report back to it regularly, with minutes received by the PCC and discussed as necessary. Some of these meetings also took place were on Zoom, as were those of Anglicans in Harrow (the deanery meeting that is now open to all Anglican church members and incorporates the Deanery Synod) and the meetings of Churches Together in North Harrow. The Deanery Synod report for 2022 is on page 10.

The PCC works hard to ensure good governance and compliance with church, charity and other national legislation. A range of policies and procedures are in place and kept under regular review for Safeguarding; Drugs and Alcohol; Health, Safety and Welfare; Lone Working; Equality and Diversity; Social Media; Conflicts of Interest; Reserves; Legacies and Data Protection Regulations (GDPR), together with procedures for complaints, grievances and disciplinary matters. Arrangements are made for all the policies and procedures available in church and the church hall for all to see.

Matters discussed and agreed by the PCC during 2022 have included:

- Agreed new or updated policies and procedures relating to legacies, privacy. the use of social media, staff disciplinary and capability;
- Welcomed our curate the Revd Ninus Khako to the parish and as an ex-officio member of the PCC, and approved the use of the Frobisher Close church house for the use of him and his family;

PARISH CHURCH OF ST ALBAN, NORTH HARROW

- An assessment of the church the organ has clarified that a complete replacement is unnecessary although some repairs are required, which will be dealt with on a planned basis;
- Approved the setting up of the children's Choir Club;
- Reviewed the operation of the church choir, including introducing the Choral Scholar programme.
- Running further Alpha courses;
- Welcomed and agreed to support the services of Noah Kelly on the Willesden Ministry Experience Scheme;
- Agreed a Stewardship campaign;
- Approved the applications for Faculty for a new altar for the Lady Chapel and its purchase, if approved, together with the purchase of a portable nave altar;
- Approved the Faculty application for the proposed tea point in the church and for its installation, if approved (this was installed in the first quarter of 2023);
- Installed solar panels on the church hall roof;
- Continued to explore the replacement of the church heating system.

Conflicts of Interest

As charity trustees, all members of the PCC are legally obliged to act in the best interests of the PCC. Conflicts of interest can arise when, for example, PCC members may also be trustees of other charities that have applied for funding from St Alban's, or there may be personal or family circumstances. The PCC manages conflicts of interest through an agreed policy which sets out the arrangements we have in place to identify any conflicts of interest and to deal with them appropriately. The policy also applies to all members of PCC sub-committees and working groups. This involves committee members declaring any conflicts of interest at each meeting, leaving the meeting if appropriate to do so when the relevant item is discussed, and not voting when a vote is taken. Specific conflicts of interest arising in the year are reported in the Accounts.

Risk Management

The PCC places great importance on the safety and security of its employees, church members and all those from the community who use our church buildings and facilities. It aims to reduce and maintain all risks to as low as possible while carrying out a vital and mission-led role in our community.

The PCC minimises the major risks to which it is exposed through regular meetings of the Standing, Finance and Buildings and Grounds Committees, as well as the PCC. A continuing concern has been our dependency on our church residential properties, legacies and hall lettings to make up the shortfall in income from individual giving and the cancellation of other fundraising activities due to Covid. We are grateful to everyone who reviewed their giving again this year despite the challenges to personal income.

Robust financial controls are in place. An annual budget is agreed by the PCC before the start of each financial year and reviewed against expenditure by the Finance and Standing Committees, and the PCC, on a quarterly basis. The scope of church insurance policies is reviewed as part of the renewal process. Safeguarding is given high priority and is a standing item at every PCC meeting. Any incidents are reported to the PCC by our Safeguarding Officer, and our safeguarding policy statement is kept under review.

We seek as a church to be as open as possible in all we do. All church members are encouraged to bring any concerns about how the PCC operates, or about a risk perceived as not being addressed, to the attention of the Vicar or Churchwardens either directly or via the PCC Secretary.

Staff and Volunteers

We would like to thank all our staff and many volunteers who work so hard to support our church. Thanks to all who have contributed to this report, informed about parish news, keep our buildings in

PARISH CHURCH OF ST ALBAN, NORTH HARROW

good repair and the church grounds attractive year-round. We are particularly grateful to our Churchwardens Alison Vallance and Adrian Holloway, with Gerry Devine as Assistant Warden, who have worked so tirelessly on our behalf, and our financial team led by our Treasurer Tom Johnson, who have managed our finances with such care and dedication.

We thank our Parish Administrator, Shirley Clements, who not only runs the Parish Office and deals with its day-to-day business, but also takes the lead on the production of our Monthly Matters magazine and Weekly Newsletters, both of which are mainly read online.

Thanks from me to Vicar Sarah for her support and encouragement, the Churchwardens, Treasurer, and the PCC for their support and assistance during my time as PCC Secretary. I stood down as Secretary, as I had always planned, immediately after the 2022 APCM. However, because of ill health I was unable to contribute much from the end of 2021 and throughout 2022. I am grateful to Tina Ryan, Pauline Prince and Anne Mahon for taking over the work of PCC Secretary during my final months in the post, and for Pauline Schofield and Anne Mahon for continuing the work subsequently on a temporary basis. I am grateful for the prayerful and practical support of our worshipping community during this difficult time. Unfortunately, nobody has been able to fill the post subsequently. The PCC urgently requires a permanent secretary.

Ray Barber, PCC Member and former PCC Secretary, April 2023

ANGLICANS IN HARROW (THE HARROW DEANERY SYNOD) ANNUAL REPORT FOR 2022

The first meeting was held on 23 February at Christ Church Roxeth. Revd Elaine Weaver shared information about the parish and led the opening worship. Emmanuel Gill spoke about the purpose and work of the London City Mission in Harrow. They work alongside teams from the churches to reach out to the Hindu and Muslim populations. The Area Dean introduced a discussion on the focus of the Deanery Synod to assist the Standing Committee with the choice of subjects for future meetings

A service to welcome Bishop Lusa Nsenga-Ngoy to the Willesden Area was held at Emmanuel Church Northwood on 27 February. A Deanery Eucharist celebrated by Bishop Lusa was held in Holy Trinity Church Northwood on 7 June. The service was followed by a time of Fellowship when members of the churches could meet Bishop Lusa informally over refreshments.

A meeting to discuss Synod business was held using the Zoom software on 6 July. One application for a grant from the Deanery Mission Fund had been received from St Peter's West Harrow for £1,000 towards their work with young people; this was approved. The Deanery Accounts for 2021 were received and approved, subject to Independent Examination. Revd Emma Webber was elected to the vacancy for a clergy representative on the Deanery Standing Committee. Pam Clissold was standing down as Deanery Treasurer and it was agreed that Revd David Green would act as Treasurer until an election is held in July 2023.

The third meeting was held on 10 November at St John's Church of England School, Stanmore. The school choir welcomed Synod to the school by singing some songs. Jo Hester, Headteacher, gave an introduction to the school and the pupil composition. She explained the school's ethos and vision, and that it is recognised as a Music Hub, Early Years Hub and Religious Education Hub. The music teacher explained that the school orchestra had over 50 members and there were choirs from both sections of the school. The Assistant Headteacher explained the curriculum and the main drivers. Four

PARISH CHURCH OF ST ALBAN, NORTH HARROW

of the children shared their experiences at the school. The choir sang their vision song including the words “we make a difference”.

Becky Frost and Hilary Millard from *Harrow Re:generation* shared the resources that they provide to churches and schools in Harrow and their involvement during the year. They asked for continuing support from the churches for their work as a charity including volunteering, financial giving and prayer.

James Wood and Helen Wolstencroft shared information about the Church of England Growth Report in respect of young people and the changes that churches need to make as a result of the pandemic. They explained that churches, some of whom do not have the volunteers for youth work that they had previously, need to partner with other churches and organisations and use the resources available from the Diocese. There was then a time for prayer in small groups. The 2021 Deanery Accounts had been Independently Examined successfully.

Monthly Prayer for Harrow has taken place on the first evening of each month under the leadership of Revd Malcolm Finlay and then Revd Ian Dowsett, using the Zoom software.

Reports on the sessions of the London Diocesan Synod and of the General Synod were received at meetings during the year.

Robert May
Honorary Secretary

CHURCH PREMISES (FABRIC, GOODS AND ORNAMENTS) 2022

Due to my own work commitments, I had decided to step down from the Buildings and Grounds Committee during 2022 and announced this at the APCM. It became apparent that no one was able to step up and take over; it also became apparent that a Church Warden should be the “Chair” of the committee. With this being the case, I returned to the B&G Committee and we managed to hold a few meetings to get things back on track. Even though we did not achieve many meetings, a considerable amount was completed, as maintenance still needs to carry on, no matter what the issues are. Below is a list of the work completed. We also had the Quinquennial inspection and further details on this are set out below.

Work Completed during 2022

- Solar panels fitted to the church hall.
- Guttering around the church and hall updated and cleaned.
- The main grass area levelled north side.
- Youth Group given a storage area in St Martin’s Room
- Frobisher Close re-furbished and handed over to Ninus and his family.
- Various drains renewed around the church.
- Church organ had various items repaired.
- Coat hooks replaced in the Link.
- Some structural work on the west and north doors

The new Tea Point was due to be installed late 2022, but due to church activities and the time of year this has been pushed back to January 2023.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

We still managed to complete a fair amount of work, including general maintenance of all areas, not mentioned above. There is still a considerable amount of work to do, especially from the Quinquennial inspection, as you will see below. Most of the work falls within the first year of the inspection, and this will require the various committees to agree the best way forward and will review specialist contractors that will be required to complete most of the work.

Quinquennial Report

Urgent works requiring immediate attention.

Replace broken pantiles to north aisle adjacent to tower.

Investigate rainwater penetration of clergy vestry and choir vestry roofs.

Refix sanctuary roof downpipe.

Refix north porch downpipe.

Address furniture beetle infestation in the Lady Chapel.

Upgrade double doors between church and church hall to 60 minutes fire resistance in terms of integrity (E60 under the European standards, FD60 under the British)

Works recommended to be carried out during the next 12 months:

Carry out repairs to cracking of mastic asphalt roofs - tower, Lady Chapel, choir vestry.

Apply or reapply solar coating to mastic asphalt roofs.

Redecorate hoppers and downpipes to clergy and choir vestry roofs.

Investigate apparent leak to cast iron downpipe within the tower, below the belfry level.

Investigate fixity and movement in tower copingstones, Refix, if required, and remove existing metal fixings.

Removal of high-level vegetation on north aisle walling and parapet gutter, repoint open joints to both sides of parapet.

Undertake condition survey of metal windows to identify priority and phasing.

Redecorate all steel windows, coordinating with repair works.

Overhaul timber windows above Lady Chapel roof, including repairs to any sill rot, replacement of cracked putty and re-oil.

Reinstate painted nosing to north and west porch steps.

Redecorate bell frame.

Replace draught excluder to internal porch doors, preferably in a brown colour.

Repair cracking to the repair of the down stand beam in the basement plant room.

Undertake Access and Disability Audit.

Remove self-seeded buddleia in courtyard between church and church hall – *Completed Early 2023.*

The hall continues to benefit from high usage, and the sound system will have an upgrade in 2023. The Community Service group is due to start in early 2023, which will be a great boost to the support needed to complete various tasks required going forward.

As always, I need to give a very big thank you to the committee members for their invaluable help during the year, Val Austen, Anne Mahon, John Ryan and Tom Johnson. Also a big thank you to the various congregation who have also helped during the year in the upkeep of our buildings and grounds.

New members are always welcomed!

Adrian Holloway, Churchwarden & Chair Buildings and Grounds Committee.

ANNUAL SAFEGUARDING REPORT 2022

For the purposes of the APCM report, PSO's have been asked to respond to Section 5 of the Safeguarding and Clergy Discipline Measure 2016 so have responded to each section 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."

PSO response

The Diocese Safeguarding Policy of November 2018 has been formally adopted by the PCC and encapsulates best practice for faith organisations. The new wording has been adapted by the CSO/Deputy CSO and Vicar and was formally adopted at the PCC meeting in March 2022.

A full list of policies is included on the Parish Dashboard and is awaiting confirmation by the PCC to agree that this is a full and complete list. Regular events include Choir, Serving Team, Junior Church for 8+year olds, After Service Sunday Youth and all events organised by our Youth Leader for youth aged up to 18 years (and above) as part of our Children and Young People programme. DBS checks are all in place for these activities A process of review has been commenced regarding Risk Assessments and Role Descriptions. The PCC has in place a Social Media policy which incorporates Safeguarding measures to help staff and volunteers stay safe online for their own safeguarding and to put in place a procedure if online activity raises any safeguarding concerns.

We also run a Messy Church event where children are under the guardianship of parents and carers so normal Safeguarding policy does not apply. However, procedures are fully complied with regarding photography and digital images permissions, as they are with our one-off events such as the Summer Fair and Christmas Bazaar.

Cathy Tahsin remained in post as Parish Safeguarding Officer and Alison Vallance as Deputy Safeguarding Officer. Alison Vallance also fulfilled the role of Churchwarden and is a member of the PCC.

"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."

PSO Response:

There have been no disclosures under our Child Protection policy since the last APCM. No investigations are currently ongoing. Two disclosures were made to an outside authority but after investigation no further action was taken. I am aware of which statutory bodies we need to share information with and am prepared to collaborate fully with all statutory bodies if or when necessary. There are also no disclosures to date under the vulnerable adults category.

“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 recognising any power imbalance within such a relationship.”

PSO response:

PSO and Deputy PSO have worked closely with Vicar Sarah Archer to ensure anyone in need of pastoral care has received this in a respectful manner and there have been no concerns regarding exploitation of any power imbalance regarding such ministry.

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.”

PSO Response:

2 DBS checks were outstanding for PCC members. Deadlines have been given to all those required to undertake Safeguarding Training and any exceptions due to mitigating circumstances have been recorded.

“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.”

PSO response:

Policies and procedures have been followed at all times. Advice has been sought from DST where necessary and followed accordingly. No referrals to DST have resulted in the need for further action with other agencies on behalf of St Alban’s Church.

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.”

PSO response:

There have been no concerns raised resulting in a recommendation of increased pastoral care since last report.

“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.”

PSO response:

All or any agreements of such nature are confidential and are being/will be managed appropriately by DST/PSO/members of supporting teams.

Other information:

We continue to be committed to promoting Safeguarding within the Parish.

Cathy Tahsin, Church Safeguarding Officer, 31 January 2023

FINANCIAL REVIEW 2022

Introduction

We started the year under the shadow of the Pandemic, over the year we have coped with increased electric and gas prices and have invested heavily in the longer term of the parish, (see below). As a result of these investments, at the year-end we have £56,514 less in the bank than we did at the start of the year. As we go into 2023, our income is falling and our outgoings are increasing.

Outcome from COVID

In 2020 we moved £50,000 from the Lorna Barnett Legacy into a COVID Contingency fund to be used as needed to support the parish through a difficult time. We opened 2022 with just £9,719 in general fund, this is the lowest we have ever been at. By the end of Quarter one we had zero left in our general fund and had drawn £7,000 from the COVID contingency fund. By the end of Quarter two we had reduced the drawing from the contingency fund to £3,500. As we got back to normal service and the income from fairs and bazaar returned, (many thanks to Emma Garner and her team for all their work) the drawing from the contingency fund fell and at the yearend we decided to close the COVID contingency fund by transferring £15,000 back into the Lorna Barnett Legacy and £35,000 into the General fund. There is a commitment to return the £35,000 from the general fund to the Lorna Barnett legacy over the coming years.

Income over the year

Income over the year has been impacted by loss of rents from both properties, Frobisher Close was taken off the market in order to provide a home for Ninus (our Curate); this house has always been intended for that purpose but has not been used in that way since Donald moved away. The flat in Whittington way was empty for a period of time while we completed necessary maintenance and

PARISH CHURCH OF ST ALBAN, NORTH HARROW

moved to a new agent. We also completed some overdue maintenance on Frobisher Close. These resulted in lower income and higher spend.

The cost of electric and gas increased over the year as a measure electric was £520 for Jan 2022; the cost for Jan 2023 was £2,300. In September we increase hall rental by £2/hour to offset these increased costs.

Investments over the year

Over the past year we completed the following projects:

Solar Panels	£25,120	These are now generating electricity and should in the coming year impact on our electric bills for the hall.
Organ improvement	£11,295	The organ has been giving trouble for a number of years and replacing it is not viable, we have replaced contacts and magnets in a number of locations. We will need to complete further work in the future
Tea Point	£10,410	This was the first payment to the contractors made on the delivery of the bifold doors, this represents one third of the total cost, further payments will be shown in the accounts for 2023.
Whittington way Lease	£12,120	The lease for this property has been increased from 81 years to 125 years. giving greater security to the parish over the coming years.

This represents a total investment for the future of £58,945, such investment in our future has only really been possible due to the very generous legacies left to the church over many years.

Charity Donations

The church made Charity Donations from collections and Mission Funds totalling £7,433, contributions to Harrow Citizens are taken from the church Mission Fund.

Home	£		Overseas	£
Children's Society	746		MACS	2,000
Bishops Discretionary Fund	235		Christian Aid Afghanistan and Ukraine Appeals	1,610
RSCM (collection at Deanery Choir Festival)	143		Railway Children	138
Harrow Citizens	1,000		Embrace the Middle East	746
			USPG Sri Lanka Appeal	546
			Tear Fund Pakistan Appeal	269
Total	2,124		Total	5,309

Statement of Funds (See note 10 of the Church Accounts)

The church accounts give balances at 31st December 2022 of £32,975 in General Funds, £154,288 in Designated and £51,946 in Restricted Funds. The following changes to and transfers between funds, were made in the current year:

In the past year we have closed the Audio Visual and Tamil Ladies Funds as both the projects were completed. The Music Fund and the Organ fund have been merged into the Organ Project and is being used to refurbish the organ, this is a project that continues. The Choral Scholars fund has been renamed the Musical Vision and now includes the Choral Scholars and the Choir Club. Income to this has been from grants and donations from grateful parents. We have created a WMES (Willesden

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Ministry Experience Scheme) fund, this manages the grant from the diocese and legacy funds to support Noah Kelly to complete this scheme.

2023 Budget

In November 2022, the PCC approved a budget for 2023, which can be found on page 13 of the Accounts, filed separately. The budget takes into account the reduced income from houses and from falling numbers in the parish planned giving scheme. The income from property will fall from £37,000 in 2022 to £18,000 in 2023, a drop of £19,000. We have planned to manage the reduced income by reducing some spend. The giving to the common fund has been reduced by £10,000 and funds put to one side for mission charities has been reduced by £4,000. The remaining £5,000 will be managed by reducing spend and increasing income from hall rental.

Thanks for Support

I am very grateful for the support over the past year from many people, in particular I would like to thank our Vicar Revd Sarah Archer and our Churchwardens Alison Vallance and Adrian Holloway, for their encouragement. The day-to-day management of our accounts also involves many people, in particular I thank Norman Shurrock for his constant management of the Planned Giving and his monthly reconciliation of that income, Ken Alder for tracking and reclaiming the VAT over the year, Jane Spencer-Davis who manages the payroll, deals with the Gift Aid Claim and prepared the year end accounts, Malcolm Grant who checks my reports giving valuable feedback, and Pauline Schofield who, with assistance from Shirley Clements, has got to grips with hall rental income and cleared the backlog of unpaid invoices. Thanks also to Shirley who manages hall bookings and deals with all the invoices for the church and hall.

Tom Johnson, PCC Treasurer, March 2023

The final accounts for 2022 are reproduced in full as a separate file.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

INDEPENDENT EXAMINER'S REPORT



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the
accounts

Section A Independent Examiner's Report

Report to the trustees	THE PARISH CHURCH OF ST ALBANS NORTH HARROW		
On accounts for the year ended	31st DECEMBER 2022	Charity no (if any)	1132600
Set out on pages	(remember to include the page numbers of additional sheets)		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed: A. R. Mitchell Date: 14/04/23

Name: ALAN ROBERT MITCHELL

Relevant professional qualification(s) or body: FFA, FIPS (INSTITUTE OF FINANCIAL AXCCOUNTANTS)

PARISH CHURCH OF ST ALBAN, NORTH HARROW

(if any):

Address:

Section B Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

CHURCH FUND

Church Fund results for 2022 (three-year comparison)

	2022	2021	2020
Standing orders	78084	80332	77002
Envelopes	5825	5322	9453
SUMUP card reader	132		
TOTAL FUND INCOME	84041	85654	86455

Average monthly giving

	2022	2021	2020
Per member	70.03	69.64	68.62
Per individual	51.50	51.22	50.38

Membership

	Members	Individuals
As at 1 st January 2022	100	136
ADD joined in year	9	11
DEDUCT left in year	-8	-10
As at 31 st December 2022	101**	137

** of whom 92 gave tax-efficiently, i.e. by Gift Aid , Give As You Earn, Charities Trust or Charities Aid Foundation, to the extent of £79,981 or 95.17% of total giving.

These figures do not include the value of Gift Aid tax recovery, which will be claimable from HMRC in the tax year 2023/4.

It will be seen that there was a small decline in total giving despite the stewardship campaign in the summer and the slight uptick in membership. Losses include 3 deaths, 4 moves away, 1 resignation.

Inflationary pressures emerged and intensified during the year, meaning that we have less income to devote to the essential work of the Church. However, we are grateful to those members who felt able to increase their giving.

We are at a high level in tax-efficient giving, but I would ask those taxpayers who do not Gift Aid their giving to consider doing so (applications available on request) as, if Gift Aid giving is within scope of the donor's tax liabilities, there is no extra cost to them.

Norman Shurrock, Church Fund Secretary

GIFT AID

Gift Aid recovered in respect of the general fund during the year was approximately £19,500. In addition, smaller amounts were recovered in respect of charitable donations.

Most members of the congregation already Gift Aid their giving. If you do not and would like to discuss it with me, I'm happy to do so.

And thank you to everyone who does give under Gift Aid. As you can see it makes a huge difference

Jane Spencer-Davis, Gift Aid Secretary

**APPENDIX 1: Group and Activity reports
WORSHIP, MISSION AND OUTREACH**

The Choir

Our present choir consists of about 20 singers, 9 of whom are our Choral Scholars and 5 are Trebles. We continue to lead the 10am Eucharist Services, including the monthly All-Age services, and this year, thankfully, without the intervention of Covid 19.

Although we had Choral Scholars in the choir during the academic year 2021/2022, the arrangements were slightly ad hoc, with Scholars given the choice of the Sundays on which they wished to sing. For the academic year 2022/2023, the Choral Scholar scheme was formalised. This year, our 9 Scholars sing according to a schedule that permits only occasional absences. Our Choral Scholars are aged between 14 and 18 and sing the soprano (5), alto (1) and bass (3) lines.

In October, the Harrow Deanery Choirs Festival was held at St Alban's. This was the first time in 17 years that we were able to host it and about 60 singers from churches around the Deanery attended to sing a special evensong service. Our thanks to Tim Smith for conducting, to Paul Carey and John Barnard for their organ playing, and to Morwena Jones for organising refreshments.

In December, we were joined by friends old and new for Carols by Candlelight at Christmas. It was a lovely service in preparation for Christmas and was well attended.

Finally, we extend our grateful thanks to our Director of Music Paul Carey, to John Barnard for organ playing at the Tuesday Eucharist services and other occasional services, and to the friends who join us for special occasions.

Penny Johnson

CHILDREN, FAMILIES AND YOUNG PEOPLE

2022 Annual Report on the work of St Alban's YCF¹ Services

Over the last year SAYS have worked with 94² individual young people aged 10-18, and a further 78 children and young people aged 5-9, in our clubs and groups:

'Passport' -our Saturday evening youth clubs; 'Choir Club' -our new Monday afternoon after-school club; 'Games Room'/'Games on the Green' -our Wednesday afternoon after-school club; our holiday clubs; 'Junior Church' and 'Youth Church' - our faith development groups (run with those who have some link with the church); *Messy Church* [8+ group] and *Sunday@4* [new children & families service – see on].

Of the 152 children and young people from community outreach contexts:

70% were 'Participants' – i.e. regular returning children and young people for 5 sessions or more, and 23% also progressed into wider church community contexts [see on below].

Highlights this year have included³:

* **Holiday Clubs at Easter (1 week) and Summer (2 weeks) as well as half-terms, all funded by the Holiday Activities and Food programme (H.A.F.).** We received extremely positive feedback from parents and our children and young people, and we are grateful to our major holiday club funders and supporters: the Department for Education (DfE), Harrow Council, Young Harrow Foundation, and London Youth – as well as to our local school partners who refer children and young people on to us. H.A.F. funding enables us to provide hot healthy catered meals each day (or a healthy packed

¹ Youth Children & Families, following my role change Sept 2021. SAYS stood for St Albans Youth Services.

² figures do not include all those young people we work with in our schools' work: assemblies, and lunch break visits.

³ for more details and photo galleries please see: www.stalbans-nh.org.uk/activitiesgallery.htm

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lunch for those on off-site trips) as well as a combination of fun active, creative and inspiring activities on and off-site.

For those on benefit-related free school meals these are offered completely free.

Our children and young people this year have participated in some wonderful opportunities including going to see *Matilda the Musical* in the West End, visits to *St Paul's Cathedral* and *the London Eye*, and day trips out to *Gulliver's Land (family theme park)*, *Paradise Wildlife Park*, *The London Sea-Life Aquarium*, *Go Ape*, and *Liquid Leisure (Shepperton)*. All six visits were physically challenging as well as providing a range of opportunities for practical learning.

It's been exciting once again to have such a range of church members involved – from front-of-house, to caterers, to photographers, to some very creative workshop facilitators offering amazing arts 'n crafts, archery, sing-along signing, and cake baking & decorating opportunities. Together with our Sports Coaching Facilitator partners, and our five St Alban's Youth graduates working as Youth & Children Support Workers, this makes for a really strong team with depth and breadth of expertise, as well as a great sense of fun and care for those entrusted to us. Do check out the photos/videos posted on our webpages (www.stalbans-nh.org.uk/activitiesgallery.htm), and Facebook pages (Youth Services – St Alban's Church North Harrow).

* **New Areas of Work Launched: 'Choir Club' and 'Sunday@4'**

It was great to launch our *Choir Club* early on in January. *Choir Club* runs weekly during term-time after school as a partnership between our *Youth, Children and Families team*, and our *Choir Director, Paul Carey*. Children coming straight from school are able to relax and play fun group games for 30 minutes before spending a productive hour in choral singing. I have been treated to renditions of songs from *Mary Poppins* and *Oliver!* to child-friendly songs and hymns such as the rhythmic *Samba Harvest Festival*.

Repertoire, confidence, friendship and sound have all developed admirably through the year and the choir have had periodic showcase opportunities which are a delight.

We still have space to grow this choir so please do spread the word!

We launched our family-friendly *Sunday@4* on Palm Sunday and have hosted this as a monthly themed service and space for children, young people and families to make their own. It is designed to be less formal, more interactive, and considerably shorter (at 30 mins) than our traditional Sunday morning offering – and so both accessible and engaging for children and young people, and those with children. It's been great to welcome some 10 families since we started, so it's very much about community building, with time spent together over snacks and/or a cuppa afterwards.

* **Confirmation:** 4 young people aged 11-14 were prepared for confirmation over 8 weeks and then confirmed during a special 'Service of Confirmation' celebrated by the Bishop of Willesden, Lusa Nsenga-Ngoy. It was a real privilege to work with the young confirmands: Aaliyah, Abigail, Jonathan and Millie.

* **Schools Work:** Highlights this year have included my weekly visits to Nower Hill High School working with young people particularly in years 7 and 8, as well as the extremely positive and well-received transition assembly/workshops we provided in St John Fisher and Cannon Lane Primary Schools for all Year 6 students. We have also continued to support a number of quite vulnerable young people in both school and family-related interventions, and through mentoring. This included working to ensure two of our young people were not made homeless.

* **Fundraising:** It has been encouraging to have been supported financially so well through the year both internally through the church's funding contributions and generous use of facilities, and through so many organisations that fund our work – including London Youth, Young Harrow Foundation, Jack Petchey Foundation, and the E. Ivor Hughes Educational Foundation. We were

PARISH CHURCH OF ST ALBAN, NORTH HARROW

delighted and hugely grateful to hear, in response to our major grant funding application, that John Lyon's Charity will be our main core funder for three years.

Impact and Progress: Community Outreach and Clubs

* In an environment of rising living costs, and lockdown-hangover mental and physical health slump, we have delivered over 500 hours of welcoming, safe, no-stress, supportive environments with fun active and creative opportunities both to be and to grow together.

* We have kept costs minimal for families struggling financially- holiday and after-school clubs are offered free; youth club membership facilitates low cost, high value opportunities.

* It has been great to see and to hear how much our children and young people look forward to after-school, youth club and holiday club sessions. There is a real sense of community that's developed and we have been greatly encouraged by all the consistent messages of thanks and support from parents who are key stakeholders in this work. Parents and young people have both described our work as a "lifeline" for them – which reminds me:

"Youth work provides critical community support for young people. It can be a lifeline – empowering them to lead productive lives, providing an environment conducive to informal education, and helping build their self-esteem" [UK Youth]

* children and young people and parents have fed back that they (children and young people) feel welcomed and valued in the club sessions; as well as improvements in confidence and self-esteem, resilience, and team work; and appreciation for our consistent targeted help with mental health and physical health, as well as all the fun-active face-to-face clubs.

* 72 new children and young people have been welcomed to our groups / clubs in our church buildings for the 1st time.

* We have once again delivered over 500 hours of community engagement, social cohesion, and personal-social development.

* children and young people have gained experience of leading, working with, and helping others, and have enjoyed having a say in their programme.

Progress and Impact: Church Groups & Faith Development

* Children and young people have again played an active part in their 'server-leader' roles in church services: in the choir, as acolytes serving, as readers and pray-ers, and as core audio-visual system operators. In addition to visitors, we have up to 20 children and young people who attend Junior Church or Youth sessions, and/or who are involved in some of the above roles.

* In total, 35 children and young people (aged 5-16) from youth/after school/holiday clubs have chosen to come to our Messy Church, Uniformed and other Sunday church services (Sunday@4 and Sunday morning services) in the course of this year.

Whilst there is no (and never will be) pressure or agenda put on them to attend,

it is lovely that families of our children and young people from many diverse backgrounds in our community feel our church is a place they are comfortable to attend/explore.

* Messy Church 8+ sessions have seen us creating: a giant scarecrow, a huge 'heart for our world' Mosaic, a Christmas board game, and Easter cards, tiles & Lego scenes.

* We have delivered some 150 hours of personal-social-spiritual development with those young people who have some connection to the church. Junior Church has been delivered by a team of 5 staff, to groups of 5 to 10 children and young people during the morning service. Youth Church has been offered post-church and sessions have been framed in response to young people's questions. It's been great to have Noah stepping up during the period I was out of action - thank you Noah.

Staffing and Group Attendance:

This year it's been wonderful to have church members more involved in our church's Youth, Children and Families delivery, which has really grown our capacity and shown what is possible when people work together. Thanks to Rev Sarah, Alison, Noah, Rev Ninus, Eileen and Irene in delivery of our Choir Club alongside Paul Carey, with a total of 24 individual children and young people.

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Thanks to Eileen, Irene, Hope, and Noah, with others helping out when available, for your role in delivering our Games Club with 39 young people. Thanks to Eileen, Hope, Noah, Marilyn, Mark, and Irene, especially, in the period I was not in action for your role keeping our Passport Youth Club going as well – with 48 children and young people. Gerry has helped hugely with driving, Morwena, Paula, Tina, Mpho, and John have all run much-loved workshops. Mpho has catered. Eileen, Carys and Irene all played important roles in our holiday club planning and delivery.

My belief is if we were allowed to capitalise on the Summer Holiday Club and run Christmas Holiday Club we would have seen even more marked progress in the latter part of the year.

Funding:

A huge thank you to our core grant funders for your continued faith in us in such a difficult economic context:

- * E. Ivor Hughes Educational Trust
- * John Lyon's Charity

We are also grateful for critical local project funding from:

- * Young Harrow Foundation and H.A.F. partners (incl. Harrow Council and DfE),
- * London Youth, and Jack Petchey Foundation
- * Buckingham College Prep School, for gifted use of their minibuses again.

Not including these substantial in-kind donations: fundraising grants, donations and contributions were once again over £30,000 for the 2022 year⁴.

Support, Partnership, and Plans for the New Year:

We have seen some fantastic answers to prayer and encouraging signs this year:

So very grateful and inspired, as always, by the amazing support and partnership of young people, parents, churches, local organisations, *and* all our funders.

It's been great to receive consistent messages of thanks and support from our young people and parents, as well as from Nower Hill School. Being dismissed and reinstated (at appeal), the long period away from work, and the lack of open communication, has not been easy.

I look forward to building on what has been achieved in 2022 for a more positive 2023.

Chris Nalder, Youth, Children & Families Lead, April 2023

Messy Church

Messy Church (MC) here at St Alban's (since opening back up after the pandemic) has settled down to four sessions a year. A smaller available team plus other factors has meant, for the present, we are just able to offer MC quarterly. In 2022 our first MC of the year was celebrated in the Church on Good Friday with crafts, worship and refreshments – 'The Greatest Love Story ever Told'. We then held sessions in the summer (Celebrations), Autumn (God's Love for the Planet) and of course our special Christmas celebration.

Although numbers have been down from our pre-pandemic days, we are always delighted to see how much the children enjoy the sessions. The interaction between the three generations spending time together and learning from each other is wonderful and we still very often see two parents coming along, even when there is only one child or baby.

Children and accompanying adults become absorbed in creative activities related to the theme and this is followed by a worship time in the main church where everyone leaves a prayer card at the end before session finishes with tea.

⁴ This total does not include St Alban's Church own generous financial commitment (in cash and in kind) to the project.

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We could not achieve this if it wasn't for our magnificent Messy Church Team. A number of members have had to step down and we are grateful to them for their amazing help over the years, and also to the 'as and when' members who come along occasionally and have saved the day more than once! Anyone who feels they could help on any of the planned four sessions, would be very welcome.

Our very first Messy Church celebration was May 2011 and Messy Church at St Alban's is still a fun, relevant and creative way to bring God's message of love and community to the families around us. Nationally and Internationally, Messy Church continues to grow as a fresh expression of worship. Thanks to all who have been involved this year, and long may we continue to serve God in this way.

Sarah Carter, Carys Grom & Gillian Cooper

Pastoral Report 2022

Pastoral Care continues to support the parish and the wider community in various ways.

HOME COMMUNION

Currently 15 church members receive Communion once a month, either at home or in a local Care Home.

MARRIAGE AND BAPTISM

Clergy support couples preparing for marriage: also families bringing children for baptism.

A couple renewed their marriage vows and celebrated their marriage.

The last baptism was held on Pentecost Sunday, which included a celebration of our late Queen's Platinum Jubilee.

BEREAVEMENT

The Annual Service of Thanksgiving held on the first Sunday in November, was appreciated by those who attended. Tea and conversation afterwards was held at the back of church. Over 50 people visited the Lights of Life Christmas Tree in the Chapel over the Christmas period.

PRAYER MINISTRY

Short sessions are held in the Lady Chapel every other week after the Sunday Eucharist.

CAFE

The Wednesday Café, held on the first Wednesday in the month continues to be popular with an average of 40 people attending each month.

GIFTS

26 Christmas cards were either delivered by hand or posted to the housebound.

FLOWER GUILD

The Guild continue to decorate the church; also offering arrangements for special anniversaries and weddings.

Valerie Rolph, Pastoral Assistant

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Mission and Outreach Committee annual report 2022

The role of M&O is essentially a steering group which tries to ensure that as a church, St Alban's achieves its mission to share the transformational love of God in Jesus Christ with each other, our local community and beyond. The committee is a sub-committee of the PCC, and met three times last year, in February, June and October.

Its purpose is to review parish activity in relation to the five marks of mission of the Anglican Church:

- To proclaim the Good News of the Kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth.

Whilst many church activities such as the Alpha Course, Choir Club and preparation for baptism and communion are specifically designed to achieve some or all of these marks, a specific role of M&O is to monitor and recommend to the PCC those causes which can help us to improve our outreach as a church. This can be by encouraging active participation and/or funding, either from the parish Mission Fund budget or from direct appeals, and the committee advises the PCC on these, including the Christmas and Lenten appeals. Last year's causes supported included MACS, Christian Aid, The Railway Children, Embrace the Middle East, USPG Sri Lanka Appeal, and the Tear Fund Pakistan Appeal. The Finance report shows the exact amounts.

M&O also maintains liaison with ACAT (Action by Christians Against Torture); ALMA (the Angola London Mozambique Association); and MACS (Malawi Association for Christian Support, whose Project Officer Eileen Eggington is a member of the M&O committee). Locally we encourage support for various groups in the voluntary sector including Harrow Citizens, Foodbank, Firm Foundation (which helps homeless people in Harrow), and North Harrow Community Library.

M&O promotes the need to reduce our parish - and personal - impacts on the environment and achieve sustainability within the resources of our planet. Following the award of bronze level Eco Church certification in 2020 we have been working towards silver, and eventually gold status by showing our care for God's creation and taking practical steps towards minimising the parish's carbon footprint. We are aiming to achieve net zero carbon by 2030 or sooner: The 'Eco-team' continues to work on this, along with other environmental initiatives, and the highlight of 2022 was the installation of solar panels on the hall roof. Thanks are due to Tom Johnson for managing this project, and for following up the change of electricity supplier which was necessary to ensure that the church receives maximum benefit from the generating capacity now available from the solar installation. The project to replace the warm air heating system in church with underfloor heating has been on hold pending investigation of funding possibilities and confirmation of whether air source or ground source heat pumps would be best. Planning is expected to resume shortly.

The parish children and young people's programme, and activities of Messy Church and liaison with Churches Together, Harrow Interfaith and SICM (Mahfil Ali) are also encouraged by M&O as part of our parish outreach – see separate reports.

Gerry Devine

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Drop-in Café

It is almost five years that 'Drop in Cafe' has been up and running, but for a period of nearly 18 months the project was discontinued due to Covid.

Drop in café has proved to be very popular and well attended. Numbers vary from month to month. We could have as many as 35 to 50 visitors made up of Church parishioners and others from neighbouring areas.

Life from March '23 will become much easier with the new Tea point that is built in our Church.

I do wish to say a big Thank you to the ladies who run the St Alban's Playgroup. They have been extremely nice and considerate to us, when using the kitchen.

Our aim is to reach out and provide a relaxed atmosphere for members and visitors who can enjoy a chat over a cuppa and a piece of cake if they so wish.

Jai Mahadeo

ECUMENICAL AND INTER-FAITH

Churches Together in North Harrow

CTNH is committed to bringing the churches in North Harrow together to explore the Christian faith, so we were relieved this year that only the first meeting had to be held on Zoom owing to a Covid scare.

Two services were held for the 'Week of Prayer for Christian Unity' on the theme of 'we saw the Star in the East and came to Worship'. This was prepared by the Churches in the Middle East. St Alban's Church and St John Fisher held the services with an attendance of 24 and 14 respectively.

Two Lent House Groups took place using material entitled 'Life Attitudes – Beatitudes for Lent'. Discussion groups were also organised by St Alban's Church on 'Living in Love and Faith' at the request of the Anglican Church.

Three Lent Lunches were held at Elmfield, St George's and St Alban's. It was a lovely opportunity for fellowship and conversation whilst enjoying a light lunch.

Father Graham and members of his congregation joined the clergy and members of St Alban's Church on the green at the front of St Alban's for the 'Blessing of the Palms' on Palm Sunday. The palms were duly blessed as well as members of the congregation who were liberally splashed with Holy Water!

The Walk of Witness took place on Good Friday. It was a very hot day but fifty people took part with thirty seven staying the course to St George's Church.

At the AGM held on the 10th May the Methodist Minister, the Rev Julie King, was elected as Chair for the coming year.

A Summer Quiz Evening at North Harrow Methodist Church (NHMC) on July 16th was really enjoyed by those who attended. On a very hot evening three teams took part and one of the teams from St Alban's won!

A 'Songs of Praise and Hotpot' evening held at NHMC on October 31st was well received by twenty six people. Fourteen hymns were chosen, the singing was enthusiastic and uplifting and the meal was also enjoyed!

PARISH CHURCH OF ST ALBAN, NORTH HARROW

The Advent Service this year was held at Elmfield Church attended by 29 people from the different churches.

The Carol Singing didn't take place this year as only three people arrived to sing on a bitterly cold evening! A rethink for next year is scheduled!

Jill Sloley

North Harrow Muslim Christian Dialogue

Last year we were grateful that our regular meetings could at least take place on Zoom, but with the return of face-to-face encounter these bi-monthly evenings have felt much more real.

We have managed 4 of them in 2022 and our conversation has been on these topics: how we respond to and value those with **special needs, mental and physical**; the place of **food** in our two faiths; religious **faith in the education system** in Britain today and **death and the afterlife**.

We also spend time catching up with what is going on in the mosque and in our churches and often too discussing events in the wider world that affect our faith. We always end with a period of quiet prayer together.

We are not experts on inter-faith matters, but a group of local Muslims and Christians who want to get to know each other better. Over the last 10 years or so there has been real growth in mutual respect, confidence and friendship.

All are welcome and every meeting is advertised on the parish weekly news sheet.

David Tuck

UNIFORMED ORGANISATIONS

2nd Headstone Guides & Senior Section

The 2nd Headstone Guides & Senior Section continue to enjoy many challenges and experiences year on year.

Following lockdown, the unit has returned to the hall to meet. It is always challenging to attract new girls, but we are a happy unit of 26 girls with some very committed leaders and young leaders. The guides are aged between 10 -14 ½ years old and after that the girls that want to stay join our Senior Section. We normally meet on Fridays (term time) from 7-9pm in the Church Hall. The girls come from various backgrounds, schools, faiths, and cultures but the one thing in common is friendship.

The girls have enjoyed participating in new challenges whether that be learning new skills, cooking, handicrafts, cinema night in the Church, circus skills and two fabulous outside visits to the Zoroastrian Centre in Rayners Lane and the Women's Euros game at Brentford.

As we could not enjoy our planned weekend camp to Paccar Chalfont Heights in July 2020 or 2021 or 2022, our fingers remained crossed for summer 2023!

Guiding is a great organisation and will have a huge, positive impact on the girls' lives in the future.

Sue Till

PARISH CHURCH OF ST ALBAN, NORTH HARROW

2nd A Headstone Brownies

This past year, the Brownies have had a busy and exciting time with a varied programme to develop their skills, confidence and independence.

In October, the Brownies took part in the Girlguiding LaSER (London and South East England) 'Monopoly Challenge'. We held a games evening and the Brownies created their own Monopoly set in and around North Harrow, designing and making all of the individual pieces of the board game from recycled materials that they had collected for the evening. The Brownies earned a special badge for this event to be sewn onto their sashes.

To celebrate and take part in the Women's EURO 2022 football in July, held in England, the pack learned about the history of the sporting event and its significance for girls and young women for participating in the game, be that watching football or playing it. Brownies earned a special badge to commemorate this event.

2nd A Headstone Brownies held our own street party in the Summer Term during one of our meetings to celebrate our patron Queen Elizabeth II's Platinum Jubilee. The Brownies made their own cakes and decorations to share for the occasion. We also gathered together in September to celebrate the life of the monarch and reflect on her legacy with the Guiding movement.

Before Christmas, some of our Brownies attended a special screening of the new Matilda the Musical film in association with Odeon Cinemas. For our pack Christmas celebrations, the Brownies had the opportunity of learning how to play snippets of Jingle Bells and Away in a Manger in an ensemble with the hand bells, which they really enjoyed!

Caroline Hale, Brownie Leader

4th Headstone Scout Group

2022 saw Scouting go back to what we now feel is normality following two years of Covid restrictions.

As a Scout group our sections of Beavers, Cubs and Scouts continue to grow. We are also excited to share that in 2022 we had approval to open a new section called Squirrels (age 4-6year olds). They opened in January 2023 and are the first in the London Borough of Harrow.

All sections have taken their young people on nights away activities. This has included trips to the Peak District (including rock climbing on real rock faces, hikes plus lots more), camps at local campsites (Paccar, Southall activity centre and Lee's Wood). At these camps the young people took part in some of the following activities: zip wire, high ropes, climbing, archery, rifle shooting, junior crossbows, canoeing plus back-up basic camp skills and sleeping in tipis and hammocks. Some even did sleepovers at the Scout Hut before Remembrance Sunday Church Parade, which included watching the film Bed Knobs and Broomsticks.

In September we held our first family camp since Covid with over 100 attendees. This included Beaver, Cubs, Scouts, plus siblings and parents, plus our trusted leaders and other volunteers. It was so nice to be back to normal camps!

All our young people continue to work towards challenge and activity badges with most of them completing their bronze (Beaver award), silver (Cub award) and gold (Scout award) Chief Scout awards - the highest for each section.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

As a group we continue to refurbish the Scout Hut, and fundraising continues too. 2022 saw two great fundraising activities a summer fair, afternoon tea and evening BBQ at the hut. The money raised at this was split between the Scout Group and three young people selected to take part in international camps, including the next World Scout Jamboree. We also hosted a festive auction in December, both fundraising activities reminded us of the importance of the 4th Headstone community.

Finally, we need to share a big thank you to our volunteers (leaders and trustees) for all their hard work to make 4th Headstone the group it is. We would also like to thank Revd Sarah for her continued support.

We look forward to sharing more in the future about what the Scout Group gets up to in 2023.

Sammy, Group Scout Leader

Accounts

PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England & Wales no. 1132600

**ANNUAL REPORT and FINANCIAL STATEMENTS
of the PAROCHIAL CHURCH COUNCIL
for the year ended 31st December 2021**

Incumbents

Vicar on maternity leave until 16 September 2021

The Revd Kate Tuckett

The Vicarage

Church Drive, North Harrow

Harrow

HA2 7NS

Interim Vicar during maternity leave, then Vicar with effect from
17 September 2021:

The Revd Dr Sarah Archer

The Vicarage

Church Drive, North Harrow

HA2 7NS

Bankers

National Westminster Bank PLC

Branch: Station Road, Harrow, also at

the CBF Church of England Investment Fund

and Virgin Money PLC

307 Station Road

Harrow

Honorary Solicitor

Mr Christopher Noyce

Lovell, Son & Pitfield

9 Grays Inn Square

Grays Inn

London

WC1R 5JT

Independent Examiner

Mr Alan Mitchell

33 St Thomas Drive

Pinner

HA5 4SX

PARISH CHURCH OF ST ALBAN, NORTH HARROW

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FOREWORD by the Reverend Dr Sarah Archer

In my foreword last year I wrote as your Interim Vicar and that is just one of many things that has changed this year. Just after Easter **Revd Kate** announced that she was moving on to pastures new, and we bid her good speed to Oxford on St Albans Day. I was asked to apply for her post, and after due process (including a rigorous interview) had been observed, I was delighted to be inducted and collated (makes me sound like a ream of paper) as your new Vicar on 17 September. The service was led by **Bishop Pete** just before his retirement with glorious music from **John Barnard** and the gathered choir.

As I write we are now finally free of Covid restrictions, even though the virus is still impacting lives. Each week during my time with you we have had a 'Cause for Celebration': well, this report has many more, not least the evidence it shows of the hard work of so many during these challenging times. You have my thanks and the thanks of all who have benefited from the ministry of St Albans in the last year.

2021 has been another year of challenge and renewed opportunity. This year we helped to maintain and **develop our confident and compassionate worshipping community by:**

- introducing a **new musical setting** for Lent, suitable also for the restrictions on singing;
- managing to celebrate Holy Week despite Covid restrictions with a socially distanced Passion Reading on Palm Sunday, thoughtful reflections during Holy Week by David Tuck, All-Age Worship on Good Friday, Bishop Pete's final **confirmation** service at St Albans with 5 candidates (4 of ours: Precious, Noah, Isaac and Wellington) on Easter Eve (preceded by the Home Confirmation of John) and a memorable outdoor rendition of 'Thine Be The Glory' on tubular bells by John Barnard;
- recruiting **Paul Carey** as our organist and choir director following Paul Jeanes departure, with the PCC agreeing a budget to develop our choir;
- livestreaming direct to **YouTube**, making our worship even more accessible and allowing people to view the service directly on their televisions;
- finally being able to consult on our **Altars** project and agree to create a new Nave Altar for our All-Age services and to replace the chairs and altar in the Lady Chapel;
- helping to host a **Week of Guided Prayer** with churches together in October;
- making plans to welcome **Ninus Khako** and his family as Ninus comes to serve his title as our curate next year;
- managing to **celebrate Christmas** despite many including your vicar catching Covid at our Carol service!

We have continued our aim **multi-generational in focus**: I don't want to steal Chris Nalder's thunder as he has a full report our Youth Ministry later in this document, but it has been great to see:

- many more church members getting stuck into our youth ministry and holiday clubs;
- lots more young people singing in our choir;
- 2 children and one adult come to baptism;
- **Messy Church** back at Harvest;
- a whole year group from **Longfield school** on a visit to the church and a successful trial of a midweek **Christingle** service particularly for our after-school club;

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We have done our best to **grow and strengthen our capacity for mission and outreach** during the on and off restrictions of 2021. We:

- were delighted to see the **relaunch of the Drop in Café** in November, with a generous restart grant of nearly £1000 from Asda;
- maintained our support for Harrow Citizens, Firm Foundation and the Foodbank, contributing to their work through our Mission Fund and continuing to donate other money to outside charities **with nearly £4000 donated through the church, including £1500 from our Mission Fund.**
- continued to run **Alpha**: initially online, and managing a face-to-face course with a full weekend away in the autumn;
- continued to improve our website and communications, developing our use of the **Life Events Diary** and **iKnow Church**, adding all weddings and baptisms from the last 10 years and funeral services from the past 5 years. We used this database to invite all couples married at St Albans to provide photos of their weddings and to join us for a special Valentine's Day service. We also now have rotas drawn up on the system by 5 different people in addition to Shirley Clements, our administrator and myself, and *iKnow* is used several times each day;
- saw subscribers to our weekly MailChimp **Newsletter** increase from 177 to 231;
- ministered to more usual numbers at our Service of Remembrance and Thanksgiving in All Souls tide and hosted the Action of Christians Against Torture service in November;

It was great to see our vocation as a **centre for community life** being able to be realised as we welcomed back many different community organisations into our hall as Covid restrictions began to lift. We also:

- had a hugely successful **GreenFest** in June, raising much needed funds and building on our connections with the community;
- welcomed the **Sonare Choir** and **Harrow Choral Society** into our Church for the first post-lockdown concerts in September and October;

Our Greenfest also tied in with our final vision aim: **to care for creation as an integral part of all that we do at St Alban's**. We are now within sight of our A Rocha Silver award, and pressed ahead with our plans for the underfloor heating, gaining **planning permission for the Solar Panels** for our Hall Roof and agreeing a contractor for the underfloor heating;

This is an incredible amount of work, ministry and life together, as a church, and I (and all of us) owe a debt of thanks and appreciation to those who have given so sacrificially of their time and resources to "make church happen": not least our churchwardens Ally Vallance and Adrian Holloway and Deputy Gerry Devine, our Treasurer Tom Johnson, our Ministry Team (David, Eileen, Wendy, Valerie, Carys and Jacquie), our PCC secretary Ray Barber and PCC members, and all whose ministry and work – largely hidden – goes on unseen, but very much appreciated. It's also been great to continue working alongside our paid staff members Shirley, Chris and Hope, and to welcome Paul Carey and the talented singers he has recruited into our worship.

As I write we continue to hear terrible news from Ukraine and around the world. This Annual Report contains much good news to encourage us all in these challenging times and is a testament to your work and worship. So, on behalf of us all, **thank you** to all who have taken time out of your busy schedules to contribute to this document. I'm confident you will all read on to honour the work of so many and add your thanks to my own. Thank you too for making

PARISH CHURCH OF ST ALBAN, NORTH HARROW

me so welcome here. I feel blessed, grateful and privileged for our fellowship in the gospel and look forward to where God will lead us all in the years ahead.

THE YEAR ENDED 31 DECEMBER 2021

St Alban's Parish Church is situated in The Ridgeway, North Harrow. It is part of the Diocese of London within the Church of England. The correspondence address is The Parish Office, St Alban's Church, Norwood Drive, North Harrow, Harrow, HA2 7PF.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2020) and a charity registered with the Charity Commission (no. 1132600).

PCC members who have served during the year ending 31 December 2021:

Ex Officio members

<i>Incumbent Vicar</i>	The Revd Kate Tuckett	on maternity leave, resigned 16 September 2021
<i>Incumbent Vicar</i>	The Revd Dr Sarah Archer	Interim Vicar during Kate Tuckett's maternity leave, Incumbent 17 September 2022
<i>Churchwardens</i>	Adrian Holloway Alison Vallance	
<i>Assistant Churchwarden</i>	Gerry Devine	
<i>Deanery Synod Representatives</i>	Ray Barber	PCC Secretary

Elected members

	Alison Chester	resigned September 2021
	Mo Hatton	
	Emma Garner	until 2021 APCM
	Diane Tuck	elected 2021 APCM
	Gerry Devine	Assistant Churchwarden
	Marilyn Devine	elected 2021 APCM
	Eileen Eggington	
	Elizabeth Fisher	until 2021 APCM
	Malcolm Grant	until 2021 APCM
	Carys Grom	elected 2021 APCM
	John Hicks	elected 2021 APCM
	Tom Johnson	PCC Treasurer
	Julia Powell	
	Pauline Prince	
	Tina Ryan	
	Pauline Schofield	until 2021 APCM
	Norman Shurrock	until 2021 APCM
	Marcia Singleton	resigned December 2021
	Jane Spencer-Davis	elected 2021 APCM
	Caoimhe Sweeney	

Statement of Responsibilities of the Members (Trustees) of the Parochial Church Council (PCC)

The Trustees (PCC members acting collectively) are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and in compliance with Guidance from the Charity Commission.

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

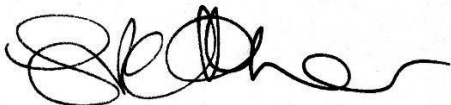
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Commission's Statement of Recommended Practice for Charities (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended, the Charity (Accounts and Reports) Regulations 2008 and the Parochial Church Council Powers Measures. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration on reporting serious incidents

There were no serious incidents or other matters relating to the PCC during the 12 months to end December 2021 that should have been brought to the Charity Commission's attention but were not.

This report, including the accounts and financial statements, of the Trustees was approved by the PCC on 4 April 2022 and is signed on behalf of the PCC by the Vicar, subject to the satisfaction of the Independent Examiner, whose signed Report accompanies the Accounts.



The Revd Dr Sarah Archer, Vicar and PCC Chair

PARISH CHURCH OF ST ALBAN, NORTH HARROW

ANNUAL REPORT OF THE PCC

Aim and Purposes

St Alban's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Revd Dr Sarah Archer, in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also responsible for the maintenance and upkeep of the church building, church grounds and hall complex of St Alban's, The Ridgeway, North Harrow.

Objectives and Activities

The Revd Dr Sarah Archer became Interim Vicar in August 2020 when the Revd Kate Tuckett went on maternity leave. Kate subsequently was successful in being appointed to another parish in which she will be able to exercise her ministry and will be more convenient for her and her husband's increased family commitments. Sarah and Kate had worked closely on developing the work of the parish, despite the continuing challenges and constraints of the Covid pandemic.

On being made aware of Kate's intended departure from the parish the churchwardens consulted the Area Bishop of Willesden, and the PCC subsequently met (online) the Archdeacon to explore the options for appointing a new permanent Vicar. The PCC preferred option was to invite Sarah Archer to apply for the role subject to her being interviewed by a panel that included the Bishop of Willesden and representatives of the PCC. Following this due process Sarah was offered and accepted the post. This was formally endorsed by the Bishop of London, as patron of the parish and diocesan bishop. Sarah was licensed on 17 September 2021, the day after Kate was licensed in her new parish and her licensing at St Alban's lapsed. The PCC is grateful for the ministry of Kate Tuckett and the parishioners showed their appreciation at her final service.

Sarah has been able to build on her work during her time as Interim Vicar and helped the PCC and congregation plan for the future with more certainty now that her ministry has a more extended timescale. We were pleased that Sarah agreed to apply for the post, that her application and interview was successful, and look forward to developing our shared mission for the parish and the wider community.

The Covid19 pandemic continued to have a major impact on the life of the parish in 2021. The year commenced with a major national lockdown, although there was some respite in that public worship was permitted within safety constraints. However this did reduce Sunday attendance and other in-person contact was curtailed. Once again online communication assisted with people joining together with worship from home and for formal and informal meetings.

Our Mission (Vision) Action Plan continues to be "live" document kept under review. It is used as one of our reference points when planning our activities and committing to major expenditure. We have considered the Charity Commission's guidance on public benefit and the supplementary guidance to charities for the advancement of religion. We try to enable everyone to live out their faith as part of our parish community through:

- worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;

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- provision of pastoral care for people living in the parish;
- outreach and mission work.

The main objectives of our Mission Action Plan have been added to by a sixth objective, and now are:

- to develop our confident and compassionate worshipping community;
- to be multi-generational in our focus;
- to grow and strengthen the capacity of St Alban's community for outreach and mission;
- to be a centre for local community life and to make a positive impact on the local community;
- to care for creation as an integral part of all we do at St Alban's as an expression of our love of God in Jesus Christ;
- to develop ways of improving the environmental sustainability of the parish, including having a target of for the church building, hall and grounds being net carbon neutral by 2030. The parish has been awarded the Eco Church Bronze Award and is working towards attaining the Silver Award.

The Parish has responded to last year's youth work review by broadening the former Youth Leader role to encompass families and other young people.

Responsible and prudent management of our finances, together with maintenance of the fabric and grounds of the Parish Church of St Alban and the church hall complex, are central to facilitating this work. As mentioned in the financial section, Covid prevented us holding our two main fundraising events, hall rental income and general giving. However the PCC supported the Treasurer's recommendations to manage the shortfall in income.

£641 per day

This is how much it costs to run St Alban's and deliver our mission.

About half is funded by direct giving and Gift Aid.

For the rest, we are dependent on our community fundraising (such as church fairs), rental income from our two properties and church halls, plus existing legacies and external grants

We now have a Sunday service attendance of about 115, based on the diocesan statistical return for an average weekly attendance in October 2021. The comparable figures for 2019 and 2020 were 207 and 82 respectively. Some of these are corrections to figures previously reported. The Parish Electoral Roll as at the revision prior to the 2021 Annual Parochial Church Meetings stood at 209 parishioners, (compared with 207 before the revision) of which 107 were not resident in the parish. There were 2 new entries to the Roll.

Structure, Governance and Management

The PCC, rather than St Alban's Church, is registered as a charity with the Charity Commission and all PCC members are trustees of the charity. The Church Representation Rules (part of the legislation covering how the Church of England is administered) set out how PCC members are appointed and

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elected. The PCC comprises the incumbent (our Vicar, who also chairs the PCC), churchwardens, lay representatives at the Deanery Synod elected by people in the congregation who are on the electoral roll of the church, lay members also elected by those on the electoral roll, and any co-opted members. All those who attend our services or as members of the congregation are encouraged to register on the electoral roll and stand for election to the PCC.

The PCC is responsible for making decisions on all matters of general concern and importance to the parish including deciding how the funds of the PCC are to be spent. New members receive an initial induction into the workings of the PCC and the responsibilities of a trustee. As well as scheduled business meetings, the PCC normally has at least one extended session or away day to explore topics in detail. Training opportunities are often provided by the diocese and other outside bodies. Again this year most meetings took place on Zoom.

The full PCC had six scheduled business meetings and an additional meeting with the Archdeacon to discuss the vacancy arising from the Kate Tuckett planned move away from the parish. The Parish Profile was reviewed by PCC members individually, with lead input from Churchwarden Alison Vallance, and followed up in an informal plenary session to enable the Profile to be used in the recruitment process for the new Vicar. The 2021 PCC member attendance averaged out at a creditable 87%.

Individual attendance was as follows:

	Possible meetings	Attended
The Revd Kate Tuckett	0	0
The Revd Dr Sarah Archer	7	7
Ray Barber	8	8
Alison Chester	6	1
Gerry Devine	8	7
Eileen Eggington	8	8
Elizabeth Fisher	3	2
Malcolm Grant	3	3
Carys Grom	5	3
Mo Hatton	8	6
John Hicks	5	5
Adrian Holloway	8	7
Tom Johnson	8	8
Julia Powell	8	7
Pauline Prince	8	7
Tina Ryan	8	8
Pauline Schofield	3	3
Norman Shurrock	3	3
Marcia Singleton	8	8
Jane Spencer-Davis	5	5
Caoimhe Sweeney	8	5
Diane Tuck	5	5
Alison Vallance	8	8

Given its wide responsibilities, the PCC has a number of sub-committees, each dealing with a particular aspect of parish life. These committees are currently the Standing Committee (the only

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statutory committee) that acts on behalf of the PCC between meetings of the full Council, Buildings and Grounds, Finance, and Mission and Outreach. They are all responsible to the PCC and report back to it regularly, with minutes received by the PCC and discussed as necessary. These meetings also took place mainly on Zoom as did those of Anglicans in Harrow (the deanery meeting that is now open to all Anglican church members and incorporates the Deanery Synod) and the meetings of Churches Together in North Harrow. The Deanery Synod report for 2021 is on page 11.

The PCC works hard to ensure good governance and compliance with church, charity and other national legislation. A range of policies and procedures are in place and kept under regular review for Safeguarding; Drugs and Alcohol; Health, Safety and Welfare; Lone Working; Equality and Diversity; Social Media; Conflicts of Interest; Reserves; Legacies and Data Protection Regulations (GDPR), together with procedures for complaints, grievances and disciplinary matters. Arrangements are being made to make all the policies and procedures available in church and the church hall for all to see.

Conflicts of Interest

As charity trustees, all members of the PCC are legally obliged to act in the best interests of the PCC. Conflicts of interest can arise when, for example, PCC members may also be trustees of other charities that have applied for funding from St Alban's, or there may be personal or family circumstances. The PCC manages conflicts of interest through an agreed policy which sets out the arrangements we have in place to identify any conflicts of interest and to deal with them appropriately. The policy also applies to all members of PCC sub-committees and working groups. This involves committee members declaring any conflicts of interest at each meeting, leaving the meeting if appropriate to do so when the relevant item is discussed, and not voting when a vote is taken. Specific conflicts of interest arising in the year are reported in the Accounts.

Risk Management

The PCC places great importance on the safety and security of its employees, church members and all those from the community who use our church buildings and facilities. It aims to reduce and maintain all risks to as low as possible while carrying out a vital and mission-led role in our community.

The PCC minimises the major risks to which it is exposed through regular meetings of the Standing, Finance and Buildings and Grounds Committees, as well as the PCC. A continuing concern is our dependency from our two church residential properties, legacies and hall lettings to make up the shortfall in income from individual giving and the cancellation of other fundraising activities due to Covid. We are grateful to everyone who reviewed their giving again this year when church income has fallen because of Covid-19 restrictions, and some personal income has been challenged by changes in the national economy.

Robust financial controls are in place. An annual budget is agreed by the PCC before the start of each financial year and reviewed against expenditure by the Finance and Standing Committees, and the PCC, on a quarterly basis. The scope of church insurance policies is reviewed as part of the renewal process. Safeguarding is given high priority and is a standing item at every PCC meeting. Any incidents are reported to the PCC by our Safeguarding Officer, and our safeguarding policy statement is kept under review.

We seek as a church to be as open as possible in all we do. All church members are encouraged to bring any concerns about how the PCC operates, or about a risk perceived as not being addressed, to the attention of the Vicar or Churchwardens either directly or via the PCC Secretary.

Looking Ahead

As you will see from the Financial Review and Accounts, we are heavily dependent on rental income from our halls and properties and our existing legacies, as well as Gift Aid returns and what we raise at

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our fairs, to cover our day-to-day costs. As in 2020 the income from the fairs did not happen again in 2021 and regular giving was reduced. However we want to rise to the challenges and continue to work through our Vision Action Plan to continue God's work in this parish, the wider community and our own personal development. This includes our youth programme, developing our church as a community hub, introducing important energy conservation measures, and carrying out essential maintenance. This almost certainly means that we need to look for external funding as well as doing our best to generate our own resources.

Staff and Volunteers

We would like to thank all our staff and many volunteers who work so hard to support our church community, carry out administration, sing in our choir (when they have been able), keep us informed about parish news, keep our buildings in good repair and the church grounds attractive year-round. We are particularly grateful to our Churchwardens Alison Vallance and Adrian Holloway, with Gerry Devine as Assistant Warden, who have worked so tirelessly on our behalf, and our financial team led by our Treasurer Tom Johnson, who have managed our finances with such care and dedication.

We thank our Parish Administrator, Shirley Clements, who has kept the Parish Office running during another lockdown. She has also taken the lead on the production of our Monthly Matters magazine and Weekly Newsletters, both of which are mainly read online.

Thanks from me to Vicar Sarah and former Vicar Kate for their leadership and encouragement, the Churchwardens, Treasurer, and the PCC for their support and assistance, all who have contributed to this report.

Ray Barber, PCC Secretary, March 2022

ANGLICANS IN HARROW (THE HARROW DEANERY SYNOD) ANNUAL REPORT FOR 2021

2021 has been a year in our churches when we have begun to recover from the Coronavirus Covid-19 pandemic with most of the restrictions previously imposed being lifted giving us more freedom to meet and to worship. However, meetings of the Synod have continued to be held using the Zoom software during 2021.

A new three-year Deanery Synod began in December 2020 with elections taking place for the Deanery Officers and members of the Standing Committee. John Dolling was elected as Lay Chair, Robert May as Honorary Secretary, Pam Clissold as Honorary Treasurer. The Clergy members of the Standing Committee are Christine Britton, Malcolm Finlay, David Green and Rod Green. The Lay members of the Standing Committee are Mary Abbott, Susan Cooper, Toby Partridge and Clive Scowen. During the year Christine Britton resigned and Rod Green moved to be Archdeacon of Llandaff. They were replaced as clergy members of Standing Committee by Barry Hingston and Ajay More. Stuart Natrass and David Tuck were elected by the PTO Clergy to represent them on Deanery Synod. Derek Taylor-Mew was appointed Independent Examiner for the Deanery Accounts. Our representatives on Harrow SACRE (Standing Advisory Committee for Religious Education) continue to be Mary Abbott and Revd James Power. Alison Stowe was elected in July as the third representative. David Poole has continued to represent us on the Diocesan Board for Schools until the elections this autumn when the process changed. The Head Teachers of our Church of England Schools, Jo Hester and Daniel Norris, were co-opted to Synod.

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The first meeting of the new Synod was held on 28 January which was Revd Ian Dowsett's last meeting as Area Dean. We welcomed Revd Ann Lynes as the new Area Dean from March. We were joined by the new Archdeacon of Northolt, Ven Catherine Pickford, who gave us the opening talk based on Matthew 26. This was followed by the confirmation of the elections that had taken place by email. Synod heard about the launch of "Hope Church" reaching out to the residents of the new housing estates in Harrow View, and of "Mosaic Church" an intercultural church reaching out to people of other faiths and cultures in Harrow.

The second meeting was held on 6 July with a talk by Revd Dave Bookless of St Mary Norwood entitled "Caring for God's Creation" encouraging churches to consider the *Eco Church* initiative and to take some actions. Toolkits are available for churches to use on "Climate Sunday". A presentation was made to Ian Dowsett thanking him for his work as Area Dean over the past 5 years. Synod received presentations from two churches who had applied for grants from the Deanery Mission Fund. Grants of £1,000 for both were approved: Holy Trinity Wealdstone to subsidise their English Class and St Michael and All Angels Harrow Weald towards a camera and internet connection to livestream services. The Deanery Accounts for 2020 were approved, subject to independent examination. Dr John Spencer of Holy Trinity Northwood was elected as the representative on Bereavement Care Management. Graham Nicholson was elected to serve a further term as Governor of St John's School Stanmore and Graham Hamwijk was elected as a Governor of Holy Trinity School Northwood.

The third meeting was held on 3 November with a talk by Revd Navina Thompson of St Giles Ickenham entitled "Swimming Against the Tide: An Exploration of Engaging with Difference". Navina talked about her experiences as a child of Indian Parents living and working as a woman priest in the Middle East and the diversity in that region. She encouraged us to live with our own prejudices and to live and think differently by embracing cultural and theological diversity. Daniel Escott was elected as a Governor of St John's School Stanmore.

Following elections in the summer, Clive Scowen and Jody Stowell had been elected to represent the Diocese on General Synod; Johnette Clarke, Susan Cooper, John Dolling, Toby Partridge, Joshua Tate and David Green, Jody Stowell, Rachel Campbell and Paul Hullyer had been elected to represent the Deanery on the London Diocesan Synod.

Plans for a Deanery Prayer Evening at St Mary's Harrow for "Thy Kingdom Come" already postponed from 2020 was unable to be held in 2021 but monthly Prayer for Harrow has taken place under the leadership of Revd Malcolm Finlay and using the Zoom software.

Reports on the sessions of the London Diocesan Synod and of the General Synod were received at meetings during the year.

Robert May, Honorary Secretary, Harrow Deanery Synod

CHURCH PREMISES (FABRIC, GOODS AND ORNAMENTS) 2021

Due to the pandemic issues in 2020, we had all the best intentions to complete further work in 2021. Little did we know that 2021 would be quite similar to the previous year: Although some restrictions were still in place, we still managed to complete a fair amount of work. We do though, have plenty of work to complete over the next few years, some of it meaning major expense but work that is essential for the upkeep of our beautiful church estate.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

As always, we need to say a huge thank you to our group of volunteers, within our church, who have helped over this past year despite the restrictions placed on us all. Special mention and thanks go to Tom Johnson for all his sterling work during the past year meeting contractors and preparing the way forward for work that was completed, and still needs to be completed in 2022 and the following years. Who said retirement was easy?

Our estate is always well maintained and kept in a very good condition, and we have plans to continue the upkeep throughout 2022 and beyond. We do have some major structural work to undertake, and work is progressing on this.

Below is a list of all the work that we managed to complete in 2021.

Heating Controls in the Lady Chapel replaced.
Guttering around the Church and Hall updated and cleaned.
Electrics tested and Certificates gained for the next five years.
Gents' toilet leak repaired and a new hand dryer installed.
Deep Clean of the kitchen.
Back Hall light fittings renewed
Church Lightning protection certificate gained.
New Lime Tree planted
Various changes and upgrades to the sound system.
All Emergency lighting in the halls has been renewed and updated.

As you can see, we still managed to complete a fair amount of work, which has helped us maintain and grow our Church within the local community.

The following are projects currently on going within the Church and we do hope to complete some of them in 2022.

A new storage facility for the youth work, due to be handed over early 2022.
Solar panel installation on the Church Hall roof in the first half of 2022.
Structural work on the West and North doors.
The church heating system.
New tea point within the church.
New altars project.
Painting of the Church Office and St Martin's Room.
Levelling of the lawn area around the church.

The hall complex benefited from more use in 2021 with us seeing many of our regular users coming back with restrictions being lifted. We have also seen some newcomers, and we hope to see this trend continuing.

The church properties continued to give a much-needed boost to the church income. The flat in Whittington Way let all year with no major issues. The house in Frobisher Close also continues to be let, and with no major issues. There are some changes coming up in 2022 with these properties and we will keep you informed when we know more.

Gibbs Gillespie manages the properties: and thank you to Julia Powell who is the conduit between the properties and the PCC.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Thank you to Anne Mahon and Val Austen for the upkeep of our gardens and our small army of volunteers who continually help us through the year in our maintenance of the church estate.

Alison, Gerry and I thank you all for your help over the last year to keep our church and surrounding areas kept well and ready for use.

Adrian Holloway, Churchwarden & Chair Buildings and Grounds Committee.

ANNUAL SAFEGUARDING REPORT

For the purposes of the APCM report, PSO's have been asked to respond to Section 5 of the Safeguarding and Clergy Discipline Measure 2016 so have responded to each section 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."

PSO response

The Diocese Safeguarding Policy of November 2018 has been formally adopted by the PCC and encapsulates best practice for faith organisations. The new wording has been adapted by the CSO/Deputy CSO and Vicar and was formally adopted at the PCC meeting in April 2022.

All organised events follow policy at all times. Regular events include Choir, Serving Team, Sunday School for 3-9 year-olds, Young Explorers for 10-14 year-olds and all events organised by our Youth Leader for youth aged up to 18 years (and above). Chris Nalder is our Youth Leader and continues to comply with all Safeguarding procedures and measures. The PCC has in place a Social Media policy which incorporates Safeguarding measures to help staff and volunteers stay safe online for their own safeguarding and to put in place a procedure if online activity raises any safeguarding concerns.

We also run a Messy Church event monthly where children are under the guardianship of parents and carers so normal Safeguarding policy does not apply. However, procedures are fully complied with regarding photography and digital images permissions, as they are with our one-off events such as the Summer Fair and Christmas Bazaar.

Cathy Tahsin remains in post as Parish Safeguarding Officer and Alison Vallance as Deputy Safeguarding Officer. Alison Vallance also fulfils the role of Churchwarden.

"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."

PARISH CHURCH OF ST ALBAN, NORTH HARROW

PSO Response:

There have been no disclosures under Child Protection policy since the last APCM. No investigations are currently ongoing. I am aware of which statutory bodies we need to share information with and am prepared to collaborate fully with all statutory bodies if or when 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 recognising any power imbalance within such a relationship.”

PSO response:

PSO and Deputy PSO have worked closely with Vicar Sarah Archer to ensure anyone in need of pastoral care has received this in a respectful manner and there have been no concerns regarding exploitation of any power imbalance regarding such ministry.

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.”

PSO Response:

DBS checks are complete and fully up to date. Level One online training has been completed by all those recommended to do so by DST.

“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.”

PSO response:

Policies and procedures have been followed at all times. Advice has been sought from DST where necessary and followed accordingly. No referrals to DST have resulted in the need for further action with other agencies on behalf of St Alban’s Church.

“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.”

PSO response:

There have been no concerns raised resulting in a recommendation of increased pastoral care since last report.

“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.”

PSO response:

All or any agreements of such nature are confidential and are being/will be managed appropriately by DST/PSO/members of supporting teams.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Other information:

We continue to be committed to promoting safeguarding within the Parish.

Cathy Tahsin, Parish Safeguarding Officer

FINANCIAL REVIEW 2021

Introduction

The Pandemic continued to have an impact on church finances this year but not as much as last year. Towards the year end, much of parish life including hall bookings were close to pre-pandemic levels.

Impact of COVID-19

We understood last year when setting the budget, that the impact of Covid would continue to affect the church finances in 2021. For a second year there was no Summer Fair or Christmas Bazaar, also letting income from the hall was greatly reduced in the first 6 months of the year.

This had been anticipated when budgeting for 2021, so in preparation, we moved £50k from the Lorna Barnett Legacy Fund into a new fund named Covid Contingency, to be used in the event of being unable to meet our planned commitments. I said in last year's report that by April we would need to draw on this reserve fund. In fact, thanks to a number of generous donations and some online fundraising activities, we didn't draw on this fund until September. In Quarter Four we received the Gift Aid tax refund from the HMRC which moved the general fund back into credit by the year end.

Over the last two years our general funds have been falling. On the 31st Dec 2019, our general funds totalled £88,770, but by the 31st Dec 2020 these had fallen to £23,675, and by 31st Dec 2021 they amounted to just £9,718. Therefore, over the two years of the pandemic, our general funds have fallen by £79,052. This is the impact the Pandemic has had on our finances.

Moving forward, hall bookings are almost back to pre-pandemic levels. Some hall users have closed down, others are clearly struggling to get up and running again and there are also some new organisations renting our halls. We are planning a summer fair in May and hope for a Bazaar in November / December. In many ways we are getting back to better days. Work that had been postponed is now being planned again e.g. the levelling of grass on the North side of the church.

The PCC has committed to pay back the £50k moved out of the Lorna Barnett legacy by the end of 2025 as this legacy was designated by the PCC at the time of inheritance for mission activities.

Statement of Funds (See note 10 of the Church Accounts)

The church accounts give balances at 31st December 2021 of £9,718 in General Funds and £280,967 of Designated and Restricted Funds. The following changes to and transfers between funds, were made in the current year:

We have created three new funds this year and closed two older funds. The completed projects and their associated closed funds are the Audio-Visual Project - funds moved back to the Legacy Fund, and the Tamil Ladies project - funds moved back to the general fund. The three new funds created to support projects approved by the PCC are for Solar Panels, Church Heating, and Choral Scholars.

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General Fund of the Church and General Fund of the Hall

These two funds are used to cover the running expenses of the Church and Hall. Ideally the two funds should total £40k but at the year-end amounted to only £9,718. The Covid Contingency Fund can be used to support the running expenses if necessary.

Restricted funds

These are funds that can only be used for defined purposes. At the year-end, these funds totalled £42,066, including £32k for youth and £9k for organ refurbishment and repair.

Hall General Fund

There has been a gradual increase in rental income from hall lettings as the year has moved on, and we have therefore been able to transfer £15k from the hall to the church general funds.

Legacy Funds

This year we have utilised legacy monies as follows - £20k to the Tea Point Fund, £20k to the Solar Panel Fund, and £10k to the Church Heating Project.

The Lorna Barnett Legacy Fund

This Fund includes the rental income from the Whittington Way property. The £50k transferred to the COVID contingency is expected to be returned to the Lorna Barnett Legacy Fund by 31st Dec 2025. This year we transferred £10k to a new project, namely the Choral Scholar scheme, and £12k to Youth Activities.

Frobisher Close Fund

This year we have transferred £15.5k from the Frobisher Close Fund to the Church General Fund.

Charity Donations

The church made Charity Donations from collections and Mission Funds totalling £3,953, two of the payments were collections left at funerals and were clearly intended for the charities named by the deceased.

Home	£	Overseas	£
Churches Together NH	201	MACS	142
Bishops Discretionary Fund	461	Christian Aid	883
XLP	40	Railway Children	96
Cats Protection League	24	Christmas Toy Boxes	100
Bereavement Care	178		
Princess Trust	12		
Children's Society	1,816		
Total	2732	Total	1221

2022 Budget

In November 2021, the PCC approved a budget for 2022. Since the budget was approved, the parish has agreed to accept a Curate; he and his family will be housed by the parish and we have decided that they should live in our Frobisher Close house. This will have an impact on our planned income. Frobisher

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Close brings in over £22k each year and in 2021 £15k was used for running the church. The 2022 budget and 2023 forecast have therefore been updated accordingly.

The future is a concern as we are removing £22.5k from our income without making a corresponding cut in outgoings. The church will have difficulty in balancing the books and replacing the monies used for the Covid Contingency Fund. Much will depend on the amounts raised by our stewardship campaign and other fund-raising activities.

Thanks for Support

I am very grateful for the support over the past year from many people, in particular I would like to thank our Vicar Sarah and our Churchwardens Alison Vallance, Adrian Holloway and Gerry Devine, for their encouragement. The day-to-day management of our accounts also involves many people, in particular I thank Norman Shurrock for his constant management of the Planned Giving and his monthly reconciliation of that income, Ken Alder for tracking and reclaiming the VAT over the year, Jane Spencer-Davis who manages the payroll, deals with the Gift Aid Claim and has prepared the year end accounts, and Malcolm Grant and Pauline Scofield for advice and guidance throughout the year.

Tom Johnson, PCC Treasurer, March 2022

PARISH CHURCH OF ST ALBAN, NORTH HARROW

INDEPENDENT EXAMINER'S REPORT



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the
accounts

Section A Independent Examiner's Report

Report to the trustees/
members of THE PARISH CHURCH OF
ST. ALBANS NORTH HARROW

On accounts for the year
ended 31st DECEMBER 2021 Charity no
(if any) 1132600

Set out on pages

I report to the trustees on my examination of the accounts of the above
charity ("the Trust") for the year ended

Responsibilities and
basis of report As the charity's trustees, you are responsible for the preparation of the
accounts in accordance with the requirements of the Charities Act 2011
("the Act").

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

Independent
examiner's statement [The charity's gross income exceeded £250,000 and I am qualified to
undertake the examination by being a qualified member of [insert name of
applicable listed body]]. *Delete [] if not applicable.*

I have completed my examination. I confirm that no material matters have
come to my attention in connection with the examination (other than that
disclosed below *) which gives me cause to believe that in, any material
respect:

- the accounting records were not kept in accordance with section 130
of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements
concerning the form and content of accounts set out in the Charities
(Accounts and Reports) Regulations 2008 other than any requirement
that the accounts give a 'true and fair' view which is not a matter
considered as part of an independent examination.

I have no concerns and have come across no other matters in connection
with the examination to which attention should be drawn in this report in
order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed: A. R. Mitchell Date: 4th April 2022

Name: ALAN ROBERT MITCHELL

Relevant professional
qualification(s) or body FFA FIDA

PARISH CHURCH OF ST ALBAN, NORTH HARROW

(if any):

Address:

Section B Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

CHURCH FUND

Church Fund results for 2021 (three-year comparison)

	2021	2020	2019
Standing Orders	£80,332	£77,002	£74,152
Envelopes	£ 5,322	£ 9,453	£12,147
Total Fund Income	£85,654	£86,455	£86,299
Average monthly giving			
Per member	£69.64	£68.62	£63.08
Per individual	£51.22	£50.38	£46.70
Membership			
At 1 January 2021	105	143	
ADD joined in year	4	4	
DEDUCT left in year	(9)	(11)	
At 31 December 2021	100 **	136	

** of whom 90 gave tax-efficiently, i.e. by Gift Aid, Give As You Earn or Charities Aid Foundation, to the extent of £84,244 (98.35% of total giving).

These figures do not include the value of Gift Aid tax recovery which will be claimable from HMRC in the tax year 2022-2023.

It will be seen that total income fell slightly compared to 2020, as lost members (2 moved away, 7 died) exceeded new members (4). On the positive side there was a marked movement from giving by envelopes to giving by standing order, as the latter is a much more cost-effective way of supporting our Church. We are grateful to those who made the change and to those who increased their giving.
Norman Shurrock, Church Fund Secretary

Gift Aid

Gift Aid recovered in respect of the general fund during the year was approximately £20,750. In addition, smaller amounts were recovered in respect of charitable donations. Most members of the congregation already Gift Aid their giving. If you do not and would like to discuss it with me, I'm happy to do so.

And thank you to everyone who does give under Gift Aid. As you can see it makes a huge difference.
Jane Spencer-Davis, Gift Aid Secretary

**APPENDIX -Group and Activity reports
WORSHIP, MISSION AND OUTREACH**

The Choir

The Choir's year started under strict Covid-19 rules with services being conducted online and no singing permissible. Gradually, as rules relaxed, we were able to accompany services with firstly three singers, then six and by the time of Vicar Sarah's Induction Service in September, we were able to sing as a full choir again. We have continued to lead the 10am Eucharist Services ever since, including the monthly All-Age services.

Our previous Musical Director, Paul Jeanes, took sabbatical leave from Easter 2021 and resigned in July. Paul Carey was appointed as Musical Director in September and we are grateful to all the organists, especially John Barnard, who played the organ for us in the intervening months.

With the introduction of the new Choral Singers Scheme, we are now able to sing a greater variety of anthems, and in 4-part harmony, something we have not had the resources to do on a regular basis for many years.

We were joined by friends old and new for Carols by Candlelight at Christmas, a treat as last year's carols could not take place due to Covid. Thank you, Paul and John, for rehearsing and leading us for this service.

Finally, we extend our grateful thanks to those who leading and accompanying us, especially Paul Jeanes, Paul Carey and John Barnard, and to the friends who swell our ranks for special services.

Penny Johnson

CHILDREN, FAMILIES AND YOUNG PEOPLE

***'Outreach to, engagement with, and education of young people:
Young people's personal, social, faith, and leadership development'***

Over the last year SAYS has worked with 145¹ individual young people aged 10-19, and a further 44 aged 5-9, in our youth clubs and groups: 'Passport' (our Saturday evening youth club); 'Games Room'/'Games on the Green' (our Wednesday afternoon after-school club); the weekly session we run at Nower Hill High School; our holiday clubs; our 'Young Explorers' and 'Youth Squad' (our faith development groups run with those who have some link with the church); and *Messy Church* [8+ group]. Of these 189 children & young people, only 11 were not 'Participants' – i.e. regular returning children and young people for 5 sessions or more.

Highlights this year have included²:

* our 'Youth Alpha 2020/21' focus group, which has involved our young people aged 10-18 coming together via Zoom to watch and discuss some helpful streamed input on a different Christian faith theme each week: This has involved 12 young people, with 2 others opting to attend the main church 'Alpha' group with their parents.

¹ figures do not include all those young people coming to our church services (e.g. youth-led / holy communion services)

² for more details and photo galleries please see: www.stalbans-nh.org.uk/activitiesgallery.htm

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We supplemented the Youth Alpha programme with 'mini-series' sessions around Christmas, Easter and Valentines. The sessions were well received by the young people involved.

* **'Confirmation'** 3 young people aged 12-17 were prepared and then confirmed during a special Easter Vigil 'Service of Confirmation' celebrated by the Bishop of Willesden, Pete Broadbent.

* **Schools Work:** In spite of Covid-19 lockdown closures, we managed 9 weeks of weekly visits to Nower Hill School working with young people, as well as a positive and productive meeting with the Deputy Head in October. Nower Hill referred 14 young people onto our Summer holiday club, and again onto our Christmas Holiday club (further indications of the confidence they have in our provision).

December proved a fruitful schools' work month with Longfield Primary School, who visited the church (first with Years 1 and 2, then when their choirs came to sing at the Christingle service) and who we provided Christingle workshops as well. We also had the opportunity to perform a thought-provoking Christmas nativity production to every year group at St John Fisher Primary School.

* **Funded Holiday Clubs: Summer & Christmas 2021**

For the first time ever we were able to supplement our usual holiday club offering due to healthy 'HAF' grants attracted from Young Harrow Foundation, Harrow Council, the Department for Education, and John Lyons Charity 'SHAF' funding. This funding enabled us to expand our summer offer significantly and to benefit from school referrals of those on free school meals. In total we had 84 young people age 8+ on Summer Holiday Club over an amazing 3 weeks up at the John Lyons and Harrow Schools, and 61 on Christmas Holiday Club [21 of whom were aged 5-9] This in turn has introduced us to new families we have got to know over the last 6 months of the year. Quite a number of these children and young people also got involved in our 'Champions' October half-term holiday club and started coming to youth club or after-school club too. The funded holiday clubs all have an emphasis on our children and young people getting active for minimum 1-2 hours a day, and learning about the importance of balanced nutritious food. A core part of our offering has been to ensure everyone on the holiday club receives a healthy, tasty hot or packed lunch each day. It's been exciting to have such a range of church members involved – from front-of-house, to caterers, to photographers, to some very creative workshop facilitators offering amazing arts 'n crafts, archery, sing-a-long signing, and cake baking & decorating opportunities. Together with our Sports Coaching Facilitator partners, and our five St. Alban's Youth graduates working as Youth & Children Support Workers, this makes for a really strong team with depth and breadth of expertise, as well as a great sense of fun and care for those entrusted to us.

Key Progress/ Movements: Community Outreach -> Youth Clubs

* In total this lockdown-restricted year 12 new young people (aged 10-17) from our school outreach programmes have started coming to our Youth or After schools Club, and another 2 from school have continued in our Mentoring programme (i.e. beyond the school)

* 49 new young people have been welcomed to our events/ groups/ clubs in our church buildings for the 1st time.

* 5 young people have also been re-engaged, having not attended for at least 12 months.

* We have delivered over 450 hours of community engagement, social cohesion, and personal-social development.

* Young people and parents have fed back that they (young people) feel welcomed and valued in the club sessions; as well as improvements in confidence and self esteem, resilience, and team work; and appreciation for our consistent targeted help with mental health and physical health over lockdown, as well as all the fun-active face to face clubs since lockdown.

* Young people have gained experience of leading and working with others and have enjoyed having a say in their programme.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Key Progress/ Movements: Youth Clubs -> Church & Faith Development

- * Young people have again played an active part in services: in the choir, as acolytes serving, as readers and pray-ers, and as core audio-visual system operators.
- * In total, 3 young people (aged 8-16) from youth/after school clubs have chosen to come to our Sunday morning church services in the course of this year.
- * Additionally, two 10 year-olds have grown in their faith and involvement with us through attending *Messy Church* older sessions and *Youth Alpha* focus group.
- * We have delivered a further 150 hours of personal-social-spiritual development with those young people who have some connection to the church.

'Lockdown' Periods Summary:

- * We ran three Zoom video call group sessions per week -every week to end June
- Weds '*Games Room Online*' for 8-12 yr olds: we grew this session up to 18 young people per week, including those who live too far to be able to make it to the physical after-school session. Was good to build relationships with some parents and siblings through this, too, given the access 'into homes' so to speak.
- Saturdays '*Youth Club Online*' : calls for 10-12yr olds and 13+ respectively:
We have chatted and positively engaged with up to 26 young people per week, including welcome & check in, announcements, games, discussion, and our 'corona challenge' weekly competition which was designed to get young people sharing their lives, recognising their gifts/skills, and recognising the needs of those around them.
- Sundays '*Youth Squad / YE Online*' : 45 min call for all 10-18s involved with church. These calls included time each week looking together at an '*Alpha*' theme, or connected seasonal theme (Christmas, Easter, Valentines Day)

Summer Highlights

- * Worked face to face with total 87 young people over 3-week period, with average attendance of 58 per day.
42 of these young people brand new to our provision. 63 different families impacted.
- * We developed comprehensive risk assessments and action plan to manage Covid-19 risks, developing our programme to NYA's³ 'Covid-Secure' guidance.
The result? A very significant series of events and activities, with zero sickness:
- * Our 3-week Summer Holiday Club with 87 young people ran across 6 venues at the John Lyon and Harrow Schools, and involved our young people in:
 - a '*Get Active*' sports and physical activity stream: sports, team challenges, wide games, 'water wars' (wide games with water). Combined with considerable amount of walking around the site, our young people really benefitted from this level of fun & healthy exercise. They also spent 5-10 minutes a day learning about healthy nutrition and how it supports the various systems of the body.
 - a '*Get Creative*' art activity stream: music IT, portraiture, and Organza flower-making workshops all gave young people some great insights and practical experience – as well as a dedicated daily arts n' crafts venue where Hama beads were the camp favourite.
 - a '*Get Going*' Leadership and Work Experience stream including strategic team challenges every morning, strategic wide games and team sports afternoons, strategic board games in

³ N.Y.A The National Youth Agency is the sector lead for Youth Work in the UK.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

the games room every day; and the holiday club offered a practical paid & supervised work placement for six 16-21 year-olds, who included five graduates of our youth group/club programme.

- *7 days of full-day trips to: Go Ape Black Park* (physically demanding high ropes challenges & Segway riding in the forest), *Paccar Scout Activity Centre* (morning: team sports & wide games, afternoon: Leap of Faith, Abseiling & Archery), *Park Royal* (morning: Oxygen trampoline free jumping centre, afternoon: Ten Pin Bowling), *Stratford QE Olympic Park & Lee Valley White Water Centre* (morning: physical team challenges & visit to the Olympic Velo Centre, afternoon: Water Wipe Out challenge), *Gulliver's Land Family Theme Park*: full day site-walking (young people, siblings, parents/carers), *Paradise Wildlife Centre* full day site-walking (young people, siblings, parents/carers).
- Final afternoon Saturday 15th August on the green @ St Alban's North Harrow: BBQ, multi-generational sports/games, and awards ceremony (for young people, siblings and parents). 101 people attended and many of the new parents helped in various ways.
- A photo collage video of the Summer Work is available to view at www.stalbans-nh.org.uk/activitiesgallery.htm Scroll down till see 'We know what you got up to last Summer'.
- Feedback from parents, young people and staff was unanimous in establishing that our children and young people had: *tried new things, *set new goals, *faced and overcome their fears in physically demanding and challenging activities (e.g. high ropes, abseiling, ip wires, leap of faith..), *grown in confidence, *made good friends (esp. significant for those socially anxious following 18 months of Covid lockdown), *developed their teamwork, and *learnt about healthy nutrition and healthy lifestyle.

The 2 main things fed back consistently by parents during the holiday club were: 1) vastly improved (happier) mood and 2) noticeably improved confidence.

Children and young people reflected their surprise and pride that they had been physically active for minimum 5 hours a day over the 3 weeks and had loved it – when they would 'usually' be 'on the couch watching TV with a packet of crisps', and normally be doing less than 2 hours exercise a week.

Staffing Changes:

In May, our Youth Support Worker left to focus on her final year university work. She had been particularly amazing in school and provided a strong lead for our girls and young women.

Unfortunately our external recruiting efforts were unsuccessful so we ended up with a temporary Youth Support Worker covering most aspects of the role until she also left for university in early October. After advertising the YSW role externally again without uptake, we then reworked the role and advertised for an Interim Locum Youth and Children's Work Assistant. The successful candidate was eventually appointed to this role in December, having worked in a valued voluntary capacity for most of the year.

Following the external and internal Youth Work review which began October 2020, the Youth Leader's job description changed to *Youth, Children and Families Lead* effective from 1st September 2021. The main change involved an expansion of the age group to work with children younger than 8 in addition to the core work with young people aged 8-18. After-School and Holiday Clubs gradually transitioned to reflect this, with the Christmas Holiday Club working with full age range (5-18s), and with Christmas Messy Church and Nativity production both working with 'Under' as well as 'Over 8s'.

Funding

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Thanks to the 'anchor' of grant funding from two charitable trusts (£20k), the substantial Holiday Club funding at both Summer (~£15.5k plus substantial in kind & partnership funding) and Christmas (~£7.7k), and St Alban's Church own funding allocation (£12k plus substantial in kind funding and individual donations), we were able to meet our budget requirements in terms of full funding allocations for the year, without the need to furlough staff.

This is in spite of very significant church hall-hire and fundraising day parish income losses due to Covid-19 lockdown measures.

A huge thank you to our core grant funders for your faith in us at such an uncertain time:

* Sisters of the Holy Cross Charitable Trust

* E. Ivor Hughes Educational Trust.

The latter also provided a £5k grant for laptops to facilitate homework support.

We are also grateful for critical local project funding from:

* Young Harrow Foundation and H.A.F. partners (incl. Harrow Council and Department of Education),

* John Lyon's Charity (S.H.A.F.), London Youth, Jack Petchey Foundation, to the John Lyon School and the Harrow School for their generous donation of facilities so we could run our summer Holiday Club on site there for 2nd year running, to Buckingham College Prep School for gifted use of their minibuses again, and to KICK London for the sports coaches they gifted in partnership (week 2, Summer).

Not including these substantial in-kind donations, fundraising grants, donations and contributions were once again over £40,000 for the year⁴.

⁴ This total does not include St Alban's Church own generous financial commitment (in cash and in kind) to the project.

Support, Partnership, and Plans for the New Year

We have seen some fantastic answers to prayer and encouraging signs this year:

So very grateful and inspired, as always, by the amazing support and partnership of young people, parents, churches, local organisations, *and* all our funders.

It's been great to receive consistent messages of thanks and support from our young people and parents, as well as from Nower Hill School.

We look forward to building on what has been achieved in 2022 with plans to launch additional services: including *Choir Club* – new after-school provision Mondays; *Homework Support* dimension to after-school provision Mondays & Wednesdays; and *Sundays@4* – the new afternoon family-friendly informal service.

Chris Nalder, Youth, Children and Families Lead

Junior Church (Sunday School)

Sunday School continued to meet virtually on Zoom throughout the whole lockdown period. Whilst meeting virtually presented some challenges and it was not the same as meeting in person for young people, eight regular members of Sunday School attended at 9am on Sundays, and it was evident that our young people have grown in their faith and friendship over this time.

We continued to use the Roots online resources as a guide to our sessions - this matches the lectionary, and some of the resources were adapted to suit virtual Sunday School. The focus of the sessions has been fun, interactive and engaging learning, with practical application.

It was a great joy for all involved when we eventually – and very carefully – relaunched Sunday School face to face (now as 'Junior Church') in the Lady Chapel. It has also been encouraging to see

PARISH CHURCH OF ST ALBAN, NORTH HARROW

the continued involvement of our Junior Church members in active service roles in church including as acolytes, readers, pray-ers, and choir members.

Our main challenge for the future remains the lack of a younger group of children coming up to sustain Sunday School when our current cohort move up to the older groups in 2022. To help address this, the role of our Youth Leader, was expanded as from 1st September 2021 to work with younger children and families as well as youth (8+). The hope is that, over time, this will begin to help redress/fill the gaps.

Amongst many highlights, the Christmas Nativity performance was outstanding – special thanks to Alison in particular for all her help with this. It was clear that all the children thoroughly enjoyed and lived up to the occasion, the message came out beautifully, and it was very special to have members from Games on the Green after school club and Messy Church as part of the cast alongside regular Junior Church members.

A huge 'thank you' to our small but faithful team for all for your commitment, creativity and resilience over the last year, and especially to Carys for steering the 'ship' through these waters.

Chris Nalder, Youth, Children & Families Lead

Messy Church

We have had two Messy Churches since Summer 2021: Harvest when we welcomed 34 children and 20 adults and Christmas when we welcomed 31 children and 23 adults.

It has been a challenging time with the pandemic restrictions in place and over this time we have lost several members of our team who are no longer able to help. Current circumstances mean we are not able to offer Messy Church on a monthly basis and we have a planned schedule for 2022 on Good Friday and in July, October and December.

We would like to take this opportunity to extend a warm thanks to those who have served Messy Church at St Alban's, some over the whole of the last 10 years and hope that we can continue to offer this valuable outreach to our community in the future.

Carys Grom and Sarah Carter

Pastoral Report 2022

Pastoral Care endeavours to support the parish and the wider community in various ways.

The Home Communion Rota has increased since lockdown. Currently 15 church members receive Communion once a month, given by 7 members of the Ministry Team.

Couples are prepared for Marriage and families for Baptism.

The Bereavement Team continued to support families, mostly by phone due to covid.

The Annual Service of Thanksgiving in November was appreciated by those who attended enjoying tea and conversation afterwards.

For two weekends before Christmas Bereavement Visitors welcomed 38 people to the Lights of Life Christmas Tree in the Lady Chapel, which was open to all the Community.

Mainly due to the need for safety, again due to Covid, Healing Services have been suspended for the time-being.

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The Wednesday Drop-in Café is proving very popular with 39-50 people attending pre and post lockdown.

The Visiting Group continues to contact people by phone for a chat. They distributed 18 gifts and 30 cards at Christmas

The Flower Guild continued to decorate the church once services were resumed, also offering arrangements for special anniversaries and weddings.

Valerie Rolph, Pastoral Assistant

Drop-in Café

The 'Drop in Café, commenced on the first Wednesday morning in April 2018 and has continued, on the first Wednesday in every month, from 10.30 a.m. to 12 noon. This proved to be a very successful venture until March 2020 when, due to the Covid Pandemic, Drop-in Café was discontinued until it was safe to return to the project.

In October '21, Drop-in Café was resumed and continued until December, but in January '22, it was again discontinued due to the increase in numbers of the infection. Thankfully we were able restart in February 2022. The numbers attending include church members and visitors from the neighbouring areas and further afield, ranging each month 35-48 in total. Our aim is to reach out and provide a relaxed atmosphere for members and visitors who can enjoy a chat over a cuppa and a piece of cake if they so wish.

Jai Mahadeo

ECUMENICAL AND INTER-FAITH

Churches Together in North Harrow

Due to the re-imposition of Covid lockdown the services for the Week of Prayer for Christian Unity were held on Zoom. There were two services on the theme 'Abiding in Christ', the first one led by Nick Addington from Elmfield Church and the second by the Revd Julie King from North Harrow Methodist Church. They were well attended with between fifteen and twenty people at each service.

The Lent Talks also had to be held via Zoom and we had different chaplains each week working at Heathrow Airport, City University, Harmondsworth Immigration Centre, Wormwood Scrubs Prison and St Christopher's Hospice. The talks were well received by between 30 and 35 people attending for each talk. We are grateful to Roy Millard from Elmfield Church for organising the series.

Unfortunately, due to Covid restrictions, we were unable to hold any Lent Lunches, the Palm Sunday Readings or the Walk of Witness this year.

The Annual General Meeting of Churches Together was held on Zoom as was the Executive meeting at the end of July. We were able to start planning the Quiet Day and the Week of Accompanied Prayer at these meetings in the hope that the Covid restrictions would allow them to take place.

The Quiet Day at Jordan's, ably organised by David Tuck and led by John Swarbrick, was able to go ahead on the 18th September on a glorious autumn day. It was a peaceful, reflective day on the theme of 'Ordinary Time' and was attended by 34 people representing all the Churches in North Harrow.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Our next Executive meeting on 21st September was also in person and we heard from Marguerite Kuhn on the final preparations for the Week of Accompanied Prayer in October.

The week of Accompanied Prayer went ahead from 10th October to the 16th October with 23 pilgrims attending. Marguerite Kuhn organised a very successful week with opening and closing sessions being held at St John Fisher Church and rooms at the St Alban's Vicarage and Elmfield Church being used for the one-to-one sessions. One of the companions also met a couple of the pilgrims in their own homes. Evening meals were provided for the companions at a couple of the churches. Everyone who attended gained a lot spiritually from the week which made the work of organising very worthwhile.

The Advent Service took place at St John Fisher church this year on Sunday 12th December.

Carol singing outside North Harrow Station was able to go ahead this year and 34 Christmas booklets were given out and £45.00 was collected for St Luke's Hospice.

We are glad that we were able to bear witness to our faith in person towards the end of the year and pray for more freedom to do so next year.

Jill Sloley

North Harrow Muslim Christian Dialogue

Covid has not deterred us, and the group has met regularly every other month throughout the year (4 evenings on Zoom and 2 in person). Topics for our main discussion have included Conversion in our 2 Faiths, Interfaith Marriage (when we welcomed a visiting speaker from Oxford), Balancing Care for the Environment with Economic Prosperity, Muslims and Christians around the world today – some ways forward (Dr Andrew Wingate was our visiting speaker), Supporting refugees throughout history and End of Life issues.

We have been pleased to welcome Dr Leao Neto the new Methodist Assistant Director of Interfaith as a new member.

All are welcome at our meetings. They are advertised in the weekly news sheet. We are not interfaith experts, but fellow travellers growing in mutual respect and understanding.

David Tuck

UNIFORMED ORGANISATIONS

2nd Headstone Guides & Senior Section

The 2nd Headstone Guides & Senior Section continue to enjoy many challenges and experiences year on year.

Throughout lockdown in March 2020, we have continued to meet online. Inevitably some girls have left as Zoom is not for them but thus far, we remain a happy unit of ~20 girls with some very committed leaders and young leaders. The guides are aged between 10 -14 ½ years old and after that the girls that want to stay join our Senior Section. We normally meet on Fridays (term time) from 7-9pm in the Church Hall. We returned to the hall last September 2021 although resumed back on Zoom from October – February 2022. The girls come from various backgrounds, schools, faiths, and cultures but the one thing in common is friendship.

The girls have enjoyed participating in new challenges online whether that be learning new skills, cooking, handicrafts, a quiz around Pinner, a cookout and two interesting visitors online from the RNLI and the Hearing Dogs charity.

As we could not enjoy our planned weekend camp to Paccar Chalfont Heights in July 2020 or 2021 our fingers are now crossed for summer 2022!

Guiding is a great organisation and will have a huge, positive impact on the girls' lives in the future.

Sue Till

4th Headstone Scout Group

Back in 2020 like all youth organisations, the 4th Headstone Scout Group had to alter the way we shared scouting with our young people.

2021 saw us supply our programme via Zoom, face to face outside and, come November, we returned to the Scout Hut. We continued to observe social distancing following detailed risk assessment completed by our dedicated leaders.

All sections offered amazing programmes in 2021 and saw our young people enjoy lots of cooking from making pizza to lemonade scones, cakes and doughnuts in a mug, to rock cakes. They completed night hikes, tia chai in the park, Olympic Games, cycle rides, tracking activities, wide games in the woods, cooking on open fires, plus lots more.

We thought outside the box for fundraising and held a car / cycle ride treasurer hunt around Pinner, North Harrow and Harrow on the Hill, for which many families took part over two weekends. This was due to legislation and the number of cars you can have take part. We also had an online auction and raffle. In addition to fundraising we offered family socials via Zoom i.e. quiz nights. This all helped to keep the 4th Headstone community in touch, when we could not always be together.

In September 2021 we held a two-day activity weekend for all sections. This took place at Bury Lake and Paccar Scout Camp. The young people had the opportunity to try paddle boarding, hikes, crate stacking,

PARISH CHURCH OF ST ALBAN, NORTH HARROW

zip wires, rifle shooting, fire lighting, cooking popcorn in pop tins on fires, campfires, den building to name a few, and was lovely to have the group all together.

Our leaders ensured that a varied programmes took place to help our young people achieve the top awards for their sections. Beavers - Chief Scout Bronze Award, Cubs - Chief Scout Silver Award and Scouts - Chief Scout Gold Award.

Whilst we could not use the Scout Hut, we have had some work done. This included showers put into the old kitchen meaning we can now have Scout and Guide Groups stay over at the hut. We are in an ideal location for groups to travel into London which helps bring additional income for the group. We have also had the old hall windows replaced with double glazing, meaning natural day light is back after over 20 years of wood cladding plus a full deep clean of the hut.

In November we joined the church service for Remembrance Day and it was lovely to see the uniformed young people parading again after over a year of not being able to attend church parades.

Finally we would like to thank the Revd Dr Sarah Archer for her support to the group through difficult times. We also need to thank all our volunteers including our leaders and executive for all they do to make 4th Headstone the successful group it is, plus all our young people for persevering with Scouting under unusual times.

Sammy Jackson, Group Scout Leader

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England & Wales no. 1132600

**ANNUAL ACCOUNTS
of the
PAROCHIAL CHURCH COUNCIL
for the year ended 31st December 2021**

Incumbents

Vicar on maternity leave until
16 September 2021

The Revd Kate Tuckett
The Vicarage

Church Drive, North Harrow
Harrow
HA2 7NS

Interim Vicar during maternity leave,
then Vicar

with effect from 17 September 2021:

The Revd Dr Sarah Archer
The Vicarage

Church Drive, North Harrow
HA2 7NS

Bankers

National Westminster Bank PLC
Branch: Station Road, Harrow, also
at

the CBF Church of England Investment Fund and
Virgin Money PLC
307 Station Road
Harrow

Honorary Solicitor
Mr Christopher Noyce
Lovell, Son & Pitfield
9 Grays Inn Square
Grays Inn
London
WC1R 5JT

Independent Examiner
Mr Alan Mitchell
33 St Thomas Drive
Pinner
HA5 4SX

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

BALANCE SHEET AT 31 DECEMBER 2021

	Notes	2021 £	2020 £
Fixed assets			
Tangible fixed assets	5	1,462,598	1,467,426
Investments	6	375,000	375,000
Total fixed assets		1,837,598	1,842,426
Current assets			
Debtors	8	8,343	2,236
Short term deposits incl. CBF/CCLA		212,518	237,354
Cash at bank and in hand		74,915	46,400
		295,776	285,990
Creditors: amounts falling due within one year	9	263	313
Net current assets		295,513	285,677
Total assets less current liabilities		2,133,111	2,128,103
Creditors: amounts falling due after one year	9		
NET ASSETS	7	2,133,111	2,128,103
Funds			
Restricted funds	10	42,066	51,029
Unrestricted funds	10	253,447	234,648
Assets/ investments	10	1,837,598	1,842,426
		2,133,111	2,128,103

The Notes that follow the Statement of Financial Activities below form part of these financial accounts.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2021 £	TOTAL FUNDS 2020 £
Incoming resources					
<i>Voluntary income</i>	2a	155,592	31,822	187,414	169,005
<i>Activities for generating funds</i>	2b	3,270		3,270	1,484
<i>Income from investments</i>	2c	14,534		14,534	15,626
<i>Church activities</i>	2d	34,711	10,676	45,387	31,122
<i>Other incoming resources</i>	2e	22,950		22,950	22,823
Total incoming resources		231,057	42,498	273,555	240,424
Resources expended					
<i>Costs of generating voluntary income</i>	3a				122
<i>Fund-raising trading costs</i>	3b	7,272		7,272	6,383
<i>Church activities</i>	3c	195,029	65,861	260,890	286,007
<i>Governance Costs</i>	3d	385		385	375
Total resources expended		202,686	65,861	268,547	245,811
Net incoming/(outgoing) resources		28,371	{23,363}	5,008	{52,463}
<i>Gains/(losses) on revaluation of fixed & Investment assets and transfers</i>	5/6	{14,400}	14,400		{18,000}
Net movement in funds		13,971	{8,963}	5,008	{52,463}
Total funds brought forward at 1 January 2021		2,077,074	51,029	2,128,103	2,180,566
Total funds carried forward at 31 December 2021		2,091,045	42,066	2,133,111	2,128,103

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

1. Accounting policies

A Accounting convention

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and SORP 2005.

They follow the historical cost convention as modified by the inclusion of investments at market value. The revaluation of fixed assets (freehold land and buildings) was last undertaken in April 2015. Our Property Agents have re-valued the Parish houses at 6 Frobisher Close and 80 Whittington Way but it has not been possible to revalue the church hall this year. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body, nor those which are informal gatherings of church members.

B Funds accounting

Funds held by the PCC are:

Unrestricted funds - general funds which can be used for PCC ordinary purposes

Designated funds - monies set aside by the PCC out of unrestricted funds for specific future purposes or projects.

Restricted funds - a) income from trusts or endowments which may be used only on those restricted objects provided in the terms of the trust or bequest; b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be used on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

C Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when received.

Grants and legacies are recognised when the PCC is legally entitled to the amount due.

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold

Unrealised gains and losses are accounted for on revaluation on 31 December.

D Resources used

Resources expended are accounted for on an accruals basis and are accounted for gross.

Grants

Grants and donations are accounted for when paid over, or when awarded where the award creates a binding obligation on the PCC.

Church Activities

The diocesan parish contribution to the London Diocese Common Fund is accounted for when paid. It was paid in full in 2021.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

E Fixed Assets

Tangible fixed assets

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

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are accounted as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the accounts. Individual items acquired since 2000 where their value at acquisition was £1,500 or more, have been capitalised in the accounts and depreciated over their useful economic life (see note below).

All expenditure on consecrated or beneficed buildings and individual items costing under £1500 are written off in the year they were incurred.

Depreciation

Depreciation is calculated to write down the cost of tangible fixed assets costing £1500 or more, excluding freehold properties, over their expected useful lives. The rates generally applicable are:

Hall kitchen & piano (see note 5)	10% straight line
Fixtures and fittings	25% straight line
Computer and other electronic equipment	30% straight line

No depreciation is provided on freehold property as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so high that any depreciation would not be material. These assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

F Current Assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for any amounts that may prove uncollectible.

Short-term deposits include cash held on deposit either with the CBF Church of England Funds, or at a bank or building society.

G Reserves Policy

It is PCC policy to retain in our General Fund 3 months unrestricted funds to cover any emergency situation that may arise. The balance of £3,820 in the General Fund at the end of 2021 is less than the target of £30,000. This is the result of the loss of income resulting from the Pandemic over the last two years. The PCC has created a COVID contingency fund with £50k from the Lorna Barnett Legacy to cover this situation.

The PCC is aware that it still has significant Designated Funds in both its Legacy Fund and in the Lorna Barnett Fund. A 5-year financial assessment has been undertaken which identifies a number of projects in support of our mission and could be used also as emergency funding. The Lorna Barnett Fund is designated for Mission purposes and currently supports Youth development including the new choir club.

There are currently no known significant outstanding works. All other anticipated risks have been included in the 5-year finance plan and reflected in the 2022 budget at the end of this report, together with provision for improved visual systems and a 'tea bar' to enable greater use of the church premises for mission.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

2 Incoming resources	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2021 £	TOTAL FUNDS 2020 £
a Voluntary income				
Planned Giving				
Gift Aid Donations	78,864		78,864	77,892
Other Tax Efficient Giving	5,380		5,380	6,540
Other	1,410		1,410	2,023
Youth Leader Appeal				
Tax recoverable	20,993		20,993	23,236
Collections at services	2,057		2,057	2,080
Charity Collections at services		2,954	2,954	866
Sundry donations and appeals	3,888		3,888	1,994
Grants		28,868	28,868	45,990
Legacies	43,000		43,000	8,384
	<u>155,592</u>	<u>31,822</u>	<u>187,414</u>	<u>169,005</u>
b Activities for generating funds				
Church Fair & Bazaar	3,270		3,270	1,848
	<u>3,270</u>		<u>3,270</u>	<u>1,848</u>
c Investment income				
Property	14,366		14,366	14,460
Dividends and interest	168		168	1,166
	<u>14,534</u>		<u>14,534</u>	<u>15,626</u>
d Income from Church Activities				
Fees from weddings etc	1,034		1,034	1,548
Church Lettings	280		280	518
Church hall lettings etc	33,397		33,397	24,100
Messy Church		86	86	72
Youth Leader & Other		10,590	10,590	4,884
	<u>34,711</u>	<u>10,676</u>	<u>45,387</u>	<u>31,122</u>
e Other incoming resources				
Rent from Church Property	22,950		22,950	22,823
Vicarage Provision				
Mission Fund				
Total incoming resources	<u>231,057</u>	<u>42,498</u>	<u>273,555</u>	<u>240,424</u>

Income overall increased by £18,400. This was driven by the £40k legacy received in the year which is masking the £17k drop in Youth work Grants and the £2k drop in tax recovered. The pandemic has continued for a second year to impact on church income, there was no fair, bazaar or draws, and income from the hall letting while better than last year is well below the normal of £40k.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

3 Resources Expended	Unrestricted Funds £	Restricted Funds £	FUNDS 2021 £	FUNDS 2020 £
a <i>Costs of generating voluntary income</i>				
Church Fund costs				122
				<u>122</u>
b <i>Fund-raising trading costs</i>				
Events	459		459	195
Property rental- agent fee	6,813		6,813	6188
	<u>7,272</u>		<u>7,272</u>	6,383
c <i>Church Activities</i>				
Missionary and charitable giving:				
<i>Giving from Planned Income</i>	1,500		1,500	2,767
<i>Other Charitable Giving</i>				
Overseas:				
Home:		3,482	3,482	1,554
	<u>1,500</u>	<u>3,482</u>	<u>4,982</u>	<u>4,321</u>
<i>Ministry costs</i>				
Diocesan parish contribution	89,656		89,656	89,656
Other clergy costs	2,555		2,555	1,425
Church running expenses	37,200		37,200	32,234
Church maintenance/ Improvements	21,257		21,257	65,213
Upkeep of services	13,008		13,008	5,078
Upkeep of church grounds	2,621		2,621	11,078
Parish Houses	5,193		5,193	3,020
Clergy House Costs	793		793	431
Children & Youth Work		62,379	62,379	56,032
Church hall running costs	20,970		20,970	17,323
Bank charges	276		276	196
	<u>193,529</u>	<u>62,379</u>	<u>255,908</u>	<u>281,686</u>
Sub Total	<u>202,301</u>	<u>65,861</u>	<u>268,162</u>	<u>292,512</u>
d <i>Governance costs</i>				
Independent examination fee	385		385	375
	<u>385</u>		<u>385</u>	<u>375</u>
Total resources expended	<u>202,686</u>	<u>65,861</u>	<u>268,547</u>	<u>292,887</u>

After a year of high spend in 2020 the spend this year is much lower, the main differences between last year and this are: -

The church maintenance / improvement which is £44k lower this year, last year we spend £45k installing the Audio-Visual system with Internet access.

Upkeep of services, last year was exceptionally low due to the pandemic and the last 4 months of this year includes the Choral Scholars programme.

Children and youth is £6k higher due to the school holiday programmes that were funded by grants.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

4 Staff costs

	2021	2020
	£	£
a <i>Wages and salaries</i>	57,681	54,763

The PCC has contracted cleaning of halls to an agency who employ the cleaners. The PCC employs, a part time director of music, a part time administrator and a full time Youth Leader and a part time youth support worker.

b *Payments to PCC members*

There were no disclosable payments in respect of PCC members, nor persons closely connected to them, nor other related parties in the year.

5 Tangible fixed assets

	Freehold land and buildings	Church equipment	TOTAL
Cost or valuation	£	£	£
At 1 January 2021	1,450,000	28,031	1,478,031
Additions/revaluations			
Disposals			
At 31 December 2021	1,450,000	28,031	1,478,031
Depreciation			
At 1 January 2021		10,605	10,605
Provided in the year		4,828	4,828
Disposals			
At 31 December 2021		15,433	15,433
Net book amounts			
At 31 December 2021	1,450,000	12,598	1,462,598

The freehold land and buildings comprise the parish house at 6 Frobisher Close, Pinner and the church hall. The value of 6 Frobisher Close has been re-assessed in 2019 by our property agents, Gibbs Gillespie, at £675,000, adding £75,000 to the value of our freehold land and buildings. The existing value of the church hall at £775,000 is retained (last re-valued in 2015 on advice from the Diocese) but will need to be re-evaluated in 2022 by suitably qualified property surveyors. In 2014 the parish fitted a new kitchen in the church hall and purchased a piano for the ABRSM exams at a total cost of £41,989. Depreciation was set at 10% per year, with a written down value at 31st December 2021 of £12,598 for the kitchen and piano (which is no longer being held at cost). In 2018 Buildings & Grounds Committee purchased a gazebo for the hall at a cost of £2,518. It is being depreciated at 25% per year in line with the basis for fixtures and fittings. At 31st December 2021 it has a written down value of £nil.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

6 Investments

Investment Property	Leasehold Property	Total
	£	£
At 1 January 2021	375,000	375,000
Additions/revaluations		
Disposals		
At 31 December 2021	375,000	375,000

The Parish owns a leasehold property, with more than 81 years on the lease remaining, at 80 Whittington Way, Pinner as part of the Lorna Barnett Legacy fund. The net income from this let property is used for the mission and outreach of the church under the control of the Lorna Barnett Legacy Fund, including our youth worker to provide match funding finance alongside specific grants so will be available to top up the Youth Fund as agreed by the PCC if necessary. Due to the length of the Whittington Way lease no depreciation has been included. This Leasehold property has been re-valued by our Property Agent, Gibbs Gillespie at end 2019 at £375,000.

Net book amounts	Land & Buildings	Church Equipment	Total
	£	£	£
At 31 December 2021	1,825,000	12,598	1,837,598
	=====		=====

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

7	Analysis of Net assets by fund	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
	Investment fixed assets	1,837,598		1,837,598
	Current assets	253,447	42,066	295,513
	Long term liabilities			
		2,091,045	42,066	2,133,111
8	Debtors		2021	2020
			£	£
	Income tax recoverable			
	Prepayments and accrued income		8,343	2,237
			8,343	2,237
9	Creditors: amounts falling due within one year		2021	2020
			£	£
	Accruals for utilities and other costs		263	313
			263	313
	Creditors: amounts falling due after more than one year		2021	2020
			£	£

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

10 Statement of funds					
Balance	Balance at 31st Dec 2020	Transfers Gains or Losses	Income	Expenditure	Balance at 31st Dec 2021
	£	£	£	£	£
Unrestricted Fund					
General fund - Church	15,204	20,701	117,061	149,146	3,821
General fund - hall	8,471	-15,000	33,397	20,970	5,898
Total General Fund	23,675	5,701	150,458	170,116	9,719
Designated					
Library Project	32	0	0	0	32
COVID-19 Contingency	50,000	0	0	0	50,000
Legacy/In Memoriam	71,607	-49,749	43,056	0	64,914
Lorna Barnett Legacy	66,140	-22,000	14,366	5,307	53,199
Frobisher Close	9,746	-15,500	22,950	6,699	10,497
Tea Point	775	20,000	227	0	21,002
Mission Fund	4,647	6,000	0	1,500	9,147
Visual Project	251	-251	0	0	0
Altar	5,145	0	0	2,000	3,145
Tamil Group	101	-101	0	0	0
Vicarage	2,529	1500	0	793	3,236
Solar Panels	0	20,000	0	2,704	17,296
Church Heating	0	10,000	0	6,040	3,960
Choral Scholars	0	10,000	0	2,700	7,300
Total Designated Funds	210,973	-20,101	80,599	27,743	243,728
Restricted Funds					
Charity Collections	1,308	0	2,954	3,482	780
Organ/ Music	7,929	1,250	0	0	9,179
Youth	41,792	13,150	39,544	62,379	32,107
Total Restricted	51,029	14,400	42,498	65,861	42,066
<i>Fixed assets</i>	1,467,426	-	-	4,828	1,462,598
<i>Investments</i>	375,000	-	-	0	375,000
Total funds	2,128,103	-	273,555	268,547	2,133,111

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Budgets 2018 to 2023

	Forecast	Budget	Actual 2021	Actual 2020	Actual	Actual
Income (£000)	2023	2022	Pandemic	Pandemic	2019	2018
Planned giving	87	84	85.6	86.4	86.3	83.1
Collections at services	4	4	2	2.1	4.7	4.3
Tax Recoverable	21	21	21	23	20.5	22.3
Fund Raising	10	10	3.2	1.8	9.3	8
Church activities			1	4.3	4.9	6.7
Sundry Income				0.4	13.9	4
Bank Interest	1	1	0.4	1.1		
House Rental	13	13	37.3	37.2	35.8	38.1
Church	2.5	2.5	0.3	0.5		
Hall	40	44	33.4	24	37.5	32.9
Youth Activities	7	7	7			
Grants	38	36	28.8	46	37.5	32
Donations		1.5	1.9		31	1.8
Legacy			43	2	10	
Charity collections			3.6	0.9		4.5
Total Income	223.5	236	268.5	229.7	291.4	237.7
Expenditure (£000)						
Cost of voluntary income	0.1	0.1	0.1	0.1	0.2	0.1
Fund raising costs	1	1	0.4	1	0.7	0.7
LDF	91.4	91.4	89.7	89.7	88.3	88.3
Ministry costs	5	3	2.5	3.8	1.3	1.4
Curate	2.5	2.5				
Upkeep of services	10	10	10.5	5	10.5	10.8
Choral Scholars	0	7.6	2.4			
Children & Youth Work	57	56.5	62	58.7	43.3	40.9
Mission Fund	6	6	1.5	2.8	9.3	13.9
Church Running Expenses	35	33.4	37	30.5	37.7	33.9
Church Maintenance	10	10	6	2.5	15.2	25.2
Development	0	25	10.7	56.7		
Upkeep of church grounds	5	5	2.6	11	3.6	8.1
Church hall costs	30	30	21	17.3	31.1	33.5
Parish houses	2.5	3.5	12	9.2	0.5	5.8
Clergy house costs	0.5	0.5	0.8	0.4	0.5	7.9
Bank charges	0.4	0.4	0.3	0.2	0.3	0.3
Governance costs	0.4	0.4	0.4	0.4	0.4	0.4
Depreciation					4.8	4.8
Total Spend	256.8	286.3	259.9	289.3	247.7	276

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Fund	Designation/ Reserve Value	Description	Income	Outgoings
General fund -Church	Unrestricted RV £30K	Used for the running of the church	Church collections, regular giving & non- designated income	Running costs of the church including heating, lighting, wages and all regular costs
General fund - Church hall	Unrestricted RV£10K	Used for the management of the church hall. This Fund will be maintained with a limit of £10k for operational needs, further income will go to the General Fund - Church	Income from lettings to the organisations that hire the hall	Running costs of the church hall including heating, lighting and other regular costs. When the Fund exceeds £10k income will go to General Fund - Church
COVID Contingency Fund	Unrestricted	Used as a reserve fund to be used in the event of being unable to pay bills from the General funds, during the COVID Pandemic	With agreement of the PCC £50k transferred from the Loma Barnett Legacy fund.	To cover the running costs of the church if no funds exist in the general funds for the church or the hall. Full £50k to be paid back to the LB legacy over time.
Library Project	Designated RV Zero	A church project to run a lending library of books and raise awareness or new books published	Church funds and donations, topped up if needed from the General Fund	Purchase of books and production of notices in the church

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Legacy Fund	Designated RV Zero	Holds funds bequeathed to the church or gills that have no designated purpose when received	Legacies and donations to the church given by individuals without a requested purpose	At the discretion of the PCC to projects as seen fit but not used for general running of the church unless as directed by the PCC.
Loma Barnett Legacy	Designated RV £10K	To manage the Legacy of her house left to the church in the Lorna Barnett will	From investment rental income and interest from Bank account	The running cost of the property in this time and for parish Mission and Outreach at the discretion of the PCC
Frobisher Close Fund	Designated RV£10K	Church property for possible future clerical use - currently let This Fund will be maintained with a limit of £10k for operational needs. Excess will be transferred to General Funds	Rental income	Property maintenance costs & agency fees. When the Fund exceeds £10k income will go to General Fund - Church
Youth Fund	Restricted RV £15K	A Fund to support the parish outreach to youth in our Parish and the surrounding area.	Various Grants and donations for the development of youth activities.	This fund is spent under the control of the PCC on the youth and children work of the Parish
Altars Project	Restricted RV Zero	A project to replace the current Altars in the Church and Lady Chapel and provide a portable Nave Altar.	Grants, Legacies, Parish appeals and fund raising for this project.	Under the control of the PCC for the provision of the new altars

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Altars Project	Designated RV Zero	A project to replace the current Altars in the Church and Lady Chapel and provide a portable Nave Altar.	Allocation of parish funds and of legacies with no stated purpose at discretion of the PCC	Under the control of the PCC for the provision of the new altars
Vicarage fund	Designated RV Zero	Fund to ensure we are able to decorate and complete minor repair to the vicarage in line with Parish obligations	From parish funds at a planned rate of £125/month from parish planned giving	As needed at the discretion of the Church Wardens.
Mission Fund	Designated RV Zero	To Support the charitable outreach of the Parish at the recommendation of the Mission and Outreach Committee.	A monthly allocation of £500 from planned giving to this Fund each month	In line with Parish guidelines at the recommendation of the Mission and Outreach Committee to the PCC from available funds.
Charity Collections	Restricted RV Zero	To hold funds collected from appeals and fund raising for any named Charity	Collections, Donations, Appeals and fund raising for the named Charity	To the named Charity with any gift aid that can be reclaimed by the church
Organ	Designated RV Zero	To hold funds for the replacement of Organ	Allocation of parish funds and of legacies with no stated purpose at discretion of the PCC	Under the control of the PCC for the provision of the new Organ



Section A Independent Examiner's Report

Report to the trustees/ members of THE PARISH CHURCH OF ST. ALBANS NORTH HARROW

On accounts for the year ended 31st DECEMBER 2021 Charity no (if any) 1132600

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended

Responsibilities and basis of report As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent examiner's statement [The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
the accounts did not accord with the accounting records; or
the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed: A.R. Mitchell Date: 4th April 2022

Name: ALAN ROBERT MITCHELL

Relevant professional qualification(s) or body FFA FIDA

(if any):

Address:

Section B Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

Accounts

PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England & Wales no. 32600

ANNUAL REPORT
and
FINANCIAL STATEMENTS
of the
PAROCHIAL CHURCH COUNCIL

for the year ended 31st December 2020

Incumbent:

The Revd Kate Tuckett

The Vicarage

Church Drive, North Harrow

HA2 7NS

On maternity leave with effect from 16 August 2020

Interim Vicar during maternity leave:

The Revd Dr Sarah Archer

The Parish Office

St Alban's Church Hall

Norwood Drive

North Harrow

HA2 7PF

Bankers:

The National Westminster Bank

Branch: Station Road, Harrow

also at

the CBF Church of England Investment Fund

and Virgin Money PLC

307 Station Road

Harrow

PARISH CHURCH OF ST ALBAN, NORTH HARROW

Honorary Solicitor:
Mr Christopher Noyce
Lovell, Son & Pitfield
9 Grays Inn Square
Grays Inn
London
WC1R 5JT

Independent Examiner:
Mr Alan Mitchell
33 St Thomas Drive
Pinner
HA5 4SX

PARISH CHURCH OF ST ALBAN, NORTH HARROW

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PARISH CHURCH OF ST ALBAN, NORTH HARROW

FOREWORD by the Reverend Dr Sarah Archer

What a difference a year makes. And what a year! By the time you read this we will all have sat through three lockdowns and there are those of our number who read the annual report last year who are no longer with us: some due to Covid-19, others whose passing was made so much harder by Covid-19. Even given the restrictions of the last year there are still so many who have worked so hard to keep whatever show we were allowed to have on the road, and while I want to take the opportunity to thank them here, please do approach them yourselves to let them know how much their work is valued.

As you will discover, our buildings have been well maintained, and there have been new initiatives during these Covid-19 times, not least the installation of an audio-visual (AV) system that has proved its worth many times over. But despite the fact that this year has been unusual, both because of lockdown and because of Vicar Kate's maternity leave, it has not been a time when things have been on pause.

Lent began in the usual way, even though the storm clouds of Covid-19 were gathering. Once lockdown was underway Kate helped us continue to **develop our confident and compassionate worshipping community** by moving swiftly online, with a team supporting regular morning and evening prayer on Facebook and maintaining the Eucharistic focus for our worship. The new AV system has helped our worship be more inclusive, and the PCC quickly approved the purchase of an extra camera which has enabled us to record life events. The Altar project has continued, with designs drawn up and a full consultation planned once restrictions are lifted.

We have not lost sight of our commitment to be **multi-generational in focus**. Our pastoral visiting team moved online or over the telephone, ensuring all those living alone were kept in touch and that everyone received a call over Christmas. You will also read more about how we have enabled our ministry to children and young people to continue in various forms during 2020. With the agreed funding for our Youth Ministry ending in September 2021, the PCC agreed to commission Jason Royce of Souster Youth to help us review our Youth Ministry, and this has helped the PCC to consider not just our Youth Ministry but also more general issues connected with the growth of our church.

It has been more of a challenge to **grow and strengthen our capacity for mission and outreach** during lockdown. Sadly the drop-in café is suspended and the Tamil Ladies group has had to come to an end. However, we continued our involvement with local schools, particularly through the memorable art project which saw hundreds of paper doves of peace flying inside the church, and some online assemblies. We maintained our support for Harrow Citizens, Firm Foundation and the Foodbank, contributing to their work through our Mission Fund. **Throughout the year we have made generous contribution to charitable purposes, with £4,321 donated through the church, including £3,846 from our Mission Fund.**

We also had our first trial of Alpha online, with over 20 people logging in each week, some from outside our congregation. Going online also helped our fundraising: we held a very successful (if not hugely polished) Quiz Night and Auction of Promises in November. We've also made improvements in our website and communications, setting up a Hootsuite account to enable social media posts to go out in a more scheduled fashion and moving our weekly Newsletter to Mailchimp. The biggest project was the set-up of iKnow Church in October: this is a church management system which has helped us over Christmas with ticketing and, once we've ironed out the gremlins, will make our rotas talk to each other a bit more as well as provide a secure way to check in young people into activities and communicate with our contacts. It also integrates fully with the Church of England's Life Events Diary; enabling us to more effectively follow up our missional contacts.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

After lockdown our place as **a centre for community life** also took a hit, with many of the organisations who usually occupy our hall being unable to meet. However, this has not impeded our progress towards making our church building more welcoming, most notably through the completion of the installation of the audio-visual system, but also through our plans to install underfloor heating powered by a ground source heat pump.

This, of course, will contribute to the fifth strategic aim of our Vision Action Plan: **to care for creation as an integral part of all that we do at St Alban's**. The PCC agreed this year to join with the Church of England's commitment to be net carbon neutral by 2030, and we were delighted to receive an A Rocha Bronze Eco Church award. We also now have a dedicated page on our website explaining more about what this means and giving helpful advice for individuals wishing to reduce their impact on our fragile planet.

While there are many to thank I would like to pay particular tribute to Tom Johnson, who has not only taken over the role of Treasurer this year but whose vision for the AV system proved prophetic, and whose hard work to get the system up and running is living proof that no good deed goes unpunished! My grateful thanks go also to Ally Vallance, Adrian Holloway and Gerry Devine for their faithful and professional support and encouragement, to the ministry team for all they do and to Ray Barber for his patience, diligence and hard work on behalf of the PCC, and particularly for his work on this report.

PARISH CHURCH OF ST ALBAN, NORTH HARROW

THE YEAR ENDED 31 DECEMBER 2020

St Alban's Church is situated in The Ridgeway, North Harrow. It is part of the Diocese of London within the Church of England. The correspondence address is The Parish Office, St Alban's Church, Norwood Drive, North Harrow, Middlesex HA2 7PF.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2020 and a charity registered with the Charity Commission (no. 1132600).

PCC members who have served during the year ending 31 December 2020:

Ex Officio members

<i>Incumbent Vicar</i>	The Revd Kate Tuckett	Chair until maternity leave commenced August 2020
<i>Interim Vicar</i>	The Revd Dr Sarah Archer	From August 2020
<i>Churchwardens</i>	Adrian Holloway Alison Vallance	
<i>Assistant Church Warden</i>	Gerry Devine	
<i>Deanery Synod Representatives</i>	Ray Barber Alison Chester Mo Hatton Tina Ryan Emma Garner Gerry Devine Eileen Eggington Elizabeth Fisher Malcolm Grant	PCC Secretary Until September 2020 Elected Sept APCM Assistant Churchwarden
<i>Elected members</i>	Tom Johnson Julia Powell Pauline Prince Tina Ryan Pauline Schofield Norman Shurrock Marcia Singleton Caoimhe Sweeney Tamer Tahsin	Treasurer to complete 2019 accounts Treasurer for all new work Elected Sept 2020 Until Sept 2020

Statement of Responsibilities of the Members (Trustees) of the Parochial Church Council (PCC)

The Trustees (PCC members acting collectively) are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and in compliance with Guidance from the Charity Commission.

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Commission's Statement of Recommended Practice for Charities (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended, the Charity (Accounts and Reports) Regulations 2008 and the Parochial Church Council Powers Measures. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration on reporting serious incidents

There were no serious incidents or other matters relating to the PCC during the 12 months to end December 2020 that should have been brought to the Charity Commission's attention but were not.

This report, including the accounts and financial statements, of the Trustees was approved by the PCC on 24 March 2021 and is signed on behalf of the PCC by the Vicar, subject to the satisfaction of the Independent Examiner, whose signed Report accompanies the Accounts.



The Revd Dr Sarah Archer, Interim Vicar and PCC Chair

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

ANNUAL REPORT OF THE PCC

Aim and Purposes

St Alban's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Revd Kate Tuckett and, during her maternity leave, the Revd Dr Sarah Archer, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also responsible for the maintenance and upkeep of the church building, church grounds and hall complex of St Alban's, The Ridgeway, North Harrow.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our parish community. Much imagination and lateral thinking has been expended by our clergy, wardens, the PCC and others in enabling this commitment to continue to be fulfilled during the Covid-19 restrictions. This will be a recurring theme, with rightful expressions of gratitude, at many points in this annual report. Our services and worship put faith into practice through prayer and scripture, sacrament and music. This year has increased our use and reliance on communication technology to enable us to worship, hold meetings and engage socially remotely wherever we may be. This also means that our congregation and visitors may include people who have spotted us online and join us for a taste of what we have to offer. New opportunities and new challenges accelerated by a world changed by the pandemic.

We have a Vision Action Plan (VAP) which is a "live" document that is kept under review. It is used as one of our reference points when planning our activities for the year and committing to major expenditure. We have considered the Charity Commission's guidance on public benefit and the supplementary guidance to charities for the advancement of religion. We try to enable everyone to live out their faith as part of our parish community through:

- worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus;
- provision of pastoral care for people living in the parish;
- outreach and mission work.

The five main objectives of our Vision Action Plan have been added to by a sixth objective, and now are:

- to develop our confident and compassionate worshipping community;
- to be multi-generational in our focus;
- to grow and strengthen the capacity of St Alban's community for outreach and mission;
- to be a centre for local community life and to make a positive impact on the local community;
- to care for creation as an integral part of all we do at St Alban's as an expression of our love of God in Jesus Christ;
- to develop ways of improving the environmental sustainability of the parish, including having a target of for the church building, hall and grounds being net carbon neutral by 2030.

Vicar Sarah has already highlighted how we have continued to fulfil these objectives in her foreword to this report. we are grateful to both Vicar Kate and Vicar Sarah for their inspiring leadership and commitment to the mission of God's church here at St Alban's and in the wider world.

Responsible and prudent management of our finances, together with maintenance of the fabric and grounds of the Parish Church of St Alban and the church hall complex, are central to facilitating this work.

£633 per day

This is how much it costs to run St Alban's and deliver our mission.

About half is funded by direct giving and Gift Aid.

For the rest, we are dependent on our community fundraising (such as church fairs), rental income from our two properties and church halls, plus existing legacies and external grants

Vicar Kate led us into Lent 2020 on the theme of Peace and Reconciliation. However the Covid-19 lockdown soon terminated church attendance for several months. Church at Home services were held during lockdown and have continued during the times that in-person socially distanced and Covid secure worship could resume in church, so that those wishing to remain secure at home can continue participating. The audio-visual system came into its own to improve this connectivity. This has also enabled those who were unable to attend through infirmity to resume or maintain a church link.

Sadly the planned festival to mark our 90th anniversary as a parish was cancelled, as were the major fund raising June Fair and Christmas Bazaar. The Treasurer and others in the finance team explain in detail the repercussions of this reduced income further on in this report.

Despite the restrictions on being able to meet in person as a church, the section on Mission & Outreach shows that we have not shrunk away from service to the local and wider community.

Our work with young people in the church and wider community is led by Chris Nalder, our Youth Leader, assisted by Britney Awuah our sessional Youth Support Worker, with some voluntary assistance from within the parish. Vicar Sarah has explained that we have undertaken a review of this activity so that we can take stock of what we have achieved, help us decide how the service should develop in the future, and be ready for new funding bids ahead of the expiry of current external funding contracts.. A more detailed report on work with young people on the church premises, in our local schools and the community in general can be found by Chris Nalder on page 41.

During the year the PCC reviewed and updated its Reserves and Legacy policies.

We have a worshipping community of about 240. At the end of the year there were 207 parishioners (211 in 2019) on the Church Electoral Roll. The average weekly attendance counted during October was 150 (compared with 147 in 2019), including 24 children (24 in 2019).

Once again, we were delighted that around 25 people from the Muslim community at Mahfil Ali, North Harrow joined us at our Christmas Midnight Mass.

Further details of how our parish organisations and link groups have been able to work within the constraints of Covid-19 security are mentioned in their reports below.

Structure, Governance and Management

The PCC, rather than St Alban's Church, is registered as a charity with the Charity Commission and all PCC members are trustees of the charity. The Church Representation Rules (part of the legislation covering how the Church of England is administered) set out how PCC members are appointed and elected. The PCC comprises the incumbent (our Vicar) who also chairs the PCC, churchwardens, representatives at the Deanery Synod, lay members elected by people in the congregation who are on the electoral roll of the church, and any co-opted members. All those who attend our services or as members of the congregation are encouraged to register on the electoral roll and stand for election to

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

the PCC.

The PCC is responsible for making decisions on all matters of general concern and importance to the parish including deciding how the funds of the PCC are to be spent. New members receive an initial induction into the workings of the PCC and the responsibilities of a trustee. As well as scheduled business meetings, the PCC normally has at least one extended session or away day to explore topics in detail (a Saturday morning Zoom session in November 2020 was used to discuss the review of our youth service in depth). Training opportunities are often provided by the diocese and other outside bodies.

The full PCC had six scheduled business meetings and one additional business meeting to discuss the youth strategy. When Covid-19 restrictions on meetings started to be introduced in March, all PCC meetings were held online via Zoom. Despite some limited availability of technology and some in-meeting gremlins, this year's PCC member attendance averaged out at a creditable 75%.

Individual attendance was as follows:

	Possible meetings	Attended
The Revd Kate Tuckett	4	4
The Revd Dr Sarah Archer	3	3
Ray Barber	7	7
Alison Chester	7	0
Gerry Devine	7	7
Eileen Eggington	7	7
Elizabeth Fisher	7	6
Malcolm Grant	7	7
Mo Hatton	7	1
Adrian Holloway	7	7
Tom Johnson	7	7
Julia Powell	7	4
Pauline Prince	6	2
Tina Ryan	7	7
Pauline Schofield	7	5
Norman Shurrock	7	4
Marcia Singleton	7	7
Caoimhe Sweeney	7	5
Tamer Tahsin	4	4
Alison Vallance	7	7

Given its wide responsibilities, the PCC has a number of sub-committees, each dealing with a particular aspect of parish life. These committees are currently the Standing Committee that acts on behalf of the PCC between meetings of the full Council, Buildings and Grounds, Finance, and Mission and Outreach. They are all responsible to the PCC and report back to it regularly, with minutes received by the PCC and discussed as necessary. These meetings also took place on Zoom from March onwards, as did those of Anglicans in Harrow (the deanery meeting that is now open to all Anglican church members and incorporates the Deanery Synod) and the meetings of Churches Together in North Harrow.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

The PCC works hard to ensure good governance and compliance with church, charity and other national legislation. A range of policies and procedures are in place, and kept under regular review for Safeguarding; Drugs and Alcohol; Health, Safety and Welfare; Lone Working; Equality and Diversity; Social Media; Conflicts of Interest; Reserves; Legacies and Data Protection Regulations (GDPR), together with procedures for complaints, grievances and disciplinary matters. Arrangements are being made to make all the policies and procedures available in church and the church hall for all to see.

Conflicts of Interest

As charity trustees, all members of the PCC are legally obliged to act in the best interests of the PCC. Conflicts of interest can arise when, for example, PCC members may also be trustees of other charities that have applied for funding from St Alban's, or there may be personal or family circumstances. The PCC manages conflicts of interest through an agreed policy which sets out the arrangements we have in place to identify any conflicts of interest and to deal with them appropriately. The policy also applies to all members of PCC sub-committees and working groups. This involves committee members declaring any conflicts of interest at each meeting, leaving the meeting if appropriate to do so when the relevant item is discussed, and not voting when a vote is taken. Specific conflicts of interest arising in the year are reported in the Accounts.

Risk Management

The PCC places great importance on the safety and security of its employees, church members and all those from the community who use our church buildings and facilities. It aims to reduce and maintain all risks to as low as possible while carrying out a vital and mission-led role in our community.

The PCC minimises the major risks to which it is exposed through regular meetings of the Standing, Finance and Buildings and Grounds Committees, as well as the PCC. A continuing concern is our dependency on the income from our two church residential properties, legacies and hall lettings to make up the shortfall in income from individual giving, the latter reflecting falling numbers in line with the national trend in declining church attendance. We are grateful to everyone who reviewed their giving this year when church income has fallen because of Covid-19 restrictions, and some personal income has been challenged by changes in the national economy.

Robust financial controls are in place. An annual budget is agreed by the PCC before the start of each financial year and reviewed against expenditure by the Finance and Standing Committees, and the PCC, on a quarterly basis. The scope of church insurance policies is reviewed as part of the renewal process. Safeguarding is given high priority and is a standing item at every PCC meeting. Any incidents are reported to the PCC by our Safeguarding Officer, and our safeguarding policy statement is kept under review.

We seek as a church to be as open as possible in all we do. All church members are encouraged to bring any concerns about how the PCC operates, or about a risk perceived as not being addressed, to the attention of the Vicar or Churchwardens either directly or via the PCC Secretary.

Looking Ahead

As you will see from the Financial Review and Accounts, we are heavily dependent on rental income from our halls and properties and our existing legacies, as well as Gift Aid returns and what we raise at our fairs, to cover our day to day costs. The income from the fairs did not happen in 2020 and regular giving was reduced. However we want to rise to the challenges and continue to work through our Vision Action Plan to continue God's work in this parish, the wider community and our own personal development. This includes our youth programme, developing our church as a community hub, introducing important energy conservation measures, and carrying out essential maintenance. This almost certainly means that we need to look for external funding as well as doing our best to generate our own resources.

The Annual Report for the Harrow Deanery Synod by Robert May, the Synod's secretary follows. This

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

is then followed by a report on the synod's meetings and work by Tina Ryan, one of our lay representatives. Tina's report expands on some of Robert May's discussion, including further reference to break-out discussion groups which have been encouraged in the deanery meetings.

Staff and Volunteers

We would like to thank all our staff and many volunteers who work so hard to support our church community, carry out administration, sing in our choir (when they have been able), keep us informed about parish news, keep our buildings in good repair and the church grounds attractive year-round. We are particularly grateful to our Churchwardens Alison Vallance and Adrian Holloway, with Gerry Devine as assistant Warden, who have worked so tirelessly on our behalf, and our financial team led by our Treasurer Tom Johnson and his predecessor Malcolm Grant, who have managed our finances with such care and dedication.

We thank our Parish Administrator, Shirley Clements, who has kept the Parish Office running on site and from home during lockdown. We are grateful to Enid Church for her long tenure as editor of the Monthly Matters magazine, and to Shirley for taking that on in addition to her other work. Like so much of our paperwork, the pandemic restricted it to an online publication for most of the year and the foreseeable future.

The PCC Secretary personally thanks Vicars Kate and Sarah for their leadership and encouragement, the Churchwardens, Treasurer, Pauline Schofield (Governance and Compliance Officer), the PCC for their support, all who have contributed to this report, and my family for allowing me to spend so much time on the computer on PCC-related matters.

Ray Barber, PCC Secretary, March 2021

ANGLICANS IN HARROW (THE HARROW DEANERY SYNOD) ANNUAL REPORT FOR 2020

2020 has been a difficult year for our churches due to the Coronavirus Covid-19 pandemic and the restrictions imposed by the National Government and the Church of England, in order to protect the vulnerable members of our communities. Use of our churches for public worship has been restricted for much of 2020 and many churches have been conducting services, coffee contact meetings, children's teaching and home groups, using the internet and various online software. We have adopted the working title of "Anglicans in Harrow" in order to emphasise that our meetings are aimed at engaging all church members on key issues relating to our Deanery Strategy with the overall purpose of working together to see God's Kingdom come.

The three-year Deanery Synod from 2017 to 2020 was due to end in June 2020 with elections for lay parish representatives on the new Deanery Synod taking place at the 2020 March/April APCMs. The Church of England agreed to delay the start of the new three-year Deanery Synod until 1 December 2020, with APCMs held by the end of October 2020. Accordingly, a new Deanery Synod was elected too late for the initial meeting of the new Deanery Synod to be held in 2020 and so this was delayed into January 2021. There were therefore only two meetings of the Deanery Synod during 2020 and the format of the meetings needed to change.

The 5 February session was held at St Anselm's Church Hatch End with the theme "Outreach and Mission". Members of the parishes were encouraged to attend this meeting and to participate in the parish-centred discussions following the talk. We welcomed Bishop Ric Thorpe who shared the Diocese's thoughts on how churches can reach out to their communities, including church planting and activities outside their buildings. Revd Malcolm Finlay spoke about the launch of Hope Church Harrow View to serve the new housing development on the ex-Kodak site. Subsequent to the meeting this church was launched publicly in October 2020 and is currently providing services and an Alpha Course online. St Anselm's church provided Opening Worship, a Parish Profile and refreshments. A summary

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of the feedback from the parish discussions was attached to the minutes of this session. Andrew Morgan was elected as a Foundation Governor of St John's Church of England School, Stanmore.

Plans for a Deanery Prayer Evening at St Mary's Harrow for "Thy Kingdom Come" on Wednesday 20 May had to be postponed to 2021.

The 22 July session was held online using the Zoom software. It was encouraging that so many members of the Synod were able to join this meeting. Opening Worship was conducted by Revd Simon Durrant of Christ Church Roxeth. The main purpose of the meeting was to share what the churches were doing to continue their Mission and Ministry during the restrictions, to share what plans they had for reopening, and to encourage the churches to try new online methods. Four Applications for grants of £1,000 from the Deanery Mission Fund had been received and these were presented to the Synod. All four were approved: St Alban's North Harrow for part funding of the youth support worker, All Saints Harrow Weald and St Edmund's Northwood Hills for audio-visual equipment for the live streaming of services, Mosaic Harrow (based at St Paul's South Harrow) for an intercultural outreach event with music and drama. The Deanery Accounts for 2019 were approved, subject to independent examination. Reports on three recent sessions of the London Diocesan Synod and of the July sessions of the General Synod were received.

Robert May, Honorary Secretary, Harrow Deanery Synod

Harrow Deanery Synod - PCC lay member's report 2020

The Deanery synod met for two sessions this year. We were able to hold our meeting in February in person at St Anselm's Church in Hatch End but following the Covid-19 restrictions, our second meeting in July was held on Zoom. Our representatives this year from St Albans, in addition to Kate Tuckett, were Ray Barber, Alison Chester, Mo Hatton and me.

In February Bishop Ric Thorpe gave a presentation on the need to revitalise or create new worshipping communities. Capital Vision 2020 had set a goal of creating 100 new worshipping communities in London, of which 75 had already been planted. The aim of London Diocese 2030 Vision was that every parish should aim to start a new worshipping community. He suggested that any church should be able to be a church-planting church within its parish by holding a new service in the current building or seeking out community buildings, schools or cafes that could be used to plant another church. He gave several examples of what had been done by parishes in London where small groups had planted a congregation which had grown fairly quickly. We then met as individual parishes to consider how we might revitalise our church or create a new worshipping community. In our group we suggested we could continue to promote Messy Church and the outreach possibilities of our monthly coffee morning within our community; to develop our relationship with local schools and the North Harrow Community Library; and to consider the area to the West of our church.

The Area Dean, Ian Dowsett, then introduced Rev Malcolm Finlay who has been appointed as Church Planting Minister for the Deanery supported by One Church Harrow (a Resource Church comprising St Peter's West Harrow, St Paul's South Harrow and Christchurch Roxeth). He informed us that there had been an increase in the population of Harrow by 32,00 from 2001 to 2011 which presented an opportunity to reach out to those who do not come to church. He was gathering a team together to explore how this could be done with the aim of reaching out to ten per cent of the population in Harrow over the next ten years.

Our July meeting was held on Zoom. Ian Dowsett thanked all the churches in the Deanery for their hard work during the lockdown period. Different churches gave examples of what they had been doing. This included sharing online services and many youth groups, house groups and coffee mornings had been held on Zoom. Malcolm Finlay shared what a team from St Peter's West Harrow, St Paul's South Harrow and Christchurch Roxeth had done to plant "Hope Church Harrow View" and that discussions were being held with St Jerome's school about meeting there. Mohan Seeveratnam shared

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how Mosaic Harrow were reimagining church and had held sessions to discuss race, ethnicity and culture.

In respect of Synod business, there was unanimous approval for grants from the Deanery Mission Fund to be given to four churches, including St Alban's. We had requested a grant of £1,000 for our youth support worker for eighteen months. The Deanery Accounts for 2019 were approved. Reports of the three meetings of the London Diocesan Synod were circulated and a verbal report was received on the recent session of General Synod attended by about 400 people on Zoom.

Tina Ryan, Deanery Synod parish lay member

CHURCH PREMISES (FABRIC, GOODS AND ORNAMENTS)

We all had plenty of plans in place going into 2020; the same being for the upkeep of our church estate. Sadly, due to the pandemic, some work that we intended to complete in 2020 has been put on hold, hopefully to take place in 2021. I am glad to say though that we were still able to achieve a fair amount of work within our church.

As always, we need to say a huge thank you to our group of volunteers within our church that have helped over this past year, despite the restrictions placed on us all. We are eternally grateful and appreciate all the help we get, Thank You.

Our estate continues to be maintained in a very good condition and plans are in place to continue this throughout 2021, along with catching up on some of the work we were unable to achieve in 2020, although some of these plans are dependent on what restrictions we still face during 2021.

Below is a list of all the work that we managed to complete in 2020:

Area behind the Guide shed and the front of the boiler house cleared, rubbish disposed of including the old church sign.

The car park marked out with spaces including four accessible bays for disabled drivers.

We laid a paved area in the car park to house our rubbish bins so they are now away from the front of the church.

Bushes removed from the railings by the choir vestry door to improve the security in that area.

We have refurbished and painted the cupboards in the choir vestry. Air vents were put in the upper cupboards to prevent damp setting in.

The flowerbeds in front of the church maintained, along with the bushes outside the hall pruned.

We have fitted metal protectors to the hall ceiling lights.

The guttering was replaced around the Jubilee Room.

A key safe has been located outside the hall to enable approved users to let themselves in and out (obviously adhering to protocols while doing so!)

We have relaid the paved area from the car park to the bicycle stands, along with the Garden of Remembrance.

We have replaced the broken paving stones on the small plinth edge to the church grounds.

We have lifted the uneven paving by the west door, due to cracks appearing in the porch wall. Possibility of this causing uneven pressure on the paving stones (there is some more work to be carried out on this).

A new audio-visual system has been installed in church, which includes three cameras and a large projector screen.

We replaced the fuse board in the boiler room to bring it up to date and compliant.

As you can see, we still managed to complete a fair amount of work, which has helped us maintain and grow our church within the local community.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

The following are projects currently on going within the church and we hope to complete some of them in 2021:

- The possibility of a new storage area in addition to the shed currently shared by the youth group and Messy Church.
- Renewal of the church heating system.
- New tea point within the church.
- New altars for the Lady Chapel, main altar and a portable nave altar.
- Painting the church office and St Martin's Room.
- Levelling the lawn area around the church and planting the small leaved lime tree.

The Covid-19 restrictions have meant that the hall complex was only available for full use during the first three months of the year, but we have kept in contact with all the regular hall users regarding when we will be able to open it again (restrictions permitting).

The church residential properties continue to be let giving a much needed boost to church income. The flat in Whittington Way was let all year with no major issues. The house in Frobisher Close also continues to be let with no major issues. Both properties are managed by Gibbs Gillespie. Many thanks to Julia Powell who is the parish contact with the agents and gives much time to these properties.

Thank you to Anne Mahon and Val Austen for the upkeep of our gardens over the year.

A huge and well-deserved "Thank you" from all of us to Tom Johnson for his tireless work on the new audio-visual system we now have in the church. This has meant we have been able to stream our services to our congregation, and others that have not been able to attend church and when we have had to close the church.

Alison, Gerry and I thank all the various people who have helped over the last year to keep our church and surrounding areas kept well and ready for use.

Adrian Holloway
Church Warden & Chairman Buildings and Grounds Committee

ANNUAL SAFEGUARDING REPORT

For the purposes of the APCM report, Parish Safeguarding Officers (PSO) have been asked to respond to Section 5 of the Safeguarding and Clergy Discipline Measure 2016 and so I have responded to each section 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."

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PSO response

The Diocese Safeguarding Policy of November 2018 has been formally adopted by the PCC and encapsulates best practice for faith organisations. The new wording has been adapted by the PSO/Deputy PSO and Vicar and will be formally adopted at the PCC meeting in May 2021.

All organised events follow policy at all times. Regular events include Choir, Serving Team, Sunday School for 3-9 year olds, Young Explorers for 10-14 year-olds and all events organised by our Youth Leader for young people aged up to 18 years (and above). Some of these activities have been suspended for periods of lockdown but virtual activities have taken place. The Diocesan Safeguarding Team (DST) is fully aware of activities and have been consulted to ensure guidelines are in place for virtual activities which are followed at all times. Chris Nalder is our Youth Leader and continues to comply with all Safeguarding procedures and measures. The PCC has in place a Social Media policy which incorporates Safeguarding measures to help staff and volunteers stay safe online for their own safeguarding and to put in place a procedure if online activity raises any safeguarding concerns.

We also run a Messy Church event monthly (suspended during periods of lockdown or other Covid-19 restrictions) where children are under the guardianship of parents and carers so normal Safeguarding policy does not apply. However, procedures are fully complied with regarding photography and digital image permissions, as they are with our one-off events such as the Summer/June Fair and Christmas Bazaar.

Cathy Tahsin remains in post as Parish Safeguarding Officer and Alison Vallance as Deputy Safeguarding Officer. Alison Vallance is also a Churchwarden.

“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.”

PSO Response:

There have been no disclosures under Child Protection policy since the last APCM. No investigations are currently ongoing. I am aware of which statutory bodies we need to share information with and am prepared to collaborate fully with all statutory bodies if or when 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 recognising any power imbalance within such a relationship.”

PSO response:

PSO and Deputy PSO have worked closely with Vicar Kate Tuckett to ensure anyone in need of

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

pastoral care has received this in a respectful manner and there have been no concerns regarding exploitation of any power imbalance regarding such ministry. Work is continuing with Vicar Sarah Archer who is currently providing cover for Vicar Kate's maternity leave.

Safeguarding Adults

"All church workers involved in any pastoral ministry will be recruited with care including the use of the Criminal Records Bureau disclosure and barring service (DBS) when legal or appropriate. Workers will receive training and continuing support."

PSO Response:

DBS checks are complete and fully up to date. Level One online training has been completed by all those recommended to do so by DST.

"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."

PSO response:

Policies and procedures have been followed at all times. Advice has been sought from DST where necessary and followed accordingly. No referrals to DST have resulted in the need for further action with other agencies on behalf of St Alban's Church.

"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."

PSO response:

Any other instances of pastoral care have been offered where appropriate, but which have not fallen under the Safeguarding framework.

"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."

PSO response:

All or any agreements of such nature are confidential and are being/will be managed appropriately by DST/PSO/members of supporting teams.

Other information:

We continue to be committed to promoting Safeguarding within the Parish.

Cathy Tahsin, Parish Safeguarding Officer

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

FINANCIAL REVIEW 2020

Introduction

This year has been an exceptional year. As a result of the pandemic much regular activity was cancelled. This has impacted every part of the church life.

Impact of Covid-19

Overall income to the church was greatly reduced. For much of the year, all hall rentals were cancelled, there were no services with collections taken and this had a major impact on appeals for charities. The fair and bazaar were cancelled as were all concerts in the church. Much planned spending was stopped or reduced, this included the cleaners for the hall and the gardening around the grounds. The project to level the grassed area on The Ridgeway side of the church was postponed as was the revaluation of the church hall. All electric, gas and oil heating were turned off. There was some increased spending resulting from the situation, the church now has two Zoom accounts one for services / meetings and the second for youth work. We have purchased hardware and software to allow services to be recorded and edited, the office phone was upgraded and calls diverted to the Parish Administrator at home. Some of these were small items others larger. It is difficult to put exact figures on the impact but at the end of the day the income to the church was £17,000 down on last year and expenditure was £2,000 higher.

During the year our general funds fell to a level where there was a risk that we would be unable to meet our regular commitments e.g. common fund. The PCC agreed to setting up a Covid-19 contingency fund and £50,000 was transferred from the Lorna Barnett Legacy to this fund. The Lorna Barnett legacy fund is a designated fund which has been allocated to mission work, this is under the control of the PCC and is currently used for the support of youth work. This legacy fund has a large working capital and by moving the £50,000 it was reduced to £66,000. At the year-end there remains £15,000 in the general fund, so the contingency has not yet been drawn on.

Looking forward, the pandemic will continue to impact on the church finance in the coming year. It is difficult to measure at this stage when we will have to draw on the contingency fund but the expenditure from the general fund exceeds income by between £4,000 and £5,000 a month. We are dependent on annual incomes in September from Gift Aid claims and VAT refunds, by April we will start to spend from the Covid contingency fund. The £50,000 in this fund should maintain our current running costs with some leeway until September 2021, when we can expect the Gift Aid claim to come in. It is the stated intention of the PCC to put the £50,000 back into the Lorna Barnett Legacy fund as soon as possible, though this will not happen in the next 3 years.

Statement of Funds (See note 10 of the Church Accounts)

The church accounts give balances at 31st December 2020 of £23,675 in General Funds, £1,842,426 of assets and £262,002 of Designated and Restricted Funds, giving total funds of £2,128,103. The following transfers were made in the current year.

General Funds of the Church and Hall

The General Funds of the Church and Hall at the year-end were £23,675,

Restricted funds

These are funds that can only be used for defined purposes at the year-end were £55,676, this being mainly the Youth Fund.

Hall General Fund

The Hall general fund is aimed to be kept at £10,000 and excess is moved into the Church General Fund, during 2020 £65,000 was moved from the hall to the church General funds.

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Legacy Funds

The £55,000 moved in 2019 from Legacy to General Funds was returned to the Legacy Fund at the start of the year. During the year £45,000 was moved to the Audio-visual fund for the completion of the project, £1,000 was moved to the Tea Point Fund to give working funds for the planning stage of this project. There was a legacy of £2,000 received.

The Lorna Barnett Legacy Fund

As explained in the Covid-19 section £50,000 was moved to a new Covid contingency fund to ensure financial stability through a difficult 2 years. It is intended this will be returned but this will not happen before 2024 and could be later. The fund was further reduced by a transfer of £12,000 to the Youth fund.

Frobisher Close Fund

This fund is now aimed to be maintained with a £10,000 contingency for building maintenance, all income that exceeds this is transferred to the Church General Fund. In 2020 £15,000 was transferred to the General Fund.

Vicarage Fund

This fund is used for the day to day running of the vicarage and aims to save towards redecorations to be completed between incumbents. In 2020 the fund has a net increase of £525.

Charity Donations

The church made Charity donations from collections and giving from Mission funds totalling £3,846.

Home	£	Overseas	£
Mission Fund – Firm Foundation	1,000.00	Christian Aid donation	20.00
Eco Church Membership	125.00	Railway Children	141.00
Mission Fund – Citizens UK	1,000.00	Royal British Legion	222.86
Mission Fund – move of piano	413.00	Childrens Society	288.00
Mission Fund – Parish cards	228.60	Save the children Yemen Appeal	288.75
Mission Fund – Tamil Project	118.73		
Total	2885.33	Total	960.61

2021 Budget

The 2020 PCC approved church budget is on page 33. During the year, the PCC updated its five year budget, this year's budget is compared with actual spend for the last two years. There is a section at the bottom that shows how legacy money is being spent. Within our plans for the future are projects for addressing the heating of the church, the improvements needed for the Organ, provision of a Tea Point at the rear of the church and replacement of the Altars.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Thanks for Support

I am very grateful for the support over the past year from many people, in particular I would like to thank our Vicars Kate Tuckett and Sarah Archer, and our Churchwardens Alison Vallance, Adrian Holloway and Gerry Devine, for their encouragement. The day-to-day management of our accounts involves many people in particular I would like to thank Malcolm Grant for the tidy way in which the accounts were handed over in January and for all his support over the year, to Steve Singleton for the way he managed, tidied and passed the hall accounts on before moving to Yorkshire, Norman Shurrock for his constant management of the Planned Giving and his monthly reconciliation of the income, Ken Alder for tracking and reclaiming the VAT over the year, Pauline Scofield for her attention to detail and Jane Spencer-Davis who manages the payroll, deals with Gift Aid Claim and has prepared the year end accounts.

Tom Johnson, PCC Treasurer, March 2021

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the
accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

THE PARISH CHURCH OF ST. ALBAN'S
NORTH HARROW

On accounts for the year
ended

31st DECEMBER 2020

Charity no
(if any)

1132600

Set out on pages

1 -

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent
examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete [] if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

A R Mitchell

Date:

06/04/21

Name:

ALAN ROBERT MITCHELL

Relevant professional
qualification(s) or body

FFA FIPA

IER

1

Oct 2018

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Address:

33 ST THOMAS DRIVE
PINNER
MIDDX, HA5 4SX

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here details of any items that the examiner wishes to disclose.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

BALANCE SHEET AT 31 DECEMBER 2020

	Notes	2020 £	2019 £
Fixed assets			
Tangible fixed assets	5	1,467,426	1,472,254
Investments	6	375,000	375,000
Total fixed assets		1,842,426	1,847,254
Current assets			
Debtors	8	2,236	2,906
Short term deposits incl. CBF/CCLA		237,354	276,226
Cash at bank and in hand		46,400	58,320
		285,990	337,452
Creditors: amounts falling due within one year	9	313	4,140
Net current assets		285,677	333,312
Total assets less current liabilities		2,128,103	2,180,566
Creditors: amounts falling due after one year	9	-	-
NET ASSETS	7	2,128,103	2,180,566
Funds			
Restricted funds	10	55,677	40,773
Unrestricted funds	10	230,000	297,539
Fixed Assets	10	1,842,426	1,842,254
		2,128,103	2,180,566

The notes on pages 25 - 26 form part of these financial accounts.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £	TOTAL FUNDS 2019 £
Incoming resources					
<i>Voluntary income</i>	2a	116,704	52,301	169,005	177,567
<i>Activities for generating funds</i>	2b	1,484	-	1,484	9,278
<i>Income from investments</i>	2c	15,626	-	15,626	16,103
<i>Church activities</i>	2d	26,166	4,956	31,122	41,938
<i>Other incoming resources</i>	2e	22,823	-	22,823	19,700
Total incoming resources		183,167	57,257	240,424	264,586
Resources expended					
<i>Costs of generating voluntary income</i>	3a	122	-	122	164
<i>Fund-raising trading costs</i>	3b	6,383	-	6,383	3,579
<i>Church activities</i>	3c	225,654	60,353	286,007	241,693
<i>Governance Costs</i>	3d	375	-	375	375
Total resources expended		232,534	60,353	292,887	245,811
Net incoming/(outgoing) resources		(49,367)	(3,096)	(52,463)	18,775
<i>Gains/(losses) on revaluation of fixed & Investment assets and transfers</i>	5/6	(18,000)	18,000	-	111,683
Net movement in funds		(67,637)	14,904	(52,463)	124,691
Total funds brought forward at 1 January 2020		2,139,793	40,773	2,180,566	2,055,875
Total funds carried forward at 31 December 2020		2,072,426	55,677	2,128,103	2,180,566

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

1. Accounting policies

a Accounting convention

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and SORP 2019.

They follow the historical cost convention as modified by the inclusion of investments at market value. The revaluation of fixed assets (freehold land and buildings) was last undertaken in 2019. It was intended to the church hall this year but due to the COVID situation this has not been possible. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body, nor those which are informal gatherings of church members.

b Funds accounting

Funds held by the PCC are:

Unrestricted funds - general funds which can be used for PCC ordinary purposes

Designated funds - monies set aside by the PCC out of unrestricted funds for specific future purposes or projects.

Restricted funds - a) income from trusts or endowments which may be used only on those restricted objects provided in the terms of the trust or bequest; b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be used on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

c Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when received.

Grants and legacies are recognised when the PCC is legally entitled to the amount due.

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold

Unrealised gains and losses are accounted for on revaluation on 31 December.

d Resources used

Resources expended are accounted for on an accruals basis and are accounted for gross.

Grants

Grants and donations are accounted for when paid over, or when awarded where the award creates a binding obligation on the PCC.

Church Activities

The diocesan parish contribution to the London Diocese Common Fund is accounted for when paid. It was paid in full in 2020.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

e Fixed Assets

Tangible fixed assets

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

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are accounted as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected. For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the accounts. Individual items acquired since 2000 where their value at acquisition was £1,500 or more, have been capitalised in the accounts and depreciated over their useful economic life (see note below).

All expenditure on consecrated or beneficed buildings and individual items costing under £1500 are written off in the year they were incurred.

Depreciation

Depreciation is calculated to write down the cost of tangible fixed assets costing £1500 or more, excluding freehold properties, over their expected useful lives. The rates generally applicable are:

Hall kitchen & piano (see note 5)	10% straight line
Fixtures and fittings	25% straight line
Computer and other electronic equipment	30% straight line

No depreciation is provided on freehold property as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so high that any depreciation would not be material. These assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

f Current Assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors less provision for any amounts that may prove uncollectible.

Short-term deposits include cash held on deposit either with the CBF Church of England Funds, or at a bank or building society.

g Reserves Policy

It is PCC policy to retain in our General Fund 3 months unrestricted funds to cover any emergency situation that may arise. The balance of £23,675 in the General Fund at the end of 2020 is less than the target of £65,000. However, this is covered by a transfer of £50,000 into a COVID-19 contingency fund, which was created with the agreement of the PCC.

The PCC is aware that it still has significant Designated Funds in both its Legacy Fund and in the Lorna Barnett Fund. A 5-year financial assessment has been undertaken which identifies a number of projects in support of our mission and could be used also as emergency funding. The Lorna Barnett Fund is designated for Mission purposes and specifically by the PCC for Youth development until the PCC agrees otherwise.

There are currently no known significant outstanding works. All other anticipated risks have been included in the 5-year finance plan and reflected in the 2020 budget at the end of this report, together with provision for improved visual systems and a 'tea bar' to enable greater use of the church premises for mission.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

2 Incoming resources	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2020 £	TOTAL FUNDS 2019 £
a Voluntary income				
Planned Giving				
Gift Aid Donations	77,892	-	77,892	77,366
Other Tax Efficient Giving	6,540	-	6,540	6,170
Other	2,023	-	2,023	2,763
Youth Leader Appeal	-	-	-	-
Tax recoverable	23,236	-	23,236	20,530
Collections at services	2,080	-	2,080	4,677
Charity Collections at services	-	866	866	4,456
Sundry donations and appeals	2,933	5,445	8,378	14,105
Grants	-	45,990	45,990	37,500
Legacies	2,000	-	2,000	10,000
	116,704	52,301	169,005	177,567
b Activities for generating funds				
Church Fair & Bazaar	1,848	-	1,848	9,278
	1,848	-	1,848	9,278
c Investment income				
Property	14,460	-	14,460	13,968
Dividends and interest	1,166	-	1,166	2,135
	15,626	-	15,626	16,103
d Income from Church Activities				
Fees from weddings etc	1,548	-	1,548	1,133
Church Lettings	518	-	518	1,020
Church hall lettings etc	24,100	-	24,100	36,974
Messy Church	-	72	72	115
Youth Leader & Activity Fees	-	4,884	4,884	2,696
	26,166	4,956	31,122	41,938
e Other incoming resources				
Rent from Church Property	22,823	-	22,823	19,700
Vicarage Provision	-	-	-	-
Mission Fund	-	-	-	-
Total incoming resources	183,167	57,257	240,424	264,586

Income overall decreased by £24,162. The situation with COVID 19 resulted in a fall in hall lettings, all church lettings were cancelled, the fair and bazaar were cancelled. Also, there were reduced appeals for charities during the year. The grants received in the year for youth work was £8,490 higher than last year.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

3 Resources Expended	Unrestricted Funds £	Restricted Funds £	FUNDS 2020 £	FUNDS 2019 £
A <i>Costs of generating voluntary income</i>				
Church Fund costs	122	-	122	164
	<u>122</u>	<u>-</u>	<u>122</u>	<u>164</u>
B <i>Fund-raising trading costs</i>				
Events	195	-	195	734
Property rental- agent fee	6,188	-	6,188	2,845
	<u>6,383</u>	<u>-</u>	<u>6,383</u>	<u>3,579</u>
C <i>Church Activities</i>				
Missionary and charitable giving:				
<i>Giving from Planned Income</i>	-	2,767	2,767	7,125
<i>Other Charitable Giving</i>				
Overseas:	-	-	-	828
Home:	-	1,554	1,554	1,341
	<u>-</u>	<u>4,321</u>	<u>4,321</u>	<u>13,922</u>
<i>Ministry costs</i>				
Diocesan parish contribution	89,656	-	89,656	88,331
Other clergy costs	1,425	-	1,425	1,330
Church running expenses	32,234	-	32,234	37,658
Church maintenance / Improvements	65,213	-	65,213	15,185
Upkeep of services	5,078	-	5,078	10,549
Upkeep of church grounds	11,078	-	11,078	3,606
Parish Houses	3,020	-	3,020	519
Clergy House Costs	431	-	431	537
Children & Youth Work	-	56,032	56,032	43,304
Church hall running costs	17,323	-	17,323	31,127
Bank charges	196	-	196	253
	<u>225,654</u>	<u>56,032</u>	<u>281,686</u>	<u>232,399</u>
Sub Total	<u>232,159</u>	<u>60,353</u>	<u>292,512</u>	<u>245,436</u>
D <i>Governance costs</i>				
Independent examination fee	375	-	375	375
	<u>375</u>	<u>-</u>	<u>375</u>	<u>375</u>
Total resources expended	<u>232,534</u>	<u>60,353</u>	<u>292,887</u>	<u>245,811</u>

Church Maintenance and improvements is £47,076 higher than last year this is caused by £44,749 spent on the visual audio system and £9,000 spent on a piano, these payments were made from Legacy funds. The increased expenditure on church grounds was caused by the levelling of the paved area in front of the hall, the replaying of paved boarder around the grass and levelling of the path in the garden of remembrance, this was taken from general funds.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

4 Staff costs

	2020	2019
	£	£
A Wages and salaries	<u>54,763</u>	<u>55,922</u>

During the year the PCC approved expenditure on, a part time director of music, a part time administrator, a full time Youth Leader and a part time youth support worker.

B Payments to PCC members

There were no disclosable payments in respect of PCC members, nor persons closely connected to them, nor other related parties in the year.

5 Tangible fixed assets

	Freehold land and buildings	Church equipment	TOTAL
Cost or valuation	£	£	£
At 1 January 2020	1,450,000	28,031	1,478,031
Additions/revaluations	-	-	-
Disposals	-	-	-
	<hr/>		
At 31 December 2020	<u>1,450,000</u>	<u>28,031</u>	<u>1,478,031</u>
	<hr/>		
Depreciation			
At 1 January 2020	-	5,777	5,777
Provided in the year	-	4,828	4,828
Disposals	-	-	-
	<hr/>		
At 31 December 2020		<u>10,605</u>	<u>10,605</u>
	<hr/>		
Net book amounts			
At 31 December 2020	<u>1,450,000</u>	<u>17,426</u>	<u>1,467,426</u>

The freehold land and buildings comprise the parish house at 6 Frobisher Close, Pinner and the church hall. The value of 6 Frobisher Close was re-assessed in 2019 by our property agents, Gibbs Gillespie. The existing value of the church hall at £775,000 is retained (last re-valued in 2015 on advice from the Diocese) it was planned to re-evaluated in 2020 but this was not possible due to the COVID 19 situation, it will be re-evaluated in 2021 by suitably qualified property surveyors. In 2014 the parish fitted a new kitchen in the church hall and purchased a piano for the ABRSM exams at a total cost of £41,989. Depreciation was set at 10% per year, with a written down value at 31st December 2020 of £16,796 for the kitchen and piano (which is no longer being held at cost). In 2018 Buildings & Grounds purchased a gazebo for the hall at a cost of £2,518. It is being depreciated at 25% per year in line with the basis for fixtures and fittings. At 31st December 2020 it has a written down value of £630.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

6 Investments

Investment Property	Leasehold Property	Total
	£	£
At 1 January 2020	375,000	375,000
Additions/revaluations	-	-
Disposals	-	-
	-----	-----
At 31 December 2020	375,000	375,000
	-----	-----

The Parish owns a leasehold property, with more than 81 years on the lease remaining, at 80 Whittington Way, Pinner as part of the Lorna Barnett Legacy fund. The net income from this let property is used for the mission and outreach of the church under the control of the Lorna Barnett Legacy Fund, including our youth worker to provide match funding finance alongside specific grants so will be available to top up the Youth Fund as agreed by the PCC if necessary. Due to the length of the Whittington Way lease no depreciation has been included. This Leasehold property has been re-valued by our Property Agent, Gibbs Gillespie at end 2019 at £375,000.

Net book amounts	Land & Buildings	Church Equipment	Total
	£	£	£
At 31 December 2020	1,825,000	17,426	1,842,426
	=====	=====	=====

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

7 Analysis of Net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Investment fixed assets	1,842,426	-	1,842,426
Current assets	235,001	50,676	285,677
Long term liabilities	-	-	-
	2,077,427	50,676	2,128,103

8 Debtors

	2020 £	2019 £
Income tax recoverable	-	579
Prepayments and accrued income	2,237	2,327
	2,237	2,906

9 Creditors: amounts falling due within one year

	2020 £	2019 £
Accruals for utilities and other costs	313	4,140
	313	4,140

Creditors: amounts falling due after more than one year

	2020 £	2019 £
	-	-
	-	-

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

10	Statement of funds					
		Balance at 31st Dec 2019	Transfers, gains or losses	Income	Expenditure	Balance at 31 Dec 2020
		£	£	£	£	£
	Unrestricted Fund					
	General fund - Church	22,233	17,408	119,440	143,877	15,204
	General fund - hall	66,537	-64,843	24,100	17,323	8,471
	Total General Fund	88,770	-47,435	143,856	161,200	23,675
	Designated					
	COVID-19 Contingency	0	50,000	0	0	50,000
	Legacy/In Memoriam	69,655	9,395	2,252	9,695	71,607
	Lorna Barnett Legacy	116,867	-62,000	14,460	3,187	66,140
	Frobisher Close	7,743	-14,800	22,823	6,020	9,746
	Visual Project	0	44,880	0	44,629	251
	Tea Point	0	1,000	0	225	775
	Altar	7,345	0	0	2,200	5,145
	Vicarage	2,000	960	0	431	2,529
	Tamil Group	127	0	93	119	101
	Library Project	32	0	0	0	32
	Total Designated Funds	203,769	29,435	39,628	66,506	206,326
	Restricted Funds					
	Mission Fund	1,414	6,000	0	2,767	4,647
	Charity Collections	1,924	0	938	1,554	1,308
	Organ/ Music	2,929	0	0	0	2,929
	Organ	0	0	5,000	0	5,000
	Youth	34,505	12,000	51,319	56,032	41,792
	Total Restricted Funds	40,773	18,000	57,257	60,353	55,676
	Fixed assets	1,472,254	-	-	4,828	1,467,426
	Investments	375,000	-	-	0	375,000
	Total funds	2,180,566	-	240,424	292,887	2,128,103
	Unrestricted Fund					

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Income (£000)	Budget 2021	Actual 2020	Actual 2019
Planned giving	86	86.5	86.3
Collections at services	2	2	4.7
Tax Recoverable	21	23	20.5
Fund Raising	9	2	9.3
Church activities			4.9
Sundry Income			13.9
Bank Interest	1	1	
House Rental	37	37	35.8
Church	2.5	0.5	
Hall	30	24	37.5
Youth Leader:			
- Grants	30	46	37.5
Other Grants			31
Legacy		2	10
Charity collections		0.8	
Vicarage Provision			
Total Income	218.5	224.8	291.4
Expenditure (£000)			
Cost of voluntary income	0.1	0.1	0.2
Fund raising costs	1	0.1	0.7
LDF	89.7	89.7	88.3
Ministry costs	2	1.4	1.3
Upkeep of services	10.5	5	10.5
Children & Youth Work	51	56	43.3
90th celebrations			
Mission Fund	6	2.7	9.3
Church Running Expenses	33.4	32.2	37.7
Church Maintenance	12	15	15.2
Church Development	16	50	
Upkeep of church grounds	4	11	3.6
Church hall costs	25	17	31.1
Parish houses	5	3	0.5
Clergy house costs	0.5	0.5	0.5
Bank charges	0.3	0.4	0.3
Governance costs	0.4	0.2	0.4
Total Spend	256.9	284.3	242.9
<u>Net Surplus / Deficit</u>	<u>-38.4</u>	<u>-59.5</u>	<u>48.5</u>
Spend from Legacy			
General L – Development	16	50	42
LB Legacy - Youth	12	15	20

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THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Fund	Designation / Reserve Value	Description	Income	Outgoings
General fund – Church	Unrestricted RV £30K	Used for the running of the church	Church collections, regular giving & non-designated income	Running costs of the church including heating, lighting, wages and all regular costs
General fund - Church hall	Unrestricted RV £10K	Used for the management of the church hall, This Fund will be maintained with a limit of £10k for operational needs, further income will go to the General Fund – Church	Income from lettings to the organisations that hire the hall	Running costs of the church hall including heating, lighting and other regular costs. When the Fund exceeds £10k income will go to General Fund – Church
COVID Contingency Fund	Unrestricted	Used as a reserve fund to be used in the event of being unable to pay bills from the General funds, during the COVID Pandemic	With agreement of the PCC £50k transferred from the Lorna Barnett Legacy fund.	To cover the running costs of the church if no funds exist in the general funds for the church or the hall. Full £50k to be paid back to the LB legacy over time.
Library Project	Designated RV Zero	A church project to run a lending library of books and raise awareness of new books published	Church funds and donations, topped up if needed from the General Fund	Purchase of books and production of notices in the church
Legacy Fund	Designated RV Zero	Holds funds bequeathed to the church or gifts that have no designated purpose when received	Legacies and donations to the church given by individuals without a requested purpose	At the discretion of the PCC to projects as seen fit but not used for general running of the church unless as directed by the PCC.

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Lorna Barnett Legacy	Designated RV £10K	To manage the Legacy of her house left to the church in the Lorna Barnett will	From investment rental income and interest from Bank account	The running cost of the property in this fund and for parish Mission and Outreach at the discretion of the PCC
Frobisher Close Fund	Designated RV £10K	Church property for possible future clerical use - currently let This Fund will be maintained with a limit of £10k for operational needs. Excess will be transferred to General Funds	Rental income	Property maintenance costs & agency fees, When the Fund exceeds £10k income will go to General Fund – Church
Youth Fund 1	Restricted RV £15K	A Fund to support the parish outreach to youth in our Parish and the surrounding area.	Various Grants and donations for the development of youth activities.	This fund is spent under the control of the PCC on the youth and children work of the Parish
Youth Fund 2	Designated RV Zero	A Fund to support the parish outreach to youth in our Parish and the surrounding area.	£1k a month from the Lorna Barnett Legacy	This fund is spent under the control of the PCC on the youth and children work of the Parish
Altars Project	Restricted RV Zero	A project to replace the current Altars in the Church and Lady Chapel and provide a portable Nave Altar.	Grants, Legacies, Parish appeals and fund raising for this project.	Under the control of the PCC for the provision of the new altars
Altars Project	Designated RV Zero	A project to replace the current Altars in the Church and Lady Chapel and provide a portable Nave Altar.	Allocation of parish funds and of legacies with no stated purpose at discretion of the PCC	Under the control of the PCC for the provision of the new altars

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Vicarage Fund	Designated RV Zero	Fund to ensure we are able to decorate and complete minor repair to the vicarage in line with Parish obligations	From parish funds at a planned rate of £125/month from parish planned giving	As needed at the discretion of the Church Wardens.
Mission Fund	Designated RV Zero	To Support the charitable outreach of the Parish at the recommendation of the Mission and Outreach Committee.	A monthly allocation of £500 from planned giving to this Fund each month	In line with Parish guidelines at the recommendation of the Mission and Outreach Committee to the PCC from available funds.
Charity Collections	Restricted RV Zero	To hold funds collected from appeals and fund raising for any named Charity	Collections, Donations, Appeals and fund raising for the named Charity	To the named Charity with any gift aid that can be reclaimed by the church
Organ	Restricted RV Zero	To hold funds for the replacement of Organ	Grants, Legacies, Parish appeals and fund raising for this project.	At the discretion of the PCC for the provision of the new Organ
Organ	Designated RV Zero	To hold funds for the replacement of Organ	Allocation of parish funds and of legacies with no stated purpose at discretion of the PCC	Under the control of the PCC for the provision of the new Organ

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Church Fund Secretary's Report

Financial Results (three year comparison)

	2020	2019	2018
Standing Orders (84)	£77,002	£74,157	£72,619
Envelopes (21)	£9,453	£12,147	£11,495
Total Fund income	£86,455	£86,299	£84,114

Average monthly giving

per member	£68.62	£63.08	£57.93
per individual	£50.38	£46.70	£43.40

Membership

	Members	Individuals	
At 1st January 2020	113	154	
ADD joined in year	1	1	
DEDUCT left in year	-9	-12	<i>note 1</i>
At 31st December 2020	105	143	<i>note 2</i>

note 1: 1 member died, 4 moved, 4 no activity

note 2: 94 members gave tax-efficiently by Gift Aid, Give as you Earn, Charities Aid Foundation or Charities Trust; their contributions made up 96.78% of total giving (2019: £96.22%)

As a result of Covid-19, envelope giving fell considerably, as members found it difficult to bring their envelopes to Church regularly, but there was a welcome increase in members converting to standing orders, so total fund giving increased very slightly by £156 over the previous year, a very creditable performance under the circumstances.

It was not possible to run a stewardship campaign in 2020, but we were grateful to the 15 existing members who increased their giving during the year, and which almost made up for the losses from leaving members.

Norman Shurrock, Church Fund Secretary

Gift Aid

Gift Aid recovered in respect of the General Fund during the year was approximately £19,750. In addition, smaller amounts were recovered in respect of charitable donations.

Most members of the congregation already Gift Aid their giving. If you do not and would like to discuss it with me, I am happy to do so.

And thank you to everyone who does give under Gift Aid. As you can see it makes a huge difference.

Jane Spencer-Davis, Gift Aid Secretary

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

APPENDIX -Group and Activity reports

The Choir

Our Choir presently consists of about 15 singers aged from 9 years upwards, and in non-Covid-19 times we enjoy singing together under the leadership of our Director of Music, Paul Jeanes.

2020 has been a most unusual year. It started well with Epiphany Carols in January and later our usual Ash Wednesday Service in February, but in March the impact of Covid-19 resulted in the church being closed and services continuing online. Unfortunately, singing has been recognised as a high-risk activity, so the choir was not able to gather when the church re-opened in July.

We were very sorry that we could not offer the usual Carols by Candlelight at Christmas. The proposed open-air carol singing was cancelled too, but a few of us managed to sing an anthem at Midnight Mass.

For 2021, we hope in the not-too-distant future to begin rehearsals, and to lead music at Sunday services once again.

Penny Johnson

Messy Church

Since the last APCM Messy Church has not met due to the Lockdown periods. During this time we have kept in touch with our Messy Church families through seasonal emails from Messy Church leaders and clergy at Good Friday 2020 and Christmas 2020. A 'virtual' Messy Church was put together for Good Friday 2020 with online resources and links and at Christmas and Easter 2021 activity bags were made to share with families, the feedback we have received has been wholly positive

Once restrictions are lifted, we will need to review and reorganise our team and set out a plan for the future of Messy Church at St Albans with a view to a relaunch, possibly in October 2021.

Carys Grom and Sarah Carter

Sunday School

Since the first lockdown Sunday School has continued to meet virtually on Zoom throughout the period. Eight regular members of Sunday School have attended at 9am on Sundays and Sarah Hart and Chris Nalder joined the team during this time. Meeting virtually has presented challenges and it is not the same as meeting in person for young people, especially as their school learning was also virtual. We continue to use the Roots online resources as a guide to our sessions, this matches the lectionary and some of the resources were adapted to suit virtual Sunday School.

Families of Sunday School children video recorded their children playing various parts in the 2020 Nativity play. This, and the singing of Away in a Manger, were edited for screening at one of the Advent Sunday services and online.

Our main challenge for the future is the lack of a younger group of children coming up to sustain Sunday School when our current cohort move up to the older groups in 2022.

After restrictions are lifted we will meet as a team to review Sunday School provision on Sunday mornings for our current cohort who are now becoming more involved in Church life; through serving, the choir and involvement in services, and to plan for the future.

Carys Grom

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

Annual Report on the work of St. Alban's Youth Services (SAYS): January - December 2020

'Christian outreach to, engagement with, and education of young people:

Young people's personal, social, faith, and leadership development'

Over the last year SAYS have worked with 165¹ young people aged 10-19, and a further 18 aged 8-10, in our youth clubs and groups: '*Passport*' -our Saturday evening youth club; '*Games Room*'/'*Games on the Green*' -our Wednesday afternoon after-school club; the weekly *Lunch Club* we run at Nower Hill High School; and '*Young Explorers*' and '*Youth Squad*' - our faith development groups (run with those who have some link with the church).

Highlights this year have included²

* our '**Youth Alpha** 2020' focus group, which has involved our young people aged 10-18 coming together via Zoom to watch and discuss some helpful streamed input on a different Christian faith theme each week: To date this has involved 9 young people, with 2 others opting to attend the main church '*Alpha*' group with their parents

* our '**Holy Communion Preparation**' focus group, which involved 9 children aged 8-10, and led to a special 'Service of First Holy Communion' celebrated by the Bishop of Willesden just before lockdown.

Over 6 sessions, we asked what Holy Communion is and why we celebrate it, as we looked at being connected through Jesus, being rescued through Jesus, being forgiven through Jesus, being at peace through Jesus, and being gathered together with Jesus as we remember his death for us.

* **Schools Work:** Following a the successful carol service for Nower Hill feeder schools in December 2019, we met with leadership of Nower Hill High School in the New Year, and in Feb 2020 began to run weekly **Lunch Clubs** and **Mentoring** -up until Covid-19-19 lockdown measures set in. Then again in Sept, until 'lockdown' measures again came into effect. We have worked with 60³ young people, 6 of whom we have mentored through this period. A deputy headteacher commented *that our lunch club is the only time in the life of the school she has witnessed young people from every year group playing/ interacting/ discussing together -without issues- in the same space!*

Key Progress/ Movements: Community Outreach -> Youth Clubs

* In total this lockdown-restricted year, 4 new young people (aged 10-17) from our school outreach programmes have started coming to our Youth Club, and another 2 from school have enrolled in our Mentoring programme (i.e. beyond the school)

* 49 new young people have been welcomed to our events/ groups/ clubs in our church buildings for the 1st time.

* 7 young people have also been re-engaged, having not attended for at least 12 months.

* We have delivered over 400 hours of community engagement, social cohesion, and personal-social development.

* Young people and parents have fed back that they (young people) feel welcomed and valued in the club sessions; as well as improvements in confidence and self esteem, resilience, and team work; and appreciation for our consistent targeted help with mental health and physical health over lockdown.

* Young people have gained experience of leading and working with others and have enjoyed having a say in their programme.

¹ figures do not include all those young people coming to our church services (eg. youth-led / holy communion services)

² for more details and photo galleries please see: www.stalbans-nh.org.uk/youthprogramme.htm

³ Only counted: those we know their name, year group, and whom we have met on more than one occasion

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Key Progress/ Movements: Youth Clubs and Church & Faith Development

- * Young people have again played an active part in services, and this year several have been trained up to run the audio-visual system.
- * In total, 3 young people (aged 10-17) from youth club programme have chosen to come to our Sunday morning church services in the course of this year.
- * Additionally, two 10 year-olds have grown in their faith and involvement with us through attending *Messy Church* older sessions and *Youth Alpha* focus group.
- * We have delivered a further 100 hours of personal-social-spiritual development with those young people who have some connection to the church.

Lockdown summary

*We ran three Zoom video call group sessions per week -every week:

Weds '*Games Room Online*' for 8-12 yr. olds: we grew this session up to 18 young people per week, including those who live too far to be able to make it to the physical after-school session. Was good to build relationships with some parents and siblings through this, too, given the access 'into homes' so to speak.

Saturdays '*Youth Club Online*' : calls for 10-12yr olds and 13+ respectively:

We have chatted and positively engaged with up to 26 young people per week, including welcome & check in, announcements, games, discussion, and our 'corona challenge' weekly competition which was designed to get young people sharing their lives, recognising their gifts/skills, and recognising the needs of those around them.

Sundays *Youth Squad / Young Explorers Online*: 90-minute call for all 10-18s involved with church.

These calls included time each week looking together at a *PeaceMakers* theme. *PeaceMakers* was to be the next Youth-Led Service, but lockdown beat us to the launch, so we used the material creatively to engage our young people instead – exploring what God wants to bring about in us -as well as through us- in His world

We looked at Jesus' teaching and activity on everyday themes like *peace in the midst of suffering, anxiety, mental health & healing, anger & protest, justice & injustice, troublemakers & forgiveness, and peace in tough/dark times.*

Summer Highlights

* *Worked face to face with total 44 young people over 3-week period.*

* We developed comprehensive risk assessments and action plan to manage Covid-19 risks, developing our programme to NYA's⁴ 'Covid-19-Secure' guidance.

The result? A very significant series of events and activities, with zero sickness.

Our *Spaced Out* three-day Summer Holiday Club with 30 young people ran across seven venues at Harrow School, and involved our young people in:

* a *Get Active sports and physical activity stream*: socially-distanced sports, team challenges, wide games, and 'water wars' (wide games with water). Combined with considerable amount of walking around the site (up and down the hill!). Our young people really benefitted from this level of fun & healthy exercise.

* a *Get Creative photography, and art n' crafts activity stream*: socially-distanced exhibitions and workshops from award-winning photographer Liam Hale and two others). This gave young people some great insights and practical experience behind the camera, as well as a dedicated daily arts n' crafts venue.

* a *Get Going Leadership and Work Experience stream* including socially-distanced strategic team challenges every morning, strategic wide games two out of three afternoons, strategic board games in the games room every day; and

⁴ NYA - The National Youth Agency is the sector lead for Youth Work in the UK.

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the holiday club offered a practical paid & supervised work placement for seven 18-21 year-olds, who included two graduates of our youth group programme.

* a very *accessible Disability and Mental Health theme*, including:

- inspirational-motivational input from a 19 year-old disabled photographer,
- deaf awareness & sign language workshop led by an inspirational deaf facilitator,
- a big screen movie featuring a deaf young dancer and actress,
- daily socially-distanced opportunities to chill out, relax and reflect,
- one-to-one support available for anyone who needed it.

As well as some amazing opportunities for fun, learning and development, and interaction with friends, our young people had the opportunity to relax and reflect in a '*chill out zone*' themed around the awe and mystery of God's creation and universe.

The side activities helped pose the question whether all the balances and ratios critical for life on earth to flourish could really have happened by chance: Young people were invited to roll dice to see how close they could get to those extreme odds!

Staffing Changes

In September, Jess Campbell, our Youth Support Worker, moved to full-time work at a local high school. She has been particularly amazing through the lockdown period and will be greatly missed by our younger girls. However it has been great to welcome one of our ex-*Youth Squad* members back in a temporary role as we look to recruit a longer-term replacement. Britney Awuah is doing a really great job.

Funding

Thanks to the 'anchor' of grant funding from three charitable trusts and direct financial and in-kind funding from this church, we were able to meet our budget requirements for the year, without the need to furlough staff. Externally sourced grants and donations were in the region of £40,000 for the year. In addition we were again most grateful for local project funding from the Young Harrow Foundation, London Youth, and the Jack Petchey Foundation, as well as to Harrow School for their generous donation of facilities for us run our summer Holiday Club there.

Failures

(i) *Outreach and Detached Youth Work* have not been consistent this year, due to the impact of lockdown, but also our detached youth work partner organisation has been through three team management changes this year. Our main energy for outreach has been in the dual contexts of getting *Schools Work* going, and running *Games on the Green* after-school drop in the church grounds along side a busy main road where young people and parents walk home from school.

(ii) *Schools' work* in our local primary schools has also been derailed by lockdown. Agreements in place related to workshops and assemblies (Primary schools) and supporting teaching of Christian faith segments of RE curriculum (Nower Hill), have both been put on hold.

(iii) Sadly our two planned residential trips for May half-term and October half-term have both had to be postponed due to Covid-19-19 restrictions.

Peace-Making Project

A key project agreed with our church leadership this year was on *Peace Making*.

(i) We did manage to get primary schools and our uniformed organisations involved in the 1st phase of our *Peace Making* workshops, where hundreds of simple origami doves were made by local children (with prayers for peace written on the wings) and installed high in the church, alongside a powerful textile exhibition, and a recycled gun-metal sculpture. The second phase was due to start the week in March when lockdown started, so the only planned workshops on *Peace Making and Conflict Resolution* actually delivered were with our local Brownies & Guides packs. The Sunday evening Youth-Led service was also cancelled.

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(ii) We also hosted a listening exercise, in partnership with Harrow Citizens, on *Youth Safety and Youth Violence* – which involved a number of young people in the local area with lived experience of violence sharing their thoughts and prompting discussion on what is needed to help young people feel safe. The results were shared with local faith group leaders and councillors, but the planned trip with core young people group to meet the Mayor of London had to be cancelled.

Support, Partnership, and Youth Work Review

We have seen some fantastic answers to prayer and encouraging signs this year. We are so very grateful and inspired, as always, by the support and partnership of young people, parents, churches, local organisations, *and* our core funders. It has been great to receive messages of thanks and support from our parents, as well as from Nower Hill School.

We are looking forward to seeing the outcomes and recommendations of the youth work review commissioned by the PCC in October 2020 which will shape provision from September 2021. This will have included feedback from an independent consultant youth work specialist, as well as survey feedback from our young people, parents, the congregation and partner organisations.

Toddlers Group

The group had 40 child members when we had to stop due to the Covid-19 conditions. The membership figure refers to the number of children, but each is accompanied by at least one adult so full attendance would comprise at least 80 people altogether. These include two sets of twins and two sibling groups. We charge one price for a single child, with siblings half price. We had two dads and three grandads with their grandchildren, eight grandmothers and two childminders. We have had an increase in grandparent members some of whom are returning previous members who came with their own children and now bring their grandchildren. We have stayed in contact with members during the lockdowns through Facebook and WhatsApp. We have not been able to meet in person (as with other toddler groups) because of the way the sessions are run: free playing, the children being able to move from activity to activity and interact with each other, and singing and action rhymes and the number of members we have. We hope to return as soon as it is possible and are reviewing with safety guidelines.

Christine Barber-Ryder

Mission and Outreach Annual Report 2020

The M&O Committee acts on behalf of the PCC in supporting links between our parish and external organisations, recommending causes which could benefit from parish appeals and advising the PCC on the allocation of the Mission Fund. It maintains liaison with ACAT (Action by Christians Against Torture); ALMA (the Angola London Mozambique Association); and MACS (Malawi Association for Christian Support, whose Project Officer Eileen Eggington is a member of the M&O committee). Locally we encourage support for various groups in the voluntary sector including Harrow Citizens, Foodbank, the Voluntary and Community Sector Forum, and North Harrow Community Library.

M&O promotes the vital need to reduce our parish - and personal - impact on the environment and achieve sustainability within the resources of our planet. St. Alban's achieved a bronze level Eco Church award in 2020 and we are working towards silver, and eventually gold, status by showing our care for God's creation and taking practical steps towards minimising the parish's carbon footprint. We are aiming to achieve net zero carbon by 2030 or sooner: An 'Eco-team' is now working on this and would welcome new members.

The Mission Fund, through which the parish allocates a proportion of its income to charitable giving, is administered by M&O. Applications are encouraged from any member of the congregation on behalf of charities whose aims meet the five marks of mission of the Anglican church, and are evaluated by the M&O Committee. Allocations in 2020 included £1000 each to Firm Foundation and Harrow

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Citizens, and the project to provide new accommodation for single homeless people which both these organisations are working on will require further support in 2021. Contributions were also made towards the costs of the reading project for Tamil Ladies, the A Rocha charity which manages the Eco Church scheme, as well as support to enable an inner city church make a significant improvement to its musical worship. The Mission Fund also covered the cost of Christmas cards which were distributed to almost 2000 homes in the parish by our Youth Team.

Church collections were significantly depleted due to closure of the church due to the Pandemic, and reduced level of activities for much of the year. However a total of £1,239 was collected and passed on to charities including the Seed Sowers Charity (Malawi), Railway Children, Royal British Legion, and Christian Aid, whilst the Christmas charities were Save the Children Yemen appeal and the Children's Society. Foodbank donations were delivered to Harrow Foodbank and Roxeth Community Church Foodbank on the Rayner's Lane estate, but online cash donations were encouraged during periods of church closure.

Parish youth work activities have been under review and the committee received a presentation from an external consultant, prior to the PCC awayday which led to the setting up of the Steering Group on Youth Work towards the end of 2020. The activities of Messy Church and Open Church, and liaison with Churches Together, Harrow Interfaith and SICM (Mahfil Ali) are also encouraged by M&O as part of our parish outreach.

Friends of St .Alban's maintains contact and support for members of the congregation who are housebound or unable to attend church regularly, and this was augmented during the lockdowns by encouragement of 'phone buddies' and regular phone contact with anyone in the parish who lives alone or needs company during periods of isolation as a result of the Pandemic. Many of the social and fund raising events which normally take place throughout the year had to be curtailed or cancelled in 2020 and will hopefully be resumed during 2021. This will be vital in making the Mission and Outreach of our parish more effective in helping serve the needs of the community in North Harrow.

Gerry Devine

Drop-in Café

The 'Drop in' Café, commenced on the first Wednesday morning in April 2018 and has continued since on the first Wednesday in every month, from 10.30 a.m. to 12 noon. This has proved to be a successful venture until March 2020. Due to the Covid-19 19 Pandemic, Drop In café' was discontinued until it is safe to progress with the project.

Our aim is to provide a relaxed atmosphere for members and visitors who can enjoy a chat over a cuppa and a piece of cake if they so wish.

It would be nice to continue this venture as soon as it is possible to do so.

Jai Mahadeo

Church Opening

It has become very difficult to recruit new volunteers to open the Church on non-Service days. This project obviously requires a great deal of thought and discussion as to whether we should continue or replace it with other ideas.

Church opening was also discontinued in March 2020, due to the pandemic.

Jai Mahadeo

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Ecumenical and Inter-faith

Churches Together in North Harrow (CTNH)

2020 has been a very challenging year for everyone and from March onwards CTNH's commitment to bringing the churches in North Harrow together to explore the Christian faith became very challenging indeed.

The year started as usual with the Week of Prayer for Christian Unity in January. Due to the low attendance previous years a new format was tried with just two services in the week rather than six. One on Wednesday January 22nd at St John Fisher Church was attended by 40 people and the other on Saturday January 25th at North Harrow Methodist Church was attended by thirty people. The theme for the services was set by the Churches of Malta and was 'Unusual Kindness' reflecting the 'unusual kindness' shown by the people of Malta to Saint Paul when he was shipwrecked enroute to Rome. A light lunch was enjoyed after the service on both occasions.

On 3rd March St Albans Church hosted an evening with Marian Partington on the theme 'Walking the Path of Reconciliation'. She talked about her own journey of forgiveness for Fred and Rosemary West who killed her sister and the work she has developed since around restorative justice. Thirty five people from the churches in North Harrow attended what was a very moving and inspiring talk.

Lent House Groups were the next item on the agenda on the theme of 'Life Attitudes – Beatitudes for Lent' and two groups started the discussions but, sadly, when lockdown came the groups had to be abandoned. It is hoped we may be able to return to the theme in 2022.

Two Lent Lunches took place, at St George's Church and Elmfield Church, but the rest had to be cancelled. This was disappointing for everyone, especially as we usually request donations for St Luke's Hospice.

None of our usual Easter walks and services could take place so the next time the committee met was at the AGM in June which took place over Zoom. Roy Millard took over as Chair at that meeting from Kate Tuckett as she prepared to take her maternity leave.

The September committee meeting was able to take place in person whilst observing social distancing and we are grateful to Elmfield Church and Roy Millard for organising that. Tentative plans were made for the Advent Service which Revd Dr Sarah Archer, covering Rev Kate Tuckett's maternity leave, from St Albans undertook to arrange in whatever format was allowed.

Next year's Lent Lectures were also discussed and Roy Millard had secured five chaplains working in different fields to give the talks.

We were back to Zoom for the November meeting and Rev David Tuck undertook to explore the idea of a Quiet Day in September 2021.

We are also hoping to arrange a Week of Accompanied Prayer next year and Marguerite Kuhn will investigate that for us.

The Advent Service was streamed live online from St Albans Church on November 29th and made available afterwards as a recording. It was viewed live by 45 people and at least 193 people viewed the recording later which was very gratifying.

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Our annual carol singing in North Harrow was another victim of the pandemic and we must pray that we are all able to overcome this dreadful virus and pursue our aims in person some time next year.

Jill Sloley

North Harrow Muslim/Christian Dialogue

The survival of this group, which includes members from North Harrow Methodist, Mar Thoma and St John Fisher churches, through a very difficult year owes much to the enthusiasm and friendship of Jamil and Anila Hashim.

We had two meetings on Zoom in 2020 and much informal contact, including a lively multi-faith tea party in September. We were delighted to welcome once again a substantial number of Mahfil Ali members and Sheikh Jaffer Ladak, the Imam from the Stanmore mosque, to our Christmas Midnight Mass during the brief un-locked period. 2021 has begun hopefully: a Zoom dialogue exchange on Conversion, with a record number attending.

English conversation for Tamil Ladies

The effects of the Covid-19 pandemic together with death, sickness and old age have, sadly, brought this small piece of community service to a premature end after 63 sessions with the ladies of the Tamil Elders Association of Harrow.

We are hopeful that there has been some progress in language learning but much more certain that the commitment to learning together by the 8 members of our congregation and around 20 Tamil ladies (*nearly all practising Hindus*) has been a catalyst for mutual respect, understanding and friendship for all. We are deeply grateful.

Uniformed Organisations

2nd A Headstone Brownies

In 2020, the 2nd A Headstone Brownies adapted to extraordinary circumstances extremely well. On Monday 16 March 2020, Girlguiding issued an email that advised all face to face meetings were to cease immediately. At the time, there were 17 Brownies, 6 Young Leaders and 5 Adult Leaders who found that the Brownie term had ended quite abruptly. After a three week hiatus of meetings, during which the UK went into lockdown, Brownies and Young Leaders were sent home from school and the Adult Leaders adapted to working from home while looking at ways in which we could continue Brownies safely, on Tuesday 7 April 2020, the Brownies began meeting again but this time online via Zoom on Tuesday evenings from 6.30-7.00pm. Hosting meetings online had an added bonus that two of the Adult Leaders, who were at university, could join in and stay connected with the pack.

Brownie meetings were then held online for the rest of the year on Tuesday evenings during term-time. In this time, Brownies came together to enjoy activities such as Scavenger Hunts, quizzes and crafts. The Brownies also worked towards several badges, beginning with Mindfulness to help create a calmness in the chaos. Then, Brownies gained their Grow Your Own (Gardening) Badge and Archaeology badge before the summer holidays.

In the autumn term, Brownie meetings continued online during which Brownies packed Harvest boxes to give neighbours/food banks safely, gained their Baking and Space badges, and enjoyed crafts (decorating poppies for Remembrance Sunday and making Pom-poms) and games (autumnal themed scavenger hunt). For a couple of weeks, some of the Young Leaders re-joined the meetings online to help inspire the Brownies and complete the missing weeks for their Bronze Duke of Edinburgh award scheme. Most of the Young Leaders are studying towards their GCSEs this academic year so have been

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present too often online but they have indicated that they would like to return later in 2021 after exams have finished.

Pack Holiday last year was booked for a weekend in July 2020 at the Paccar Scout Campsite in Chalfont St. Peter. Sadly, this had to be postponed until 2021.

At the end of 2020, there were 12 Brownies as some had left when they turned 10 and of those some had gone on to become Guides with the 2nd Headstone Guides. Since the meetings moved online, there had been no new Brownies joining the pack but the pack has welcomed new Brownies since the start 2021.

2nd A Headstone Brownies continues to engage with St. Albans Church. Before the UK went into lockdown, the Brownies hosted a Brazilian carnival themed Pancake Party, which welcomed members of the congregation and the 4th Headstone Cubs. St. Alban's Church Hall also hosted the Pinner & Headstone District Brownie Disco in early February and the 2nd A Headstone Brownies very much enjoyed dancing to their favourite songs. The disco also went towards their Dancing badge, with Brownies also dancing a Ceilidh, composing a Samba and choreographing their own stories through dance in meetings during early 2020.

Elizabeth Fisher (Brown Owl)

2nd Headstone Guides & Senior Section

The 2nd Headstone Guides & Senior Section continue to enjoy many challenges and experiences year on year.

Since the start of lockdown in March 2020 we have continued to meet online. Inevitably some girls have left as zoom is not for them but thus far, we remain a thriving unit of ~35 girls with some very committed leaders and young leaders. The guides are aged between 10 -14 ½ years old and after that the girls that want to stay join our Senior Section. We normally meet on Fridays (term time) from 7-9pm in the Church Hall. Since lockdown we have met online for about 1 hour. The girls come from various backgrounds, schools, faiths, and cultures but the one thing in common is friendship.

The girls have enjoyed participating in new challenges online whether that be learning new skills, cooking, yoga or having fun with a magician one week and an artist another week. They have continued to do badge work too and celebrate cultures and learnt about disabilities; all which they have enjoyed despite the challenges of zoom!

As we could not enjoy our planned weekend camp to Paccar Chalfont heights in July 2020 (fingers crossed for summer 2021!), we organised a virtual sleepover where the girls enjoyed cooking breakfast, cooking marshmallows over their own fires, sleeping in different places whether that be inside or outside the house and handicrafts. All enjoyed this unusual camping experience.

Guiding is a great organisation and will have a huge, positive impact on the girls' lives in the future.

Sue Till

8th Headstone Brownie Pack

Sadly this Brownie pack closed down in 2020.

4th Headstone Scout Group

As an affiliated group to St Albans Church, 4th Headstone Scout Group celebrated it's 90th Birthday in 2020. Sadly many of our activities planned for 2020 had to be postponed, these included many camps and sleepovers including our 90th Birthday camp, day trip to Brownsea Island and Bournemouth beach again to celebrate our 90th Birthday and renew our promises, plus many

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fundraising and social events too.

Back in January 2020 none of our members and especially our Leaders thought we would end up supplying a varied quality scouting programme via zoom.

At the start of the year as a scout group we were lucky enough to be able to celebrate our 90th Birthday with a sleepover at the Battle of Britain Bunker – Uxbridge. This trip was open to all sections, Beavers, Cubs and Scouts and 40 young people attended plus 12 adults. Whilst at the bunker our young people got to visit the control room that Winston Churchill had sat in whilst the Battle of Britain took place. We had West London Astronomers join us and we even got to look through telescopes and see the surface of the moon. As a group we got to sleep in the museum under a spitfire plane and was a magical experience for all.

Sammy Jackson, Group Scout Leader