

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

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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:

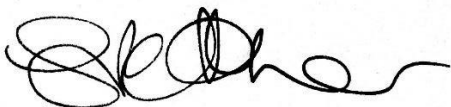
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity Commission's Statement of Recommended Practice for Charities (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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.

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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 Lightening 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."

**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 31<sup>st</sup> Dec 2019, our general funds totalled £88,770, but by the 31<sup>st</sup> Dec 2020 these had fallen to £23,675, and by 31<sup>st</sup> 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.



## PARISH CHURCH OF ST ALBAN, NORTH HARROW

### 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 31<sup>st</sup> 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

IER

1

Oct 2018

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.

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## 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	Members	Individuals	
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 145<sup>1</sup> 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 included<sup>2</sup>:

\* 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.

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<sup>1</sup> figures do not include all those young people coming to our church services (e.g. youth-led / holy communion services)

<sup>2</sup> for more details and photo galleries please see: [www.stalbans-nh.org.uk/activitiesgallery.htm](http://www.stalbans-nh.org.uk/activitiesgallery.htm)

## PARISH CHURCH OF ST ALBAN, NORTH HARROW

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 1<sup>st</sup> 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's<sup>3</sup> '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

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<sup>3</sup> 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](http://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 1<sup>st</sup> 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 2<sup>nd</sup> 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 year<sup>4</sup>.

<sup>4</sup> 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 1<sup>st</sup> 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.

## PARISH CHURCH OF ST ALBAN, NORTH HARROW

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 18<sup>th</sup> 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 21<sup>st</sup> 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 10<sup>th</sup> October to the 16<sup>th</sup> 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 12<sup>th</sup> 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

### **2<sup>nd</sup> Headstone Guides & Senior Section**

The 2<sup>nd</sup> 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 £
<b>Fixed assets</b>			
Tangible fixed assets	5	<b>1,462,598</b>	1,467,426
Investments	6	<b>375,000</b>	375,000
<b>Total fixed assets</b>		<b>1,837,598</b>	1,842,426
<b>Current assets</b>			
Debtors	8	<b>8,343</b>	2,236
Short term deposits incl. CBF/CCLA		<b>212,518</b>	237,354
Cash at bank and in hand		<b>74,915</b>	46,400
		<b>295,776</b>	285,990
Creditors: amounts falling due within one year	9	<b>263</b>	313
<b>Net current assets</b>		<b>295,513</b>	285,677
<b>Total assets less current liabilities</b>		<b>2,133,111</b>	2,128,103
Creditors: amounts falling due after one year	9		
<b>NET ASSETS</b>	7	<b>2,133,111</b>	2,128,103
<b>Funds</b>			
Restricted funds	10	<b>42,066</b>	51,029
Unrestricted funds	10	<b>253,447</b>	234,648
Assets/ investments	10	<b>1,837,598</b>	1,842,426
		<b>2,133,111</b>	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 £
<b>Incoming resources</b>					
<i>Voluntary income</i>	2a	155,592	31,822	<b>187,414</b>	169,005
<i>Activities for generating funds</i>	2b	3,270		<b>3,270</b>	1,484
<i>Income from investments</i>	2c	14,534		<b>14,534</b>	15,626
<i>Church activities</i>	2d	34,711	10,676	<b>45,387</b>	31,122
<i>Other incoming resources</i>	2e	22,950		<b>22,950</b>	22,823
<b>Total incoming resources</b>		<b>231,057</b>	<b>42,498</b>	<b>273,555</b>	<b>240,424</b>
<b>Resources expended</b>					
<i>Costs of generating voluntary income</i>	3a				122
<i>Fund-raising trading costs</i>	3b	7,272		<b>7,272</b>	6,383
<i>Church activities</i>	3c	195,029	65,861	<b>260,890</b>	286,007
<i>Governance Costs</i>	3d	385		<b>385</b>	375
<b>Total resources expended</b>		<b>202,686</b>	<b>65,861</b>	<b>268,547</b>	<b>245,811</b>
<b>Net incoming/(outgoing) resources</b>		28,371	{23,363}	<b>5,008</b>	{52,463}
<i>Gains/(losses) on revaluation of fixed &amp; Investment assets and transfers</i>	5/6	{14,400}	14,400		{18,000} 18,000
<b>Net movement in funds</b>		<b>13,971</b>	<b>{8,963}</b>	<b>5,008</b>	<b>{52,463}</b>
Total funds brought forward at 1 January 2021		2,077,074	51,029	<b>2,128,103</b>	2,180,566
<b>Total funds carried forward at 31 December 2021</b>		<b>2,091,045</b>	<b>42,066</b>	<b>2,133,111</b>	<b>2,128,103</b>

## 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 £
<b>a Voluntary income</b>				
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
	155,592	31,822	187,414	169,005
<b>b Activities for generating funds</b>				
Church Fair & Bazaar	3,270		3,270	1,848
	3,270		3,270	1,848
<b>c Investment income</b>				
Property	14,366		14,366	14,460
Dividends and interest	168		168	1,166
	14,534		14,534	15,626
<b>d Income from Church Activities</b>				
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
	34,711	10,676	45,387	31,122
<b>e Other incoming resources</b>				
Rent from Church Property	22,950		22,950	22,823
Vicarage Provision				
Mission Fund				
<b>Total incoming resources</b>	231,057	42,498	273,555	240,424

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

<b>3 Resources Expended</b>	Unrestricted Funds £	Restricted Funds £	<b>FUNDS 2021 £</b>	<b>FUNDS 2020 £</b>
<b>a Costs of generating voluntary income</b>				
Church Fund costs				122
				<u>122</u>
<b>b Fund-raising trading costs</b>				
Events	459		<b>459</b>	195
Property rental- agent fee	6,813		<b>6,813</b>	6188
	<u>7,272</u>		<u><b>7,272</b></u>	<u>6,383</u>
<b>c Church Activities</b>				
Missionary and charitable giving:				
Giving from Planned Income	1,500		<b>1,500</b>	2,767
Other Charitable Giving				
Overseas:				
Home:		3,482	<b>3,482</b>	1,554
	<u>1,500</u>	<u>3,482</u>	<u><b>4,982</b></u>	<u>4,321</u>
<b>Ministry costs</b>				
Diocesan parish contribution	89,656		<b>89,656</b>	89,656
Other clergy costs	2,555		<b>2,555</b>	1,425
Church running expenses	37,200		<b>37,200</b>	32,234
Church maintenance/ Improvements	21,257		<b>21,257</b>	65,213
Upkeep of services	13,008		<b>13,008</b>	5,078
Upkeep of church grounds	2,621		<b>2,621</b>	11,078
Parish Houses	5,193		<b>5,193</b>	3,020
Clergy House Costs	793		<b>793</b>	431
Children & Youth Work		62,379	<b>62,379</b>	56,032
Church hall running costs	20,970		<b>20,970</b>	17,323
Bank charges	276		<b>276</b>	196
	<u>193,529</u>	<u>62,379</u>	<u><b>255,908</b></u>	<u>281,686</u>
<b>Sub Total</b>	<u>202,301</u>	<u>65,861</u>	<u><b>268,162</b></u>	<u>292,512</u>
<b>d Governance costs</b>				
Independent examination fee	385		<b>385</b>	375
	<u>385</u>		<u><b>385</b></u>	<u>375</u>
<b>Total resources expended</b>	<u><b>202,686</b></u>	<u><b>65,861</b></u>	<u><b>268,547</b></u>	<u><b>292,887</b></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
	£	£
<b>a Wages and salaries</b>	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
<b>Cost or valuation</b>	£	£	£
At 1 January 2021	1,450,000	28,031	<b>1,478,031</b>
Additions/revaluations			
Disposals			
At 31 December 2021	<b>1,450,000</b>	<b>28,031</b>	<b>1,478,031</b>
<b>Depreciation</b>			
At 1 January 2021		10,605	<b>10,605</b>
Provided in the year		4,828	<b>4,828</b>
Disposals			
At 31 December 2021		<b>15,433</b>	<b>15,433</b>
<b>Net book amounts</b>			
<b>At 31 December 2021</b>	<b>1,450,000</b>	<b>12,598</b>	<b>1,462,598</b>

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 31<sup>st</sup> December 2021 it has a written down value of £nil.

## THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

### 6 Investments

<b>Investment Property</b>	<b>Leasehold Property</b>	<b>Total</b>
	£	£
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.

<b>Net book amounts</b>	<b>Land &amp; Buildings</b>	<b>Church Equipment</b>	<b>Total</b>
	£	£	£
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		<b>1,837,598</b>
Current assets	253,447	42,066	<b>295,513</b>
Long term liabilities			
	<b>2,091,045</b>	<b>42,066</b>	<b>2,133,111</b>

**8 Debtors**

	2021 £	2020 £
Income tax recoverable		
Prepayments and accrued income	<b>8,343</b>	2,237
	<b>8,343</b>	<b>2,237</b>

**9 Creditors: amounts falling due within one year**

	2021 £	2020 £
Accruals for utilities and other costs	<b>263</b>	313
	<b>263</b>	<b>313</b>

**Creditors: amounts falling due after more than one year**

2021 £	2020 £

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

<b>10 Statement of funds</b>					
Balance	Balance at 31st Dec 2020	Transfers Gains or Losses	Income	Expenditure	Balance at 31st Dec 2021
	£	£	£	£	£
<b>Unrestricted Fund</b>					
General fund - Church	15,204	20,701	117,061	149,146	<b>3,821</b>
General fund - hall	8,471	-15,000	33,397	20,970	<b>5,898</b>
<b>Total General Fund</b>	<b>23,675</b>	<b>5,701</b>	<b>150,458</b>	<b>170,116</b>	<b>9,719</b>
<b>Designated</b>					
Library Project	32	0	0	0	<b>32</b>
COVID-19 Contingency	50,000	0	0	0	<b>50,000</b>
Legacy/In Memoriam	71,607	-49,749	43,056	0	<b>64,914</b>
Lorna Barnett Legacy	66,140	-22,000	14,366	5,307	<b>53,199</b>
Frobisher Close	9,746	-15,500	22,950	6,699	<b>10,497</b>
Tea Point	775	20,000	227	0	<b>21,002</b>
Mission Fund	4,647	6,000	0	1,500	<b>9,147</b>
Visual Project	251	-251	0	0	<b>0</b>
Altar	5,145	0	0	2,000	<b>3,145</b>
Tamil Group	101	-101	0	0	<b>0</b>
Vicarage	2,529	1500	0	793	<b>3,236</b>
Solar Panels	0	20,000	0	2,704	<b>17,296</b>
Church Heating	0	10,000	0	6,040	<b>3,960</b>
Choral Scholars	0	10,000	0	2,700	<b>7,300</b>
<b>Total Designated Funds</b>	<b>210,973</b>	<b>-20,101</b>	<b>80,599</b>	<b>27,743</b>	<b>243,728</b>
<b>Restricted Funds</b>					
Charity Collections	1,308	0	2,954	3,482	<b>780</b>
Organ/ Music	7,929	1,250	0	0	<b>9,179</b>
Youth	41,792	13,150	39,544	62,379	<b>32,107</b>
<b>Total Restricted</b>	<b>51,029</b>	<b>14,400</b>	<b>42,498</b>	<b>65,861</b>	<b>42,066</b>
<b>Fixed assets</b>	<b>1,467,426</b>	<b>-</b>	<b>-</b>	<b>4,828</b>	<b>1,462,598</b>
<b>Investments</b>	<b>375,000</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>375,000</b>
<b>Total funds</b>	<b>2,128,103</b>	<b>-</b>	<b>273,555</b>	<b>268,547</b>	<b>2,133,111</b>

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

**Budgets 2018 to 2023**

	<b>Forecast</b>	<b>Budget</b>	<b>Actual 2021</b>	<b>Actual 2020</b>	<b>Actual</b>	<b>Actual</b>
<b>Income (£000)</b>	<b>2023</b>	<b>2022</b>	<b>Pandemic</b>	<b>Pandemic</b>	<b>2019</b>	<b>2018</b>
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
<b>Expenditure (£000)</b>						
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

<b>Fund</b>	<b>Designation/ Reserve Value</b>	<b>Description</b>	<b>Income</b>	<b>Outgoings</b>
General fund -Church	<b>Unrestricted RV £30K</b>	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	<b>Unrestricted RV£10K</b>	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	<b>Unrestricted</b>	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	<b>Designated RV Zero</b>	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	<b>Designated RV Zero</b>	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.
Lorna Barnett Legacy	<b>Designated RV £10K</b>	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	<b>Designated RV£10K</b>	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	<b>Restricted RV £15K</b>	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	<b>Restricted RV Zero</b>	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	<b>Designated RV Zero</b>	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	<b>Designated RV Zero</b>	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	<b>Designated RV Zero</b>	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	<b>Restricted RV Zero</b>	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	<b>Designated RV Zero</b>	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





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 FIPA



(if any):

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Address:

33 ST. THOMAS DRIVE,
PINNER
MIDDX., HA5 4SX

**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.

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