

A registered charity in England & Wales no. 1132600

ANNUAL REPORT and FINANCIAL STATEMENTS

of the PAROCHIAL CHURCH COUNCIL

for the year ended 31st December 2023

Incumbent

The Revd Dr Sarah Archer

The Vicarage

Church Drive, North Harrow

HA2 7NS

Bankers

National Westminster Bank PLC

Branch: Station Road, Harrow also at

the CBF Church of England Investment Fund and Virgin Money PLC

Honorary Solicitor

Mr Christopher Noyce

Lovell, Son & Pitfield

9 Gray's Inn Square

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London

WC1R 5JT

Independent Examiner

Mr Alan Mitchell

33 St Thomas Drive

Pinner

HA5 4SX

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FOREWORD by the Reverend Dr Sarah Archer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

THE YEAR ENDED 31 DECEMBER 2023

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

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

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

PAROCHIAL CHURCH COUNCIL (PCC) 2023/24

Ex officio members:

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

Elected members:

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

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

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

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

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

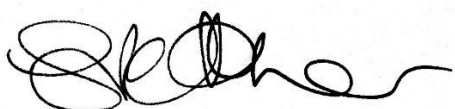
The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 as amended, the Charity (Accounts and Reports) Regulations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

Declaration on reporting serious incidents

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

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

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



The Revd Dr Sarah Archer, Vicar and PCC Chair

ANNUAL REPORT OF THE PCC

Aim and Purposes

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

Objectives and Activities

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

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

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

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

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

Structure, Governance and Management

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

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

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

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

Individual attendance was as follows:

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

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

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

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

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

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

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

Conflicts of Interest

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

Risk Management

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

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

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

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

Staff and Volunteers

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

Eileen Eggington
PCC member & Secretary

Anglicans in Harrow (Harrow Deanery Synod) 2023

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

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

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

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

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

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

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

Robert May
Honorary Secretary

CHURCH PREMISES (FABRIC, GOODS AND ORNAMENTS) 2023

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

Work Completed during 2023

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

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

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

Thanks

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

Andrew Garner, Churchwarden & Chair, Buildings and Grounds Committee

Safeguarding Report 2023

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

Child Protection

“The Church of England, in all aspects of its life, is committed to and will champion the protection of children and young people both in society as a whole and in its own community. It fully accepts, endorses, and will implement the principle enshrined in the Children Act 1989, that the welfare of the child is paramount. The Church of England will foster and encourage best practice within its community by setting standards for working with children and young people and by supporting parents in the care of their children.”

PSO response

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

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

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

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

“It will work with statutory bodies, voluntary agencies and other faith communities to promote the safety and well-being of children and young people. It is committed to acting promptly whenever a concern is raised about a child or young person or about the behaviour of an adult and will work with the appropriate statutory bodies when an investigation into child abuse is necessary.”

PSO Response:

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

“The Church of England is committed to encouraging an environment where all people and especially those who may be vulnerable for any reason are able to worship and pursue their faith journey with encouragement and in safety. Everyone, whether they see themselves as vulnerable or not, will receive respectful pastoral ministry recognising any power imbalance within such a relationship.”

PSO response:

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

Safeguarding Adults

“All church workers involved in any pastoral ministry will be recruited with care including the use of the Criminal Records Bureau disclosure service when legal or appropriate. Workers will receive training and continuing support.”

PSO Response:

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

“Any allegations of mistreatment, abuse, harassment or bullying will be responded to without delay. Whether or not the matter involves the church there will be cooperation with the police and local authority in any investigation.”

PSO response:

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

Sensitive and informed pastoral care will be offered to anyone who has suffered abuse, including support to make a complaint if so desired: help to find appropriate specialist care either from the church or secular agencies will be offered.”

PSO response:

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

“Congregations will often include people who have offended in a way that means they are a continuing risk to vulnerable people. The risks will be managed sensitively with the protection of adults and children in mind.”

PSO response:

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

Other information:

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

Cathy Tahsin

Church Safeguarding Officer

FINANCIAL REVIEW 2023

Introduction

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

Income over the Year

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

Capital Spend over the year was £40,585:

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

PARISH CHURCH OF ST ALBAN, NORTH HARROW

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

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

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

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

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

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

Charity Donations

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

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

2023 Budget

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

Thanks for Support

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

Tom Johnson

PCC Treasurer

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

INDEPENDENT EXAMINER's REPORT (see page 18)

PARISH CHURCH OF ST ALBAN, NORTH HARROW



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

Charity Name

THE PARISH CHURCH OF ST ALBANS NORTH HARROW

On accounts for the year ended

312st DECEMBER 2023

**Charity no
(if any)**

1132600

Set out on pages

(remember to include the page numbers of additional sheets)

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

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

Signed:

A. R. Mitchell

Date:

28/03/24

Name:

ALAN ROBERT MITCHELL

Relevant professional qualification(s) or body

FFA, FIPS (INSTITUTE OF FINANCIAL ACCOUNTANTS)

IER

1

Oct 2018

Church Fund 2023 (with three-year comparison):

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

Membership:

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

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

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

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

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

Norman Shurrock
Church Fund Secretary

Gift Aid

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

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

Jane Spencer-Davis
Gift Aid Secretary

APPENDIX I: Group and Activity reports

WORSHIP, MISSION AND OUTREACH

The Choir

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

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

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

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

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

Penny Johnson

Children, Families and Young People 2023

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

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

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

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

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

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

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

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

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

Eileen Eggington
YCF supporter

Messy Church

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

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

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

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

Sarah Carter, Carys Grom & Gillian Cooper

Pastoral Care Report 2023

Pastoral Care continued in support of parishioners and wider community.

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

Valerie Rolph, Pastoral Assistant

Mission and Outreach Committee Annual Report 2023

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

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

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

Our Mission Fund provided support for:

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

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

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

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

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

Gerry Devine

Drop-in Café

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

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

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

Jai Mahadeo

ECUMENICAL AND INTER-FAITH

Churches Together in North Harrow 2023

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

Activities this year have included:

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

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

Jill Soley

North Harrow Muslim Christian Dialogue

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

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

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

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

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

David Tuck

UNIFORMED ORGANISATIONS

2nd Headstone Guides & Rangers

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

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

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

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

Sue Till

2nd A Headstone Brownies

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

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

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

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

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

Abigail Carlen, Brownie Leader

4th Headstone Scout Group

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

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

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

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

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

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

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

Sammy, Group Scout Leader (Lead Volunteer)

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

ACCOUNTS for year ended 31 December 2023

BALANCE SHEET AT 31 DECEMBER 2023

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

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2023

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

1. Accounting policies

A Accounting convention

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

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

B Funds accounting

Funds held by the PCC are:

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

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

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

C Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

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

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

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold

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

D Resources used

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

Grants

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

Church Activities

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

E Fixed Assets

Tangible fixed assets

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

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

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

Depreciation

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

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

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

F Current Assets

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

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

G Reserves Policy

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

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

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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2 Incoming Resources (cont.)

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

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

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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

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

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4. Staff costs

	2023	2022
	£	£
a Employee payroll	97,023	63,286

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

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

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

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

b Payments to PCC members

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

5 Tangible fixed assets

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

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

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6 Investments

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

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

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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7 Analysis of Net assets by fund

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

8 Debtors

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

9 Creditors: amounts falling due within one year

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

Creditors: amounts falling due after more than one year

	2023 £	2022 £
	-	-
	-	-

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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Budgets 2018 to 2024

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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EXPLANATION OF FUNDS

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

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

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

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PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

ACCOUNTS for year ended 31 December 2023

BALANCE SHEET AT 31 DECEMBER 2023

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

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2023

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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1. Accounting policies

A Accounting convention

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

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

B Funds accounting

Funds held by the PCC are:

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

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

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

C Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

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

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

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold

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

D Resources used

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

Grants

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

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Church Activities

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

E Fixed Assets

Tangible fixed assets

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

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

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

Depreciation

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

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

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

F Current Assets

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

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

G Reserves Policy

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

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

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

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

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2 Incoming Resources (cont.)

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

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

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

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

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

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4. Staff costs

	2023	2022
	£	£
a Employee payroll	97,023	63,286

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

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

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

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

b Payments to PCC members

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

5 Tangible fixed assets

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

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

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6 Investments

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

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

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

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7 Analysis of Net assets by fund

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

8 Debtors

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

9 Creditors: amounts falling due within one year

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

Creditors: amounts falling due after more than one year

	2023 £	2022 £
	-	-
	-	-

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

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Budgets 2018 to 2024

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

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EXPLANATION OF FUNDS

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

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

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