

PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England & Wales no. 1132600

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

Incumbent

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

Bankers

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

Honorary Solicitor

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

Independent Examiner

**Mr Alan Mitchell
33 St Thomas Drive
Pinner
HA5 4SX**

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FOREWORD by the Reverend Dr Sarah Archer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

THE YEAR ENDED 31 DECEMBER 2024

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

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

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

PAROCHIAL CHURCH COUNCIL (PCC) 2024/25

Ex officio members:

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

Elected members:

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

Co-opted Members:

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

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

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

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


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

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

Declaration on reporting serious incidents

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

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



The Revd Dr Sarah Archer, Vicar and PCC Chair

ANNUAL REPORT OF THE PCC

Aim and Purposes

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

Objectives and Activities

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

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

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

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

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

Structure, Governance and Management

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

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

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

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

Individual attendance was as follows:

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

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

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

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

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

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

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

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

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

Conflicts of Interest

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

Risk Management

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

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

Staff and Volunteers

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

The Revd Sarah Archer
Acting PCC Secretary

The Diocese of London

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

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

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

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

Anglicans in Harrow (Harrow Deanery Synod) 2024

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

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

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

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

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

Robert May
Honorary Secretary

Church premises & properties report 2024

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

Work Completed during 2024

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

Church Hall & Kitchens:

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

External Grounds

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

Church Roof & Building Works:

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

Choir & Clergy Vestry

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

Lady Chapel

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

Eco & Sustainability Progress:

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

Properties

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

Planned Works with costing under review

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

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

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

Safeguarding Report 2024

Child Protection

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

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

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

Policy is followed for photography and digital image permissions.

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

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

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

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

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

Safeguarding Adults

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

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

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

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

Cathy Tahsin, Church Safeguarding Officer

FINANCIAL REVIEW 2024

Introduction

Income over the year

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

Capital Spend over the year

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

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

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

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

General Funds

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

PARISH CHURCH OF ST ALBAN, NORTH HARROW

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

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

We need to recognise positive items from the accounts: -

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

Changes to Funds

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

Charity Donations

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

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

Thanks for Support

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

Tom Johnson, PCC Treasurer, March 2025

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

INDEPENDENT EXAMINER'S REPORT



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

THE PARISH CHURCH OF ST ALBANS NORTH HARROW

On accounts for the year ended

31st DECEMBER 2024

Charity no
(if any)

1132600

Set out on pages

(remember to include the page numbers of additional sheets)

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

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

Signed:

A R Mitchell

Date:

28/03/25

Name:

ALAN ROBERT MITCHELL

Relevant professional qualification(s) or body

FFA, FIPA (INSTITUTE OF FINANCIAL ACCOUNTANTS)

Church Fund 2024 (with three-year comparison):

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

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

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

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

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

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

Norman Shurrock
Church Fund Secretary

Gift Aid 2024

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

Jane Spencer-Davis, Gift Aid Secretary

APPENDIX I: Group and Activity reports

WORSHIP, MISSION AND OUTREACH

The Choir 2024

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

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

Some highlights in 2024:

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

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

Penny Johnson

Children and youth 2024

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

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

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

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

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

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

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

Revd Irene Lawrence

Messy Church 2024

In 2024 we held the following Messy Church sessions:

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

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

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

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

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

Another wonderful year!

Sarah Carter, Carys Grom & Gillian Cooper

Pastoral Care Report 2024

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

Valerie Rolph, Pastoral Assistant

Mission and Outreach Committee annual report 2024

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

Drop-in Café 2024

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

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

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

Jai Mahadeo

ECUMENICAL AND INTER-FAITH

Churches Together in North Harrow (CTNH) 2024

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

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

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

Jill Soley

North Harrow Muslim Christian Dialogue 2024

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

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

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

Refreshments at Mahfil Ali are always very special!

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

David Tuck

UNIFORMED ORGANISATIONS

2nd Headstone Guides & Rangers 2024

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

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

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

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

Sue Till Group Leader

2nd A Headstone Brownies

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

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

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

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

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

Suzanne Carlen, Brownie Leader

2nd Headstone Rainbows

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

Suzanne Carlen, Rainbow Leader

4th Headstone Scout Group 2024

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

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

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

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

PARISH CHURCH OF ST ALBAN, NORTH HARROW

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

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

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

Sammy, Group Lead Volunteer

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

ACCOUNTS for year ended 31 December 2024

BALANCE SHEET AT 31 DECEMBER 2024

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

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

PAROCHIAL CHURCH COUNCIL OF ST ALBAN NORTH HARROW

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

1. Accounting policies

A Accounting convention

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

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

B Funds accounting

Funds held by the PCC are:

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

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

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

C Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

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

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

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold

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

D Resources used

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

Grants

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

Church Activities

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

E Fixed Assets

Tangible fixed assets

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

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

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

Depreciation

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

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

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

F Current Assets

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

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

G Reserves Policy

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

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

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

THE PARISH CHURCH OF ST ALBAN, NORTH HARROW

A registered charity in England and Wales no. 1132600

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

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2 Incoming Resources (cont.)

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

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

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

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

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

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

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

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Staff costs

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

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

b *Payments to PCC members*

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

5 Tangible fixed assets

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

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

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6 Investments

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

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

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

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7 Analysis of Net assets by fund

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

8 Debtors

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

9 Creditors: amounts falling due within one year

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

Creditors: amounts falling due after more than one year

	2024 £	2023 £
	-	-
	-	-

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

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2025 Budget and Actual spend 2021 to 2024

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

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EXPLANATION OF FUNDS

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

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

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

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CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

THE PARISH CHURCH OF ST ALBANS NORTH HARROW

On accounts for the year
ended

31st DECEMBER 2024

Charity no
(if any)

1132600

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31.12.2024.

Responsibilities and
basis of report

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

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

Independent
examiner's statement

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

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

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

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

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

Signed:

A R Mitchell

Date:

28/03/25

Name:

ALAN ROBERT MITCHELL

Relevant professional
qualification(s) or body

FFA, FIPA (INSTITUTE OF FINANCIAL ACCOUNTANTS)