



St Philips

Annual Report 2021



THE CHURCH
OF ENGLAND



Introduction

Despite our hopes that Covid would not be the dominant focus of 2021, the year began with the nation in another lockdown as a new variant (eventually named “alpha”) swept through Britain. However, since the churches were permitted to remain open, we continued to do so throughout, retaining the use of Zoom for those who felt less comfortable coming in person.

In spite of the restrictions which weighed heavily on many, particularly the isolated, we could see light at the end of the tunnel as the vaccine rollout got under way. And indeed, in spite of the length of this new lockdown, going all the way into the spring, we found increasingly creative ways to connect as a community, in spite of the restrictions. More and more attended church in person, and as restrictions were lessened we were able to return to live music, first with our choir, and then with congregational singing; and finally we were able to resume most of our fellowship activities.

The same pattern of growing activity through the year was evident with the other users of our building, who both connect us to our community and also do so much for us financially. Initially only our nursery was allowed, but as restrictions eased, we welcomed many others back.

And so, although we had hoped Covid would be behind us in 2021, the year was certainly one of recovery. Having weathered the pandemic throughout 2020, we moved step by step back towards normality, as the regulations permitted. We continued to provide Zoom at every Sunday and almost all weekday services throughout the year so that people could join in person or online, as they felt most comfortable; so when the omicron wave hit at the end of the year, those who felt more comfortable joining via Zoom could do so.

The nation’s unexpected lesson in the Greek alphabet did not stop us celebrating a joyful Christmas season: our candlelit Carol Service was very well attended, with magnificent music from the **English Chamber Choir** and, this year, back to congregational singing as well. Our Christmas services were equally joyful and we ended the year strong, confident and looking forward to better things to come.

Report of the Vicar

Christian formation and worship

Although we began the year with another national lockdown, announced on 4 January after London had already been in Tier 4, St Philip's continued to remain open for worship even though we could not gather for fellowship or other activities. With the now proficient skills and equipment to provide for hybrid worship, we continued to gather as a community both in person and online, with an opportunity for those online to be greeted after the service for brief fellowship: a welcome opportunity for many, particularly those feeling more isolated.

The Unity service in January took place on Zoom, hosted in 2021 by St John the Baptist, Holland Road, and co-ordinated by Kensington Council of Churches (KCC) with Churches Together in Notting Hill (CTiNH).

It was a pleasure to welcome two interns who each spent a month at St Philip's – in January and in May – in order to experience a different church tradition from their own: one just prior to her ordination, and the other at the beginning of her vocational discernment.

Although we could not celebrate Shrove Tuesday in person this year, we made up for it with a fun pancake flipping competition, Zoomed from the church, with a prize for the best flipper; and concluding with the burning of the palms for the Ash Wednesday services.

The adult and youth Confirmation classes which had to be halted last year, resumed on Zoom, again shared with St Mary Abbots; and the Confirmation service at St Mary Abbots in April was a joyful occasion where we presented 13 youth and 4 adults to the Bishop for Confirmation.

We joined in the Ecumenical Lent course – also under the auspices of KCC and CTiNH – which met via Zoom on Wednesday nights. We also initiated a contemplative service of Compline via Zoom from the church, with recorded music, on Wednesday nights throughout Lent.

We hosted two evening talks with guest speakers joining us on Zoom in Lent and Easter: **Mark Oakley**, Dean of St John's Cambridge, spoke eloquently on "Faith and Poetry", which was followed by a lively discussion, also joined by members from the Holland Park Benefice; and **Luigi Gioia** addressed us on the topic of "Faith and Art" which again stimulated much discussion and food for thought.

On the anniversary of the first lockdown we joined the nation in a National Day of Reflection where we tolled our bell, joined in the minute's silence and offered prayers for those whose lives had been devastated by the pandemic.

We were fortunately able to gather for our Easter Vigil this year where we also welcomed new members in baptism, even though we were sadly unable to gather for our now traditional delicious breakfast and fellowship to follow. It did not dampen our spirits, however; and the beautiful Paschal candle with winning designs by **Caspian** and **Marina** was first lit at the dawn vigil, and continued to burn at services throughout the Easter period. The children also made Easter cards which were delivered, along with Easter bags, to the residents of our local Nursing Home, as well as the homebound and isolated. I was not able to resume taking a monthly Eucharist in the nursing home until July, but it was very good to be back with the residents and staff after so long.

Prayers were said upon the sad news of the death of **Prince Philip**, as well as a memorial for him at the weekday Eucharist; and his funeral was broadcast from the TV in church for any who wished to watch it and observe the minute's silence together. I also preached at a memorial service held for him at St John the Baptist Holland Road.





With the Bishop of Kensington, **Graham Tomlin** on sabbatical, we were delighted that Bishop of Islington, **Ric Thorpe**, standing in for him, accepted our invitation to preach and preside at our Patronal Festival in May. He gave a lively and inspiring sermon which was very much enjoyed by all.

We are so grateful to **Ije Ajibade**, a former curate and good friend of St Philip's, now Regional Director Europe for The Mission to Seafarers, for her regular presence with us to preach and uplift our community, not least on Sea Sunday; as well as to **Lesley Perry** for her continued support in so many ways, including being available to take services, particularly during the summer holidays.

Swenja Surminski, our Eco Church and Christian Aid rep, has also continued to bring to our attention issues of climate change and how we can be better stewards of our creation. She gave the address at our Eco Church and Christian Aid Sundays in the spring, as well as at the autumn Climate Change Sunday, during "Creationtide" in the autumn, again both challenging and inspiring us.

We also welcomed the **Bob Mayo**, Anglican Chaplain to HMP Wormwood Scrubs, to preach in the autumn, and he brought a colleague who also spoke about the opportunities to volunteer.

Margaret Ayo, Honorary Assistant Priest, retired from teaching in the autumn and has since generously given more of her time and been able to more fully share in the offering of the weekday services and Bible study which has been much appreciated.

In June, many restrictions now lifted, we were finally able to resume Sunday School in person for the first time, led by **Evonne Baltrock-Nitzsche**, an intern on the Kensington Ministry Education Scheme, on which I serve as chaplain. She had already been helping regularly with our Monday4Sunday group on Zoom, developed when Sunday School had abruptly stopped, so the children and families already knew her, which was a bonus.

In the autumn we were delighted to be able to invite Evonne onto the team as the new Children and Youth Ministries Leader. She took on the role of leading and overseeing the Sunday School as well as supporting children, youth and family worship and activities such as the Blessing of the Animals and the All Hallows' Eve services. These were both excellent opportunities to encourage and welcome newcomers, and were well attended. She also organised a fabulous party to follow the All Hallows' Eve service, a welcome addition since in 2020 goody bags had had to replace the party. With this and many other events, she was ably supported by our Children's Champion, **Kazumi Tsutsui**.

It was also exciting to be part of a new youth venture, YMIC: Youth Ministry in Communion, with several liberal catholic churches, in order to offer fun and meaningful youth events several times a year across our churches.

It was exciting to be able to finally gather for food and fellowship as we celebrated our Harvest Festival with a bring and share Harvest lunch, and a good time was had by all.

On All Souls' Day we offered both a morning and lunchtime Eucharist, having reached out to family members of those who had died the previous year. It was a poignant time, as, once again, we remembered so many who had died of the virus.

Thanks to the support of our local councillor **James Husband**, a community Choral Evensong was planned for All Saints Day, attended by the Mayor of Kensington, and followed by a festive reception, which was enjoyed by both many from the community as well as the congregation.

We had a Choral Eucharist for Remembrance Sunday and for Advent Sunday, and our annual candlelit carol service was filled to the available capacity, as everyone enjoyed being able to sing again and join the English Chamber Choir whose magnificent sound filled the church. It was also very good to be able to host our mulled wine reception once more, even though news of the new omicron variant was beginning to cause some anxious waves.

We held an All Age Christingle Eucharist on the Fourth Sunday of Advent when Ije preached; and the children once more made and sold Christmas cards and decorated ornaments. We held a “Longest Night” Service of prayer, music and reflection, an initiative we started in 2020 for those for whom the Christmas season is particularly difficult. We also invited people to contribute to our “Prayer Tree” where people were invited to leave prayer requests on a card tied to our magnificent Christmas tree.

Though we sadly had to cancel the carol singing at the local Scarsdale Tavern due to the rapid rise in Covid numbers, nonetheless, our Crib Service, Christmas Eve Choral Midnight Mass and Christmas Day Eucharist were joyful events as we welcomed the Light of the world into our midst, and it was good to welcome so many people, even in the somewhat uncertain times.

Our creative and committed team of **Ros Hodson** on the flowers and **Anne Steele** and **Zoe Schieppati-Emery** on the decorations ensured the church looked fabulous for all our special occasions, particularly Candlemas, Easter, our Patronal, Pentecost, Harvest, All Saints, Remembrance and Christmas. As last year, the children coloured in the decorations which were then creatively installed by Zoe and Anne. When Ros took a sabbatical for a few months in the late autumn, **Chandra Tambimuttu** and **Lucy Cutler** very kindly stepped up to the plate.

Pastoral Care

Pastoral Care continued to be a vital part of our ministry this year. Having weathered 2020, it was hard for many to maintain their energy and enthusiasm when it became clear that the pandemic was not entirely behind us. Many were exhausted; not simply the elderly; and many remained in isolation for months on end.

The parish continued to support one another, offering to volunteer as needed; and from April onwards weekly meals were delivered by

members of the congregation, very generously cooked and provided by **Ffiona** of Ffiona's restaurant.

We very sadly lost three faithful and committed members of the St Philip's family in 2021. **Marguerite Lilley**, a member for many years, and throughout the pandemic, died in January, having almost reached her 100th birthday. Her well-attended funeral was held at St Philip's. My father, **Amédée Turner**, died in September. He had regularly attended St Philip's and continued joining us online since the beginning of the pandemic. **Charles Spooner**, a long-term member, who had not been able to worship at St Philip's for some time due to increasing frailty, died in October.

Two other funerals of people from the parish and neighbourhood were taken in local crematoria.

Special occasions

Several weddings had to be postponed, including that of our Director of Music, **Rebecca Taylor**, who rescheduled it again, this time to 2022. There was, however, one wedding at St Philip's: **Jacqueline Sia** and **Jonathan Tai** who live in the parish and were married on 12 September. I also officiated at the marriage at St Barnabas church of **Stephen Foxley** and **Samantha Jenkins** on 16 February.

We were delighted to welcome into the church through baptism during the year: **Max Steele**, grandson of Rupert and Anne Steele; the Akraminejad family: **Moss**, **Firouzeh**, **Rodin** and **Sophia**; **Seray N'jai** and his son **Daniel**; **Felicity Musana**, daughter of **Julie Ayo** and niece of Margaret Ayo; **Warren Park**; and **Tami Ademuwagum**, daughter of Olu and Lola Ademuwagum.



Publicity and communications

The website and weekly email newsletter continued to be kept up to date and distributed by our hugely efficient and able Church Managers, **Sally Bessada** and **Laura Sylvester**. Notice boards both in and outside the church, were kept up to date with all our worship and other activities, as well as spiritual and other resources, thanks to the creative designs of Laura Sylvester. Publicity leaflets for major festivals were also distributed to residences and businesses in the parish. Our Twitter feed @StPhilipsW8 is regularly updated as is the one run by Pushkin, our church cat @CatSpecr.

Community engagement

Our monthly community activity could not begin again in 2021 due to the Covid restrictions. We did, however, have a summer picnic in the park for the parish and had a lovely time of fellowship and were blessed by the good weather. A weekly Bible study took their place and the monthly coffee morning at the local Scarsdale Tavern was able to resume in June.

Restrictions meant that we could not hold our annual “Sleep Out” in the church to support the homeless; and the Film Club was not able to resume. Our garden continued to be lovingly cared for by **James Thayer Warne**, and created a place of beauty, peace and welcome for all who walk past.

On the 4th anniversary of the tragic Grenfell Tower fire, we tolled our church bell 72 times to remember those lost in the tragic Grenfell Tower fire three years earlier.

Our engagement with our Church School continued. Through our representation on the Governing body, we provided support to **Vera Vagic**, Head Teacher, and **Nicola Challice**, Deputy Head. We were finally able to host a school service at St Philips in the autumn having already held a few at St Barnabas church where **Andy Buckler**, Chair of SBSP School Governors, is vicar. Prior to that, Andy and I recorded Collective Worship for the pupils when the schools were still closed; and once they opened in March, we returned and led Collective Worship by class in the school.

In the autumn the school was inspected by OFSTED who gave a RI (Requires Improvement) report which was very disappointing, but the Governors have moved fast with the school to make changes and to move forward.

I was elected to Diocesan Synod in the autumn, and attended the meeting held in December. I am also on the Pastoral Team at St Paul's Cathedral and was able to return to my monthly duties once we were allowed back. I am also part of the RBKC Faith Partnership group which had regular meetings by Zoom throughout the year.

I continued on the Governing Body of the **Pathfinder Fellowship**, at Bickersteth House, also serving as their Chaplain. When sadly the Warden was diagnosed with cancer and had to go on long term sick leave, the Governors had to take on more responsibilities to help run the house and I was there more regularly to take a service and meet with the residents for supper and conversation. I also continued as Chaplain to the Kensington Ministry Experience Scheme for young people in the discernment process and assisted in their training and leadership with Andy Buckler.

Resources and people

Our Wardens, **Jamie Mangan** and **Mallindi Baldassarro**, along with the PCC, continued to support the parish through a time of change.

The Fabric Team, benefitting from the expertise of **Jacquie Sands** and **Jo Eade**, made significant progress with our next major building project, involving changes at the West end to insulate the church from noise and the cold. We are very grateful to them both and are delighted that by the year end we had received clearance from the Diocesan Advisory Committee to make a faculty application. We continued to benefit from the technical skills of **Rupert Steele**, who managed our technology, making the connection between church and Zoom as seamless as possible.

Sally Bessada and Laura Sylvester continue to job-share as Church Managers and worked tirelessly in their various roles: Sally with the oversight of the lettings and contracts as well now as the e-newsletter; and Laura with the production of the orders of service as well as posters and all publicity, although both work across their roles as needed. Under their able management, our church continued to run smoothly in spite of the many changes and uncertainties. We are extremely grateful to them both for the talent and experience they bring to the administration of the church.

Huge thanks are also due to our Director of Music, Rebecca Taylor who has also navigated brilliantly the ever-changing regulations, particularly in regards to music and singing, and has enabled us to have beautiful music



all year, even when congregational singing was not possible for so long.

Sean Collins, the Caretaker, ensures the building is clean, tidy and prepared for the numerous services and events held throughout the week. Weekend cleaning services were provided by **Veronica Ansah** and **Simone Bynoe** to prepare the Church and halls for the Sunday Services. We are very grateful for the night caretaking which has been provided by volunteers **Simon Cox** and **Rupert Steele**.

I am in debt to all who give of their time, talent and treasure to St Philip's in so many ways, many of them invisible.

Thanks, in particular, go to our Wardens and all the PCC for their commitment to St Philip's. Among PCC members, we are grateful to **Peninah Kamatsiko** for her many years of dedication as Safeguarding officer, and to **Chandra Tambimuttu** who has taken on the mantle; to Simon Cox, for his many thankless duties as PCC Secretary, carried out with grace; and Electoral Roll Officer, **Chris Luxton**, who tirelessly keeps track of the comings and goings of our members. Thank you also to PCC members who stood down at the APCM in May 2021, and for all their support: **Marilyn Digby-Thomas**, **Esther Leong** and **Caroline Rollag**.

More widely, a faithful and dedicated group of volunteers continue to serve in a variety of ways. Thank you to those who help prepare the services; serve refreshments after services and cater at events; sing in our choir; acolyte; act as stewards; wash the church linens; arrange the flowers and decorate the church; read the lessons and lead the intercessions; help with Zoom; care for our garden; sit on our School's Governing Body or on the Deanery Synod; support our children and youth; or volunteer in supporting those in need. Thank you for all you do. It is invaluable.

Philippa A Turner
Vicar

Report from Director of Music

We were fortunate that 2021 saw the return of live singing in worship. It was wonderful to welcome old and new choir members back on a Sunday and they have done a fantastic job in enhancing the musical richness of our services. The English Chamber Choir have also provided beautiful singing in our of our festivals and also the Advent and Carol Services.

Rebecca Taylor

Director of Music

Report from Children's Champion

The children of St Philip's remain a central part of the life of the church. There were fifty-six children listed as attending at some point in the year and new members continue to join. In person Sunday school remained suspended due to Covid-19 pandemic in the first part of 2021. During that period, 'Monday4Sunday' continued until the end of July in order to deliver Sunday school teaching to children in the format of an informal service in church and/or over Zoom.

Each month, normally on the third Sunday, we hold an All-Age Service in which the children actively participate. Readings and prayers are led by the children.

In September 2021, we welcomed (back) our former intern, **Evonne Baltrock-Nitzsche** on board formally as Children & Youth Ministries Leader, and the in-person Sunday school was fully resumed.



Despite the continued Covid-19 measures, the children nevertheless enjoyed seasonal events at the church and/or over Zoom. Our Shrove Tuesday pancake party was held online; both children and adults competed in pancake flipping. The tradition of a Paschal Candle competition continued

and children from St Barnabas & St Philip's Church of England Primary School were invited to design the Paschal Candle. Two winners were selected and the candle with their designs was lit during the Easter Vigil.

Our fifth participatory All Hallows' Eve service was well attended and the children indulged in a dress-up competition. At Christmas, children participated in our Crib Service and on Christmas Eve by offering a nativity play. The children also helped to decorate the church for major festivals, including Christmas, Easter and Harvest, under the guidance of **Zoe Schieppati-Emery** and **Anne Steele**. St Philip's Christmas Card Competition ran for the third year for which Children designed their own interpretation of "Christmas at St Philip's". All the designed cards were sold in the church during Advent.

Our church has an important relationship with our church school. Several members of the church also serve on the Board of Governors for the school. The clergy were involved with worship at the school, as regulations allowed, and by the Autumn we were once again able to welcome the children at St Philip's for a service.

Kazumi Tsutsui

Children's Champion

Report from the Wardens

This is a report on fabric in accordance with section 50 of the Ecclesiastical Jurisdiction and Care of Churches Measure 2018.

St Philips continues to be in good working order. The building is monitored on a regular basis and any matter which needs repairs is addressed promptly. Contracts are in place for fire alarm and extinguisher servicing and other necessary testing or servicing is dealt with periodically.

Three recommendations were outstanding from the Quinquennial inspection carried out in 2019. These were:

- Completing the conversion of the main church lighting to LED. This was completed (so far as currently practicable) in 2021, using voluntary work.
- Improving the sound in the church for those with impaired hearing. The broad outline of a solution has been developed and will be implemented in due course.

- Installation of internal glass structures to reduce the noise from Earls Court Road and from conversation etc in the Narthex. This project (the West End Project) was significantly taken forward in 2021 and a successful application to the Diocesan Advisory Committee for advice (ahead of petitioning for a Faculty) was made. A grant of £50,000 towards the costs was pledged by the Band Trust, subject to a Faculty being granted, and fund raising from the congregation was started.

Other maintenance works included significant servicing and repairs to the lower hall glass doors and the vestry sliding door, heating repairs, clearing blocked rainwater goods, repairing damp damage, and improvements and repairs in the garden.

We are grateful to Rupert Steele (Treasurer) and Tim Staples (building contractor) who lend their expertise and diligently monitor the building with care and skill.

**Mallindi Baldassarro and
Jamie Mangan**
Churchwardens

Report on the proceedings of the PCC

The Parochial Church Council (PCC) met on 6 occasions during 2021, held by Zoom or in person.

The PCC is supported by a Standing Committee, which is empowered to transact the business of the PCC between the PCC's meetings.

The PCC, in collaboration with the Vicar, has a wide-ranging role in the areas of mission, with primary responsibilities relating to the finances of the parish and the care and maintenance of all church buildings and their contents. The PCC's main focus during the year was supporting the Vicar in the continuation of the church's ministry within the context of the changing Covid-related circumstances.

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (duty to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults).

Simon Cox
PCC Secretary

Treasurer's Report

General comments – unrestricted funds

The financial position is summarised in the Accounts for 2021, which form part of this report.

The year started off with continuing Covid pressures and the third national lockdown started on 6 January 2021, though places of worship and nursery schooling were exempt. This meant that we started the year without the great majority of our hall hire clients, but with some hope in our hearts with the positive news on vaccines. Accordingly, in January, we set an interim budget which was balanced, with both income and expenditure estimated at £205,500, on the assumption that things would rapidly improve.

On 12 April 2021, many of the restrictions were eased and we began to welcome back many of our clients. On 19 July 2021, substantially all remaining Covid restrictions were removed and we revised our budget to reflect higher hall utilisation.

This revised budget reduced our projected expenditure to £204,450 and increased our estimated income to £218,750, so meeting our target of a balanced budget before the £14,300 income expected from the telecommunication base station.

In the event, unrestricted income out-turned at over £235,770, more than £17,000 higher than projected in July. Over 60% of the increase was due to lettings performance, with the remainder being due to stronger than expected collections at services, donations and furlough income. We were also able to squeeze expenditure by over £9,000 to an out-turn figure just below £195,300. The largest component was savings of over £4,000 against budget on maintenance, following the extensive spending the previous year. We also saved £2,000 on publicity by pausing paid advertising.

The result of all these movements was a surplus of £40,475 on the unrestricted fund. This is more than £10,700 in excess of the deficit we suffered in 2020 as a result of Covid and associated restrictions. This is a remarkable turnaround, made possible by the continuing generosity of our congregation and exceptional professionalism of our lettings management team, who were working reduced hours but delivering a brilliant result.

General comments – restricted funds

On the restricted side, we started fundraising for the West End Project. That project will reduce noise levels in the church during services. A sum of £9,560 was raised from the congregation in 2021. In addition, a grant of £50,000 was generously pledged by the Band Trust subject to a condition (the grant of a faculty) that was not met by the end of 2021. Accordingly, that grant was not accrued in 2021 and the new West End Project Fund stood at £9,560 at the year end.

There were no transactions in 2021 on the Piano & Organ Fund (balance just over £3,000) or the Improving Philip's Fund (balance of £1,365). The Community Fund and the Choral Scholars Fund, having been fully spent in 2019, were closed at the start of 2021.

Note on rounding

The accounts are internally calculated to the penny, but shown in whole pounds for printing. This means that some columns may not appear to add precisely because of rounding differences, but the underlying data are fully accurate.

Principal funding sources and review of the performance of fund-raising activities

Total unrestricted income in the year was just over £235,770, an increase of just over £26,000 from 2020. As noted above, hall rental income recovered strongly with the reduction in, and ending of, Covid restrictions. It reached a total of just over £151,850 (compared to around £101,080 in 2020).

The increasing confidence of people to attend church was also manifested in increased collections at services, up from some £3,900 in 2020 to around £7,170 in 2021.

There was a slight reduction of planned giving (down about £1,100 compared to the previous year), reflecting normal attrition between giving campaigns.

Unrestricted non-recurring donations were down in 2021 to around £6,250 from about £30,570 the previous year. This is because in 2020 we invited people to donate with the intention of funding two projects (lower hall lighting and audio-visual improvements) that were completed in the year. We did not run similar campaigns in 2021 until the launch of congregational fundraising for the West End Project in October; that money was restricted because it related to expenditure in a future year.



Income tax recoveries broadly followed the movements in total giving (planned, unplanned and at services).

During 2021, income of £14,300 was received under a licence for a mobile phone base station in the spire of St Philip's. Payments are expected to continue at this level or more for a further period of 13 years.

Use of expenditure to support key objectives

Total unrestricted expenditure in the year was about £195,300, a reduction of about £44,220 on the previous year. This was due to a reduction in maintenance costs which totalled nearly £8,000 in 2021, a reduction of around £48,430 compared to the 2020 figure. This is because we took advantage of a closed church in 2020 to renew the lower hall lighting and sand the floors, and subsequently installed new wiring to support the AV system and improved the lower hall windows. The scope of maintenance activity was much lower in 2021.

The key areas of expenditure in 2021 were:

- Ministry costs, including payments to the Diocese in respect of clergy, and clergy expenses.
- Church maintenance
- Running expenses of the church including insurance, utilities, cleaning and caretaking etc.
- Publicity and other mission costs, upkeep of services and music.
- Governance costs, including administration, independent examination fees and depreciation.

All of these expenditures have directly supported the objective of maintaining the worship and fabric of St Philip's. A further sum of around £1,470 (largely covered by matching donations and tax reclaim) was spent on mission giving and donations.

Organisation and role of volunteers

The PCC is responsible for the finances of St Philip's. Most day to day work is delegated to the Treasurer assisted by the Church Managers (both employees), working under the supervision of the Standing Committee. The Treasurer, Rupert Steele, prepares the budget and accounts, manages the bank accounts and all expenditure, and looks after certain aspects of income (open collections, legacies and gifts, grants, fundraising income and statutory fees).

The two Church Managers, Sally Bessada and Laura Sylvester, are employed on a job share basis. Among their other tasks, they deal with all aspects of hall lettings and recording the income from them. For donations made in 2021, Sally Bessada prepared the HMRC Gift Aid tax reclaim applications. The processing of Gift Aid envelopes was suspended for the pandemic and the PCC decided in October 2021 to cease routine use of Gift Aid envelopes permanently as they are no longer needed for tax reclaim.

The fund-raising for the West End Project was undertaken by the Treasurer, working with the Church Managers and the Vicar.

More widely, all the activities of the church are undertaken by volunteers with the exception of the Vicar, Church Managers and other staff or contractors engaged for specific roles or tasks including caretaking, cleaning, mission and outreach work, and the provision of music at services. Our independent examiner, a partner of **Harmer Slater Limited**, is engaged on a commercial basis.



Policy for making grants or donations

The PCC makes some charitable donations and grants for purposes connected with its objects. In 2021 these included support for our church school and membership of two local residents' associations. Payments were made to the Mission to Seafarers, the Church Urban Fund, the Diocese of London Lent Appeal, Christian Aid and the Glass Door Homeless Charity, supported wholly or mainly by collections taken for the purpose. Other donations (beyond those falling within Clergy expenses) are normally supported wholly or mainly by fundraising events or by special collections undertaken (and associated tax reclaim) or are made following gifts received for the purpose. Any specific requests outside this policy will be considered by the PCC or Standing Committee on their merits.

St Philip's makes payments to the Diocesan Common Fund significantly in excess of the Diocesan costs attributed to it, thus supporting parishes elsewhere in the deanery.

Investment policy/objectives and performance against investment objectives set

The PCC's investment funds are invested in the Church of England Central Board of Finance fund, managed by CCLA. Accordingly, St Philip's follows the CBF's policy on taking into account social, environmental and ethical considerations in investments. Interest income from the CBF fund continued to be adversely affected by wider economic conditions.

PCC policy on the reserves that are held

The PCC holds reserves against the possibility of unexpected maintenance requirements or falls in income and also to cover the cost of anticipated works on the church. The PCC reviews the target minimum reserves level from time to time and the current level is £100,000. The 2021 level of the unrestricted fund, less fixed assets, amounts to about £223,620. It exceeds the currently set minimum as part of our planning to fund the next phase of work on the building and to strengthen the church's long term financial position.

Funds

No fund is materially in deficit. The position on creditors is set out in the accounts. No funds are held as Custodian Trustee.

Rupert Steele

Treasurer

Report on the Proceedings of Kensington Deanery Synod

As restrictions from the Covid-19 pandemic eased, meetings of the Synod alternated between Zoom and in person events.

At February's Zoom meeting, **Jim Walters**, chaplain to the London School of Economics, joined Synod to help members reflect theologically on the Covid-19 pandemic.

In June, **Emma Dinwiddy Smith**, Vicar of St Mary Abbots, kindly hosted Synod members at a summer garden party in the grounds of her vicarage, enabling members of the 16 churches in the Kensington Deanery to meet and network.

The annual Common Fund meeting was once again postponed to the autumn. This was to allow parishes to consider the impact of the pandemic on their finances before making their Common Fund offers for 2022. The Archdeacon led the meeting with **Mary Spredbury**, the Area Finance Adviser, as representatives from each parish shared how the pandemic had impacted their churches.



In November, the Synod met in person at St John's, Holland Road. A new standing committee of the Synod was elected. Then **Neil Traynor** (assistant priest at St John's) and **Mark Czalet** (an artist and churchwarden at St Clement and St James) gave a presentation and chaired a discussion entitled 'O Worship the Lord in the Beauty of Holiness: Towards an aesthetic of worship'.

During 2022, each Synod meeting will reflect on a theme from the Diocese's Vision 2030.

Chris Luxton and Lesley Raymond
Deanery Synod Representatives

Safeguarding report

At St Philip's, the welfare and safety of all congregants is of paramount importance to the PCC and the entire community. Parishioners come to our church with the expectation that we provide a safe environment in which they will flourish in their faith and community. Therefore officers within the parish must ensure that this expectation becomes a reality, particularly for those who may be vulnerable to abuse. The Safeguarding Team's role is to protect children, young people and any vulnerable adults in our community.

The Safeguarding Officer and Children's Champion are available to parents, children, vulnerable adults and carers, before and after services. The Safeguarding Officer is always available to listen to any queries or concerns they might have, offer advice and support which may involve steering them towards a range of services to access information and advisory groups. Once a year, the PCC considers and approves the safeguarding policy and copies of this are on display on the notice boards and around the building.

St Philip's undertakes a self audit of safeguarding procedures and the outcome of the assessment noted at the PCC on 19 July 2021. Of the fifteen criteria, ten were wholly met, two partially met and three not applicable. An action plan was adopted to improve the position on the two partially met criteria and maintain performance on the others.

Chandra Tambimuttu

Safeguarding Officer

Electoral Roll Report

Following the second Annual Revision of the 2019 Electoral Roll, I was pleased to report to the APCM on 23 May 2021, that, since the October 2020 APCM (held only 7 months previously) the Roll had increased overall from 135 to 142. Four names had been removed, three of whom had died and one had moved abroad.

By 31 December 2021 there were 141 names on the Roll, following two more sad deaths, counterbalanced by one addition. The percentage of those living outside the parish boundaries rose slightly to 63%.

Chris Luxton

Electoral Roll Officer

Report of the Church Cat

I am pleased to present my report for my fourth year with St Philip's.



As the church recovered from the Covid restrictions during the year, I was pleased to welcome many groups back to the building and to ensure that they did not encourage any mice to return.

I also continue to welcome those who visit the church. During the usual weekly Sunday and weekday services you will often see me walking through the church and sometimes sitting down to listen. I have been known to “help” out with the Zoom operators, although they get cross when I sit on a vital button at the wrong moment. Visitors coming into the church for a quiet moment during the week will be met by my welcoming committee.

I post a daily report of my activities on my Twitter feed @CatSpecr which is followed by cats (and two cathedrals and a publishing house) all over the world.



In conclusion, I would like to say a big thank you to the various humans who serve me – Pippa Turner, Sean Collins (the caretaker), Simon Cox (PCC Secretary), Rupert Steele (Treasurer) and my various visitors.

Pushkin
Church Cat

Statement of the Parochial Church Council's responsibilities for preparation of the Financial Statements

The Parochial Church Council of the Ecclesiastical Parish of St Philip, Earl's Court Road (charity number 1172886) is required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the church as at the end of the financial year and of its financial activities for the year to that date. The financial statements must be prepared in compliance with applicable accounting standards. The Parochial Church Council is also responsible for maintaining adequate accounting records, for safeguarding the assets of the church and for preventing and detecting fraud and other irregularities.

In preparing these financial statements, the Parochial Church Council has ensured that suitable accounting policies have been selected and used, applied consistently and supported by reasonable and prudent judgements and estimates, have taken account of income and expenses relating to the period reported on whether or not they have been received or paid in that period, and they have prepared the financial statements on a going concern basis.

Philippa Turner
Chair

Rupert Steele
Hon Treasurer

17 May 2023



Independent Examiner's Report

To the members of the Parochial Church Council of St Philip Earl's Court Road (Charity number 1172886)

I report on the accounts of The Parochial Church Council of the Ecclesiastical Parish of St Philip, Earl's Court Road, for the year ended 31 December 2021, which are set out on pages 28 to 39 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Respective responsibilities and basis of report

As the members of the Parochial Church Council (PCC), you are responsible for the preparation of the accounts in accordance with the Charities Act 2011 ('the Act'). You are satisfied that your Church is not required by charity law to be audited and have chosen instead to have an independent examination.

I report in respect of my examination of the Church's accounts as carried out under section 145 of the Act. In carrying out my examination I have followed the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Scope of the independent examination

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Church and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as members of the PCC concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair" view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Church as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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.

T W Slater ACA, CTA

Harmer Slater Limited, Chartered Accountants, 79 High Street,
Teddington, Middlesex TW11 8HG

17 May 2023



Statement of Financial Activities

For the Year Ended 31 December 2021

	Notes	Unrestricted 2021 £	Restricted 2021 £	Unrestricted 2020 £	Restricted 2020 £
Incoming Resources					
Donations and legacies	3a	68,679	9,560	93,105	-
Charitable activities	3b	860	-	535	-
Other trading activities	3c	166,153	-	115,381	-
Income from investments	3d	79	-	740	-
Total incoming resources		235,771	9,560	209,761	-
Resources Expended					
Expenditure on raising funds	4a	80	-	184	-
Expenditure on charitable activities	4b	163,697	-	207,441	-
Expenditure on other activities	4c	23,461	-	22,340	-
Governance costs	4d	8,058	-	9,554	-
Total Resources Expended		195,296	-	239,519	-
Net Movement in Funds		40,475	9,560	-29,759	-
Transfer between funds					
Net Movements in Funds After Transfers		40,475	9,560	-29,759	-
Balances Brought Forward At 1 January 2021		188,050	4,366	217,809	4,366
Balances Carried Forward At 31 December 2021		228,525	13,926	188,050	4,366

Balance Sheet

As at 31 December 2021

	Notes	2021 £	2020 £
Fixed Assets			
Tangible assets	7	4,906	7,685
Current Assets			
Debtors	8	12,096	11,916
Short term deposits		150,858	150,779
Cash at bank and in hand		89,299	39,603
		252,253	202,298
(Liabilities)	9	- 14,707	-17,566
Net Current Assets		237,546	184,732
Total Assets Less Current Liabilities		242,452	192,416
Funds			
Unrestricted – General	10	228,525	188,050
Restricted funds	10	13,926	4,366
		242,452	192,416

This Financial Report for the year ended 31 December 2021 including the notes following, was approved by the PCC and signed on its behalf by:

Philippa Turner
Chair

Rupert Steele
Hon Treasurer

17 May 2023

The notes on pages 30 to 39 form part of these accounts.



Notes To The Accounts

For the Year Ended 31 December 2021

I. Accounting Policies

a. Accounting convention and accounts preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 together with the second edition of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP FRS 102), the Charities Act 2011, and applicable regulations.

St Philip's Church meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). They include all transactions, assets and liabilities for which the PCC was responsible in law during 2020. They do not include the accounts of church groups that owe their affiliation to another body, nor those that are informal gatherings of church members.

The entity has taken advantage of the exemption from preparing a cash flow statement conferred by Charities SORP FRS 102 on small charities (with income of £500,000 or less).

b. Funds

Unrestricted Funds are general funds and which can be used for PCC ordinary purposes, while *Designated Funds* are monies set aside by the PCC out of unrestricted funds for specific future purposes or projects.

Restricted Funds represent:

- (i) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and
- (ii) donations or grants received for specific objects or invited by the PCC for specific objects.

The funds may only be expended on the objects provided or specified. 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.

Donations and legacies

Planned Giving and *Collections* are recognised when received. *Income tax recoverable* on Gift Aid donations is recognised when the donation is made, or (if later) when the amount due is assessed. *Grants* and *legacies* are recognised when received or (if earlier and an amount can be estimated) a legal entitlement has arisen.

Income from Investments

Interest entitlements are accounted for as and when they are credited.

All other income

All other income is recognised when it is receivable.

d. Resources Expended

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

Charitable activities

The Diocesan Common Fund is accounted for when paid. Any amount unpaid at 31 December is provided for as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

e. Cash

Cash and cash equivalents comprise deposits in bank accounts or with the CBF Church of England Deposit fund, and cash held in hand on the reporting date. These are therefore subject to an insignificant risk in change in value.

f. Fixed Assets

Tangible fixed assets

Tangible fixed assets are included in the balance sheet at cost or if gifted at market value at the date of the gift.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the full cost or valuation less estimated residual value of each asset over its estimated useful life. The principal rate in use is:

Equipment: 25% on cost

g. Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

h. Creditors and provisions

Creditors and provisions are recognised where the church has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

i. Financial instruments

The Church only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. Legal status and address of the Church

The Parish of Saint Philip, Earl's Court Road was formed with effect from 1 January 2017 by a scheme made on 8 December 2016 by the Church Commissioners under the Mission and Pastoral Measure 2011. The PCC was registered by the Charities Commission on 4 May 2017, Charity Number 1172886. The address of the Church is St Philip's Church, Earl's Court Road, London, W8 6QH.

	Unrestricted 2021 £	Restricted 2021 £	Unrestricted 2020 £	Restricted 2020 £
3. Incoming Resources				
3a. Donations and legacies				
Tax-efficient planned giving	29,536	-	30,630	-
Other planned giving	2,301	-	-	-
Tax-efficient collections at services	6,909	-	3,902	-
Other Collections at services	260	-	-	-
Other donations (tax efficient, non-recurring)	3,774	7,561	19,852	-
Other donations	2,474	652	10,722	-
Income tax recoverable	9,657	1,348	13,179	-
Legacies	-	-	-	-
Grants	13,769	-	14,820	-
	68,679	9,560	93,105	-
3b. Charitable activities				
Statutory fees	574	-	227	-
Income from church events & meals	286	-	308	-
	860	-	535	-
3c. Other trading activities				
Fundraising events	-	-	-	-
Lettings (general)	135,748	-	91,956	-
Lettings for mission purposes	16,105	-	9,125	-
Diocesan admin/ sequestration payments	-	-	-	-
Income from licences under faculty	14,300	-	14,300	-
	166,153	-	115,381	-
3d. Income from investments				
Bank and CBF deposit interest	79	-	740	-
Total Incoming Resources	235,771	9,560	209,761	-

	Unrestricted 2021 £	Restricted 2021 £	Unrestricted 2020 £	Restricted 2020 £
Resources Expended				
4a. Expenditure on raising funds				
Stewardship, appeal costs, refreshments for sale	80	-	184	-
	80	-	184	-
4b. Expenditure on charitable activities				
Mission giving and donations	1,473	-	1,557	-
Diocesan parish share contribution				
<i>Diocesan Common Fund</i>	100,000	-	100,000	-
<i>Other Diocesan clergy costs</i>	-	-	-	-
Salary costs for Church Activities	26,043	-	24,828	-
Clergy expenses	6,068	-	3,855	-
Mission and evangelism costs incl. publicity	275	-	1,204	-
Church running expenses				
<i>Church Maintenance</i>	7,997	-	56,424	-
<i>Insurance</i>	5,055	-	5,173	-
<i>Upkeep of Services, booklets, flowers</i>	3,671	-	4,209	-
<i>Music costs</i>	2,148	-	883	-
<i>Sunday School</i>	614	-	184	-
<i>Refreshments (not sold)</i>	692	-	104	-
<i>Cleaning expenses</i>	3,254	-	3,376	-
Church utility bills	6,407	-	5,644	-
	163,697	-	207,441	-

	Unrestricted 2021 £	Restricted 2021 £	Unrestricted 2020 £	Restricted 2020 £
4c. Expenditure on other activities				
Salary costs for Hall lettings	18,299	-	18,342	-
Cleaning expenses for hall lettings	3,254	-	3,376	-
Other caretaking costs	1,888	-	602	-
Other fundraising trading costs	20	-	20	-
New building work and alterations to church	-	-	-	-
	23,461	-	22,340	-
4d. Governance costs				
Independent examination fees	1,200	-	1,200	-
Bank charges	608	-	683	-
Support costs: administration	2,971	-	3,196	-
Production of annual report	99	-	82	-
Depreciation	3,180	-	4,393	-
Losses on disposals of fixed assets	-	-	-	-
	8,058	-	9,554	-
Total Resources Expended	195,296	-	239,519	-

5. Staff Costs and PCC Member Payments and Donations

5a. Wages

In 2021 a Director of Music, Caretaker, Youth & Children's Ministry Leader and two job-share Church Managers were employed. The total pay was £44,342 (2020: £43,171) including pension costs of £530 (2020: £530). St Philip's claimed Employment Allowance, which removes social security costs, in 2021 and 2020. None of the employees in 2021 or 2020 earned over the lower limit for individual disclosure of £60,000. In 2021, St Philip's claimed furlough payments of £13,024 from HMRC (2020: £14,820). These are shown as grants, with salaries reported gross.

5b. Payments to PCC members

Payments totalling £16,229 (2020: £20,349) were paid to five (2020: four) PCC members or related parties during the year ended 31 December 2021. These comprised reimbursed expenses. All the underlying costs are accounted for according to the category in which they fell. In accordance with section 185 of the Charities Act 2011, one PCC member was paid £60 under a contract for musical services in 2021 (2020: nil).

5c. Donations by PCC members

No donations were made in 2021 or 2020 from a PCC member or a related party with conditions which would, or might, require St Philip's to alter significantly the nature of its existing activities if it were to accept the donation. Donations without such conditions totalled £12,945 during the year ended 31 December 2021 (£18,461 in 2020).

6. Analysis of Net Assets By Fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Fixed Assets	4,906	-	4,906
Current Assets	238,327	13,926	252,253
Current Liabilities	-14,707	-	-14,707
Fund balance	228,525	13,926	242,452

7. Tangible Fixed Assets

	Equipment	Total
	£	£
Cost:		
At 1 January 2021	36,196	36,196
Additions	401	401
Disposals	-474	-474
At 31 December 2021	36,123	36,123

Depreciation:

At 1 January 2021	28,512	28,512
Provision for the year	3,180	3,180
Depreciation on disposals	-474	-474
At 31 December 2021	31,218	31,218

Net book value:

At 31 December 2021	4,906	4,906
At 31 December 2020	7,685	7,685

8. Debtors

	2021	2020
	£	£
Income tax recoverable	6,479	8,816
Accrued income from hall lettings	1,094	571
Other debtors	4,524	2,529
Total	12,096	11,916

9. Liabilities

	2021	2020
	£	£
Other creditors	9,825	10,792
Deferred income	3,683	5,574
Accruals	1,200	1,200
Total	14,707	17,566

10. Movement of Funds

Current reporting period	Balance at 01/01/21	Net income/ (expenses) in the year	Transfer between funds	Balance at 31/12/21
Unrestricted fund comprises	£	£	£	£
General	188,050	40,475	-	228,525
Restricted funds comprise				
The West End Project Fund	-	9,560	-	9,560
The Piano & Organ Fund	3,001	-	-	3,001
The Improving St Philip's Fund	1,365	-	-	1,365
	4,366	9,560	-	13,926
Totals	192,416	50,035	-	242,452

Previous reporting period	Balance at 01/01/20	Net income/ (expenses) in the year	Transfer between funds	Balance at 31/12/20
Unrestricted fund comprises	£	£	£	£
General	217,809	-29,759	-	188,050
Restricted funds comprise				
The Community Fund	-	-	-	-
The Piano & Organ Fund	3,001	-	-	3,001
The Choral Scholars Fund	-	-	-	-
The Improving St Philip's Fund	1,365	-	-	1,365
	4,366	-	-	4,366
Totals	222,175	-29,759	-	192,416

The Church had three restricted funds (the West End Project Fund, the Piano & Organ Fund, and the Improving St Philip's Fund) in place during 2021.

The West End Project Fund is a restricted fund, new for 2021, used for the purpose of funding changes to the West End of the church to reduce noise transmission. Funds of £9,560 were raised in 2021 and there was no spending.

The Piano & Organ Fund is a restricted fund used only to refurbish and maintain the church's concert grand piano and organ. There was no activity on the fund in 2021 or 2020.

The Improving St Philip's Fund is a fund that was created to fund improvements to the building and contents of the church. There were no changes to this fund in 2020 or 2021.

The Choral Scholars Fund and the Community Fund were closed at the start of 2021. There was no activity on, or balance in, either fund in 2020.



Statutory Information

The following (taken together with the Treasurer's Report) comprises the information required by statute.

A Reference and administrative information

Full name of PCC

The Parochial Church Council of Saint Philip, Earl's Court Road.

Location of Church and PCC correspondence address

The Church is located at the junction of Earl's Court Road and Stratford Road, London W8. Correspondence should be addressed to the PCC Secretary, St Philip's Church, Earl's Court Road, London, W8 6QH.

Names and addresses of bankers, legal and other advisers

Bankers:

NatWest Bank PLC, South Kensington Station (B) Branch, PO Box 592,
18 Cromwell Place, London, SW7 2LB

Independent Examiners:

Harmer Slater Limited, Chartered Accountants, 79 High Street, Teddington, Middlesex,
TW11 8HG

The person to whom day to day management is delegated

The Reverend Philippa A Turner, Vicar.



Names of members of the PCC who have served since the commencement of the Financial year until the approval of the financial statements

Ex Officio (throughout period)

Philippa A Turner	(Vicar)	
Margaret Ayo	(Assistant Priest)	
Mallindi Baldessarro	(Churchwarden)	
Jamie Mangan	(Churchwarden)	
Chris Luxton	(Deanery Synod)	Electoral Roll
Lesley Raymond	(Deanery Synod)	

Elected (throughout period)

Antonio Aidah	
Simon Cox	PCC Secretary
Philippa Heimann	
Peninah Kamatsiko	Safeguarding officer to May 2021
Matthew Livas	
Karen Loggey	
Diana von Preuschen	
Rupert Steele	Treasurer
Chandra Tambimuttu	Safeguarding officer from May 2021

Elected (for part of the period)

Marilyn Digby-Thomas	To May 2021
Esther Leong	To May 2021
Caroline Miller	To May 2021
Meron Gwiggner	From May 2021
Petya Todorova	From May 2021

B Risk assessment

The PCC considers that it is exposed to various areas of risk, including:

- Financial risk;
- Reputation risk;
- Risks emanating from statutory and legal requirements;
- Operational risk.

Systems and procedures are in place to handle these risks.

Factors affecting achievement of objectives

Worship and fabric of the church of St Philip

The worship is principally under the control of the Vicar, but the PCC is consulted about changes. The fabric is managed by the Churchwardens, assisted by a Fabric Team, and the PCC – the PCC has control of the responses to the issues which arise, but not of the maintenance requirements that may occur. The forthcoming West End Project will improve the quality of worship by reducing noise interruption.

Strength of the church's finances

This will depend on satisfactory progress in raising income, together with tight control of expenditure. The level of donations will depend partly on economic factors affecting those approached and partly on the success of the church in achieving growth and inspiring those approached to contribute. The former is not under the PCC's control.

Income from lettings is normally broadly under the control of the PCC as it is governed by improvements in the marketing of the halls and the sound separation between them. Other sources of income may need to be sought – these would be partly under the control of the PCC and partly under control of the bodies or people providing that income. Expenditure is under the control of the PCC.

Financial risk

There is a risk that St Philip's could have insufficient finance to pay the targeted Diocesan Common Fund contributions together with the operating costs of the church. The PCC, advised by the Treasurer, is responsible for monitoring and managing financial risk. Our major source of income is from lettings and the Treasurer and PCC closely monitor progress and any issues which might adversely affect lettings income, in conjunction with the Church Managers. In addition, we receive significant income from donations, mainly regular planned giving with Gift Aid as well as specific appeals for projects.

The Treasurer and PCC Standing Committee monitor receipts from this source and periodically organise initiatives to increase this.

There are a number of risks relating to damage to the building or disruption of activities from fire or other disasters. Adequate insurance is maintained and our insurance policy is regularly reviewed to ensure that it properly covers all areas of our operation.

Pandemic risk

The events of March 2020 revealed that the PCC's ability to continue its ministry and its finances are susceptible to risk from a major disease outbreak such as the Covid-19 pandemic and the likely social distancing measures arising from it. As 2020 unfolded, the PCC developed effective mitigations to deal with the impact on the church's ministry with the development of online and hybrid worship. Technology was installed in the church to facilitate this.

Although the sources of rental income are well diversified, and the building insured, the pandemic revealed that there is a residual risk of hall rental income disappearing entirely for a period of months from these very rare events. It will therefore be important to ensure that the PCC has sufficient financial resilience to be able to weather such rare events.

Reputational risk

There is a risk that failure to maintain a good standard of worship could lead to a possible reduction in the congregation. The standard of worship has not to date been a problem, with congregation numbers broadly steady (taking account of online and in-person participants), but we are continually aiming for improvement. The clergy team meet regularly to review worship. Guest preachers are invited to attend services from time to time throughout the year.

Risks emanating from statutory and legal requirements

There are risks relating to health and safety legislation, child and vulnerable adult protection and employment legislation. A comprehensive health and safety set of guidelines have been drawn up and are regularly reviewed. Training is provided to Stewards and others to ensure that proper procedures are carried out. A Children's Champion and a Safeguarding Officer have been appointed. The Safeguarding Officer or the Churchwardens arrange for relevant staff to attend Diocesan safeguarding seminars. The PCC has adopted the Diocesan model safeguarding policy and appropriate procedures are in place.



THE CHURCH
OF ENGLAND

St Philips

The ecclesiastical parish of St Philip, Earl's Court Road

Registered Charity number 1172886

Email info@specr.org 020 7938 1367 www.specr.org twitter.com/stphilipsw8

Images by members of the congregation. Thank you!