



St Philips Annual Report 2022

 THE CHURCH
OF ENGLAND



Introduction

Fortunately, and finally, Covid was not the focus of 2022. Despite the reintroduction of compulsory mask wearing, including in churches, at the end of 2021, all mask requirements were removed on 27 January 2022 and all domestic restrictions ended on 24 February. Even so, James Heard, our Area Dean, had to save the day by taking our Epiphany service as Pippa was isolating, having contracted Covid over Christmas.

As the nation and the world slowly returned to normal life, so we adjusted our layout in church, reintroducing more chairs. We continued to offer the possibility to join most services via Zoom for those who were unable or felt less comfortable to come to the church. By the end of the year, our congregation was almost entirely in person with just a handful joining by Zoom – mainly due to mobility constraints or being out of town.

With all our activities resumed, we were able to focus on rebuilding our community and reaching out to those who may have become less connected to us due to the pandemic. A key element of this was enabling the Sunday School, reintroduced in late 2021, to grow and thrive. A brief “show and tell” of Sunday School activities at the notices each Sunday helps link the children’s ministry to the rest of the church.



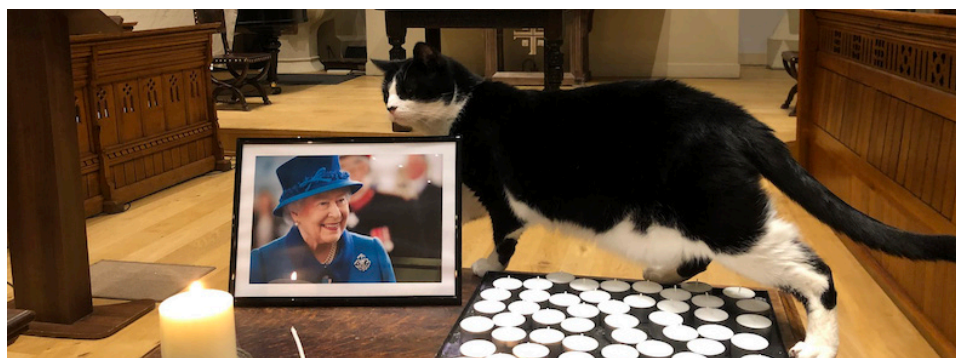
With the nation, we celebrated the Platinum Jubilee of Queen Elizabeth joining in with local street parties. We opened our doors to welcome people to watch the special service at St Paul's Cathedral on our large screen TV, with hospitality and refreshments. On the Sunday, we held a celebratory Jubilee lunch following our Pentecost Eucharist.

Only months later we focused once more on the late Queen, marking her death with dignity and solemnity and tolling our bell. The church remained open as a place of prayer, and in addition to special liturgies to mark her passing, we welcomed all to the church, this time to watch her funeral on our large TV. That Sunday, a Choral Eucharist was offered in her memory.

We were delighted to host, for the first time, the Glass Door Homeless Shelter. In December, we began welcoming guests each Wednesday night for the winter season, supported by the able work of many volunteers, including the Manager of the Scarsdale Tavern and members of his team.

Our West End Project, to reduce noise and heat loss in the church, came much closer to fruition in 2022. A faculty for the works was granted, sufficient funds raised and the contractors secured for installation in June 2023.

And so, with the remnants of Covid well and truly behind us, 2022 was a year of return, renewal and re-imagination – interspersed with Royal occasions, both happy and sad. Accordingly, the message of Christmas, of the presence of God incarnate, the Light of the world, piercing the darkness, could not have been more welcome. We celebrated a joyful Christmas season; the Mayor joined us to read at our candlelit Carol service with magnificent music from the English Chamber Choir; and our Christmas services were well attended and full of joy and hope.



Report of the Vicar

Christian formation and worship

With the reduction and then removal of all Covid restrictions at the beginning of the year, our liturgies continued to take on a more familiar shape. We offered Holy Communion in both kinds throughout 2022 and increasing numbers felt comfortable once again to share the common cup. We continued to gather as a community both in person and online, even though the numbers online reduced as more returned in person.

The Unity service in January was this year hosted by the United Reformed Church, co-ordinated by Kensington Council of Churches with Churches Together in Notting Hill.

In the spring, we welcomed a parishioner from Holy Trinity Brompton who was discerning her vocation in the Church of England and seeking to experience life in a different church tradition from her own. She was able to be involved in our activities and shadow the clergy.

We were delighted as a parish to finally celebrate Shrove Tuesday in person once more, and did so with aplomb, including a pancake and chili supper, with plenty of activities for the children, including making and hiding the 'Alleluia' banners. The evening concluded with burning palm crosses for the Ash Wednesday services.

The adult and youth confirmation classes were able to meet in person, once more shared with St Mary Abbots. The confirmation service at St Mary Abbots in June was a joyful occasion: we presented five youth and two adults for confirmation and one adult for renewal of baptismal vows. It was **Graham Tomlin's** last confirmation service as Bishop of Kensington before he moved in the summer to head up the new Centre for Cultural Witness at Lambeth Palace. A farewell service was held for him in July with opportunities to thank him for his leadership and ministry to and among us.

We offered a joint Lent course with St Barnabas church, "*Life Together: Church as Community here and now*", hosted on alternate weeks in our two churches, led by inspiring speakers, starting with Bishop Graham. We also discussed the book, "*Approaching Easter*" by Jane Williams, at our Wednesday lunchtime fellowship following the mid-week Eucharist.

The English Chamber Choir (ECC) offered a moving Passiontide Concert on the Eve of Passion Sunday, followed by a Choral Eucharist



the next day. The children decorated Easter cards and goody bags to deliver to residents of the local nursing home as well as our homebound and isolated neighbours. On Good Friday evening, after the Three Hours at the Cross, Stainer's Crucifixion was performed for the first time in recent years at St Philip's, by the ECC. It was a moving and prayerful evening and drew visitors from the local community and beyond.

We welcomed two adults to Baptism at our dawn Easter Vigil and lit our new Paschal candle with winning designs by **Fox** and **Sophia**. It was a delight to be able to resume our celebratory Easter breakfast between the services, with the help of our many volunteers.

After Easter, a number of us travelled to Yorkshire to join our Director of Music, **Rebecca Taylor**, in celebrating her marriage. Her wedding had been postponed several times due to Covid restrictions.

Monthly visits to the local Nursing Home to take the Eucharist had resumed in 2021 and continued where possible during 2022.

We were delighted to welcome back Bishop **Michael Marshall**, this time as our preacher for our Patronal Festival in May. He gave a moving and inspiring sermon, which was very much enjoyed by all, as well as the fellowship he shared with us afterwards.

We continue to be so grateful to **Ije Ajibade** and appreciate her ministry. During the summer, she was appointed Chief of Staff to the Archbishop of Canterbury, and began her new role in November. In spite of this transition to an extremely busy post, she continued to find time to join us on a regular basis to preach, for which we are very blessed. She was with us for Sea Sunday in July before she left her post as Regional Director, Europe at the Mission to Seafarers.

We are also very grateful to **Lesley Perry** who, despite moving away from central London, continues to provide support and cover for our services, particularly during the summer holidays, as did **Neil Traynor**.

Swenja Surminski (made a Professor at the LSE in 2022), our Eco Church and Christian Aid representative, also continued to bring to our attention issues of climate change and how we might become better stewards of 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 “Creation tide”, each time both challenging and inspiring us. She was also the speaker at the KCC Climate Change Service held at St Philip’s in the autumn.



Margaret Ayo, Honorary Assistant Priest, continues to give generously of her time, both on Sundays and during the week. We are all very grateful for her work in supporting the liturgical and pastoral ministries of the parish.

The Children’s and Youth Ministries continued to benefit from the enthusiasm and creativity of **Evonne Baltrock-Nitzsche**. Sunday School continued to grow and thrive, and we were able to engage more fully with “YMIC” – a collaboration between liberal catholic churches in the area to make provision for youth activities. We were therefore

very sorry to say farewell to Evonne, who left for the warmer climes of Australia in late November, but grateful for the groundwork she laid. Our dedicated Children’s Champion, **Kazumi Tsutsui**, picked up the baton and, with the support of volunteers, kept Sunday School running and popular.

At Harvest Festival, we welcomed a colleague from the US Episcopal Church, **Tammy Lee**, with members of her congregation. It was a pleasure to have them join us for our Harvest lunch following the service where both congregations enjoyed fellowship alongside a delicious meal.

Remembrance Sunday was marked with a Choral Eucharist. Also in November, St Philip’s hosted a dramatic reading of St Mark’s Gospel. “*I Am Mark*” by actor **Stefan Smart**; it was both riveting and moving.



Throughout the Advent season Christmas cards and ornaments, designed and decorated by the children, were sold after church. Our annual candlelit carol service took place in a packed church with magnificent music from the English Chamber Choir and was followed by a mulled wine reception.

Christingle was celebrated during our All Age Eucharist and a Crib Service was held on Christmas Eve. We also held a “Longest Night” Service of prayer, music and reflection, now becoming an annual tradition. We offered a “Prayer Tree” where people could leave prayer requests

on a card tied to our magnificent Christmas tree, throughout the season. Our Christmas Eve Choral Midnight Mass and Christmas Day Eucharist were joyful events with magnificent music and a full church, as we together celebrated the birth of Christ.

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 our many special occasions. The children participated in these creative endeavours by colouring in decorations designed by Zoe and Anne, who then, with the help of other volunteers, put them all in place. **Chandra Tambimuttu** and **Lucy Cutler** continued to provide extra support to Ros on the flowers and we are very grateful to them all.

Pastoral Care

We continued to reach out to those isolated, homebound and in hospital and nursing homes, and encouraged those who were able to return to church as they felt safe to do so.

Three funerals of people from the parish and neighbourhood were taken in local crematoria and the burial of ashes took place in a local cemetery. Sadly, **Stephen Foxley**, at whose wedding I assisted in 2021, died in June 2022 and I assisted at his funeral which took place at our Lady of Victories Roman Catholic Church in the parish.

Joyful occasions

We were delighted to welcome into the church through baptism during the year: **Hesamoddin Abdollahi** and **Anahita Khosravi** at the Easter Vigil, **Gabriel** and **Hannah Were Scott**, children of Nicola Were and grandchildren of Vicki Were; **Daniel** and **Alexander Anstis**, sons of Steve and Sheree Anstis, **Myles Clarke**, son of Iris and Noel Clarke, and **Saige Butcher**, daughter of Kiya Yemoh-Parkes and Ashley Butcher.

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 Laura's creative designs. 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

We were once more able to hold our annual "Sleep Out" in the church in January to support homeless people through the Church Urban Fund. Our monthly community activity was replaced by a weekly Bible Study in late 2021. This continued as a weekly Bible study throughout 2022, led by Margaret Ayo. The monthly coffee morning at the local Scarsdale Tavern also continued throughout the year. In the spring, I led a Prayer Walk through Kensington Gardens.



The Film Club did not resume in 2022 but plans were in place for its return in 2023.

Our garden continued to be lovingly cared for by **James Thayer Warne**; it is a place of beauty, peace and welcome for all who walk past.

We also held a summer Parish Pimms party at the Vicarage. Although one of the hottest days of the year (or in living memory), many braved the heat and joined other members of the parish to come together for fellowship.

It was a busy year with our Church School. Much was implemented following the OFSTED rating, published in early January, of RI (Requires improvement). A consultant was brought in to support the Senior Leadership Team and plans put into place to advertise for a new Head, which had been delayed due to Covid and the report. We bade farewell to our Deputy Head, **Nicola Chalice**, in the spring, and in the summer, said goodbye to our Head Teacher, **Vera Vagic**. A party was held for her to thank her for her many years of service to the School. In the autumn, we welcomed our new Head Teacher, **Rebecca Timms**, and Deputy Head, **Richard Downs**, as well as several new teachers.

Through this whole process, we supported the school through our representation on the Governing body. We also held school services in both St Philips and St Barnabas, where **Andy Buckler**, Chair of SBSP School Governors until autumn 2022, is vicar. We also shared in the leading of Collective Worship at the school on a weekly basis.



I continued to serve on Diocesan Synod, attending all the meetings. I also remain on the Pastoral Team at St Paul's Cathedral. I am also part of the RBKC Faith Partnership group and was this past year asked to be on the Steering Committee for the larger group.

I continued on the Governing Body of the Pathfinder Fellowship, at Bickersteth House, also serving as their Chaplain. 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, Vicar of St Barnabas.

In the autumn, I volunteered as a Chaplain to the “Queue” of mourners waiting to pass by the late Queen as she lay in state.

Turning to diocesan matters, in April we successfully completed our Archdeacon’s Visitation, led by our Area Dean. I also took on the role of ADO (Area Director of Ordinands), playing my part in ensuring that the next generation of priests are available to serve.

Resources and people

Our Churchwardens, **Jamie Mangan** and **Mallindi Baldassarro**, along with the PCC, continued to support the parish throughout the year.

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. A new contractor was identified and a Faculty was successfully applied for and granted, meeting the condition on the £50,000 grant pledged by the Band Trust in 2021. Further funding was secured – both from the congregation and a grant from Kensington and Chelsea Council. We are very grateful to all involved and are delighted that by the year end we had the project ready for installation in June 2023.

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 as we moved to a more in person focus. An additional TV screen was installed to help mitigate poor sight lines for people seated in the North Aisle of the church.

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; 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, St Philip’s continued to run smoothly as we got both our church activities and our hall rentals back up to full speed. 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 overseen new growth in our volunteer choir as well as laid on ambitious music with professional singers and the English Chamber Choir.

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 are provided by the Cleaning AnsaH 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 Chandra Tambimuttu, our Safeguarding Officer, 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.

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.

Philippa A Turner

Vicar



Report from Director of Music

2022 saw a more established post-Covid return of music within the service. It has been fantastic to have the choir leading the congregation in all elements of the mass setting every week. The musical highlights of the year always come around Feast Days and special occasions; 2022 was no exception. Welcoming professional quartets and the English Chamber Choir to join our resident choir has resulted in some fabulous music-making for occasions such as the Carol Service and Easter Day.

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 around 50 children who attended at some point during the year and we are pleased to welcome new members regularly. In-person Sunday school had resumed in September 2021 and it was wonderful to see the children's smiling faces back at church during 2022.

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.

Throughout the year, the children enjoyed various seasonal events hosted at the church. Our Shrove Tuesday Party was well attended and children also designed the Easter banners. We celebrated Queen's Platinum Jubilee in the Summer. Our sixth 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 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 fourth year for which Children designed their own interpretation of "Welcoming our King". All the designed cards were sold in the church during Advent.



Just before Christmas 2022, we had to bid farewell to Evonne Baltrock-Nitzsche, our Children & Youth Ministries Leader, as she moved to Australia. After her departure, parent volunteers took over running the Sunday school.

Our church has an important relationship with St Barnabas & St Philip's Church of England Primary School. The clergy were involved with worship at the school and we welcomed the children at St Philip's for Eucharists and other services. There are also joint activities, such as the annual Paschal Candle design competition, where the winning design is put onto our Paschal candle for Easter. Several members of the church also serve on the Board of Governors for the school.

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 repair is addressed promptly. Contracts are in place for fire alarm and extinguisher servicing and other necessary testing or servicing, including testing the emergency lighting, is dealt with periodically.

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

- Improving the sound in the church for those with impaired hearing. This will be implemented as part of general works needed on the sound system in the next year or two.
- Installation of internal glass structures to reduce the noise disturbance and heat loss affecting the main church. This project (the West End Project) was significantly taken forward in 2022; a Faculty was obtained and discussions with new contractors took place. A further grant of £30,000 towards the costs was pledged by Kensington & Chelsea Council under the Neighbourhood Community Infrastructure Levy scheme.

A significant maintenance programme was undertaken in 2022. This included installation of additional lighting in the north aisle of the church to rectify low light levels following earlier LED conversion; renewal of much of the emergency lighting in the building after a test revealed a number of failures; converting as much of the remaining hallway and stair lighting to LED as we could; moving some switches in the upper hall to more accessible locations and repairing the lower hall light switches; servicing a number of storage cupboards, the external hose reel, the magnetic fire door catches, the church floor and the external notice board; further heating system repairs; and installing an additional TV monitor to help resolve sight line issues in the north aisle.

The church benefits from an extensive CCTV system which helps to deter theft or antisocial behaviour and enables responsibility for breakages to be identified. This system was repaired in 2022.

**Mallindi Baldassarro and
Jamie Mangan**
Churchwardens

Report on the proceedings of the PCC

The Parochial Church Council (PCC) met on 6 occasions during 2022, 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 ending of Covid restrictions.

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 2022, which form part of this report.

There were continuing Covid concerns at the start of the year with compulsory mask use in response to the Omicron variant, but no other restrictions on our activities or those of our hirers. It rapidly became clear that, with the level of immunity in place, Omicron was not particularly dangerous and the requirements were ended in February 2022. Accordingly, Covid was not a material factor in our finances in 2022.

In January, we therefore reverted to our usual policy of setting a budget which was balanced before the expected income from the

telecommunication base station in our spire. We budgeted unrestricted income of £232,450 and expenditure of £218,150.

In the event, unrestricted income out-turned at over £272,970, more than £40,500 higher than projected. The increase was entirely due to lettings. Unrestricted expenditure came in at a little under £217,600, some £550 below our budget.

The resulting out-turn was a surplus of just over £55,370 on the unrestricted fund. This is a remarkable result, made possible by the continuing generosity of our congregation and exceptional professionalism of our lettings management team.

General comments – restricted funds

On the restricted side, we continued fundraising for the West End Project. That project, which was installed in 2023, reduces noise levels in the church during services and enables the West Doors to be open and welcoming all day even in winter without significant loss of heat.

A sum of £11,225 was raised from the congregation in 2022, including a £2,000 legacy from Oriel Robinson. In addition, on 7 June 2022 we accrued the grant of £50,000 that had been generously pledged by the Band Trust the previous year, when the condition (the grant of a faculty) was met. Accordingly, the West End Project Fund stood at £70,786 at the year end. The £50,000 grant was actually paid in 2023 when the project commenced.

There were no transactions in 2022 on the Piano & Organ Fund (balance just over £3,000) or the Improving Philip's Fund (balance of £1,365).

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 £272,970, an increase of just over £37,200 from 2021. As noted above, the lack of Covid restrictions allowed a record-breaking income from lettings. It reached just over £210,620 (compared to around £151,850 in 2021). While a handful of people continued to attend online, church attendance

was almost fully in person during 2022. This was manifested in increased collections at services, up from some £7,170 in 2021 to £8,350 in 2022.

There was a reduction of planned giving (down more than £4,960 from about £31,840 in 2021 to around £26,870 in 2022), This is mainly due to a number of regular givers ceasing due to death or disengagement. It will be necessary in due course to address the level of planned giving.

Unrestricted non-recurring donations were down in 2022 to around £1,040 from about £6,250 the previous year. This may reflect the ending of donations made to assist us with the Covid emergency, combined with the focus on seeking donations for the restricted West End Project campaign.

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

During 2022, income of around £14,780 was received under a licence for a mobile phone base station in the spire of St Philip's. This is an increase from the 2021 level of £14,300 due to a rent increase to £14,475 per annum, backdated to 31 March 2020. Payments are expected to continue at £14,475 or more for a further period of 12 years.

The increase in interest rates in 2022 led to interest income of nearly £2,000 compared with about £80 the previous year.

Use of expenditure to support key objectives

Total unrestricted expenditure in the year was about £217,600, an increase of about £22,300 on the previous year. About half of this arose from an increase in maintenance costs, which totalled about £19,050 in 2022 compared with nearly £8,000 in 2021. This reflects a significant maintenance programme including brighter lighting in the north aisle of the church, renewal of much of the building's emergency lighting and converting more of the building's lighting to LED.

Other significant contributors included music costs (up by around £3,200 due to resuming a full musical programme), salaries (up by about £2,350 mainly due to the costs of the Children and Youth Ministries Leader), utilities (up by around £2,140 due to higher prices) and Sunday School & Youth (up by around £1,640 due to resuming full activities).



The key areas of expenditure in 2022 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 £1,210 (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 2022, they also prepared the HMRC Gift Aid tax reclaim applications.

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, children's and youth 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 2022 these included support for our

church school and membership of two local residents' associations. Payments were made to Christian Aid, the Church Urban Fund, the Diocese of London Lent Appeal, and the Mission to Seafarers, 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.

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 2022 level of the unrestricted fund, less fixed assets, amounts to about £279,700.

The PCC wishes to increase the financial resilience and strength of St Philip's and accordingly a resolution to increase the target minimum reserve will be put after approval of these accounts. The remaining excess will be held 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

Meetings of the Synod during 2022 followed the Diocese's Vision 2030 themes, taking one broad theme at each meeting:

- February's meeting was held at St John's, Notting Hill and addressed mental health and well-being under the **Compassionate Communities** theme, at which the speaker was **Will van Hart**.

William Taylor introduced a motion petitioning the London Diocesan Synod and General Synod to request the National Church Institutions of the Church of England to work ecumenically with other churches to establish a national day of prayer and action for the persecuted Church. The motion was passed and sent on to the diocese for consideration at Diocesan Synod, where it was passed unanimously at the July session. It is now with the business committee of General Synod.

- The Spring Common Fund meetings resumed, after Covid had disrupted the normal cycle, with a variety of in person and Zoom meetings offered.
- In June, Synod members had an opportunity to socialise and make new contacts at the summer garden party in the grounds of the St Mary Abbots Vicarage.
- All Saints, Notting Hill held the September meeting at which **Mirjam Ngoy-Verhage** from the diocese introduced the **Confident Disciples** theme. Members heard how several churches were working at what it means to be 'a Eucharistic Community' in accordance with their church tradition and some members discussed the discipline of a 'rule of life'.
- We were pleased to host the last meeting of 2022 at St Philip's. **Alex Jueguen** was introduced as the Kensington Deanery Safeguarding Coordinator. The theme of **Creative Growth** was discussed with talks from **Chris Kennedy**, leading a deanery mission initiative in sport and well-being; **Joe O'Sullivan**, working on the estate at St Francis Dalgarno Way; and Andy Buckler from St Barnabas, Kensington, working with creatives in music and art.

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 an annual safeguarding self audit (looking at the prior year) and the PCC performed such an audit on 18 July 2022. Of the fifteen criteria, ten were wholly met, three partially met and two not applicable. An action plan was adopted to improve the position on the three partially met criteria and maintain performance on the others.

Chandra Tambimuttu

Safeguarding Officer

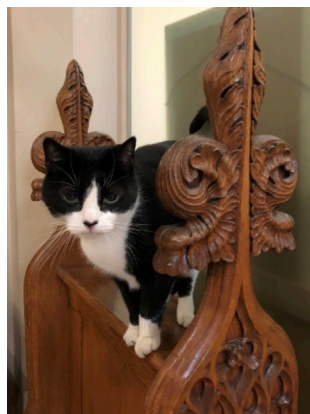
Electoral Roll Report

Following the third Annual Revision of the 2019 New Electoral Roll, I was pleased to report to the APCM on 29 May 2022, that the Roll had increased overall to 145. Three names had been removed since the 2021 Annual Meeting, two of whom had died, and one had returned home to the Solomon Islands.

By 31 December 2022 there were 148 names on the Roll, comprising four additions and one death since May 2022; the percentage of those living outside the parish boundaries remained similar to 2021 at 60% of the total Roll.

Chris Luxton

Electoral Roll Officer



Report of the Church Cat

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

Monarchs and Prime Ministers may come and go, but I continue to keep the church free from mice and rats (and sometimes dogs, especially those that try to steal my food).

I also continue to be a one-cat welcoming committee for those who visit the church. I greet both people who are regular attendees at one of our weekly services and those who have just popped in for a moment of peace and reflection during the week.

In May I helped supervise the Platinum Jubilee decorations and celebrations and in September I offered quiet companionship to those who came in to offer prayers after the death of Queen Elizabeth.

I post a daily report of my activities on my Twitter feed @CatSpecr, with well over two thousand followers by the end of 2022 (including a mention on the BBC when I got #CatsAtPollingStations trending during the 2022 local elections on 5 May 2022).

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

28 April 2024



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 2022, 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, Accountants, 79 High Street,
Teddington, Middlesex TW11 8HG

28 April 2024



Statement of Financial Activities

For the Year Ended 31 December 2022

	Notes	Unrestricted 2022 £	Restricted 2022 £	Unrestricted 2021 £	Restricted 2021 £
Incoming Resources					
Donations and legacies	3a	44,858	61,225	68,679	9,560
Charitable activities	3b	724	-	860	-
Other trading activities	3c	225,406	-	166,153	-
Income from investments	3d	1,984	-	79	-
Total incoming resources		272,972	61,225	235,771	9,560
Resources Expended					
Expenditure on raising funds	4a	213	-	80	-
Expenditure on charitable activities	4b	186,495	-	163,697	-
Expenditure on other activities	4c	23,675	-	23,461	-
Governance costs	4d	7,215	-	8,058	-
Total Resources Expended		217,598	-	195,296	-
Net Movement in Funds		55,374	61,225	40,475	9,560
Transfer between funds					
Net Movements in Funds After Transfers		55,374	61,225	40,475	9,560
Balances Brought Forward At 1 January 2022		228,525	13,926	188,050	4,366
Balances Carried Forward At 31 December 2022		283,899	75,152	228,525	13,926

Balance Sheet

As at 31 December 2022

	Notes	2022 £	2021 £
Fixed Assets			
Tangible assets	7	4200	4,906
Current Assets			
Debtors	8	79,414	12,096
Short term deposits		152,842	150,858
Cash at bank and in hand		142,604	89,299
		374,860	252,253
(Liabilities)			
	9	-20,009	-14,707
Net Current Assets		354,851	237,546
Total Assets Less Current Liabilities		359,051	242,452
Funds			
Unrestricted – General	10	283,899	228,525
Restricted funds	10	75,152	13,926
		359,051	242,452

This Financial Report for the year ended 31 December 2022 including the notes following, was approved by the PCC and signed on its behalf by:

Philippa Turner
Chair

Rupert Steele
Hon Treasurer

28 April 2024

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



Notes To The Accounts

For the Year Ended 31 December 2022

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 2022. 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 2022 £	Restricted 2022 £	Unrestricted 2021 £	Restricted 2021 £
3. Incoming Resources				
3a. Donations and legacies				
Tax-efficient planned giving	26,803	-	29,536	-
Other planned giving	70	-	2,301	-
Tax-efficient collections at services	8,300	-	6,909	-
Other Collections at services	50	-	260	-
Other donations (tax efficient, non-recurring)	754	6,965	3,774	7,561
Other donations	289	560	2,474	652
Income tax recoverable	8,592	1,701	9,657	1,348
Legacies	-	2,000	-	-
Grants	-	50,000	13,769	-
	44,858	61,225	68,679	9,560
3b. Charitable activities				
Statutory fees	151	-	574	-
Income from church events & meals	573	-	286	-
	724	-	860	-
3c. Other trading activities				
Fundraising events	-	-	-	-
Lettings (general)	190,313	-	135,748	-
Lettings for mission purposes	20,311	-	16,105	-
Diocesan admin/ sequestration payments	-	-	-	-
Income from licences under faculty	14,782	-	14,300	-
	225,406	-	166,153	-
3d. Income from investments				
Bank and CBF deposit interest	1,984	-	79	-
Total Incoming Resources	272,972	61,225	235,771	9,560

	Unrestricted 2022 £	Restricted 2022 £	Unrestricted 2021 £	Restricted 2021 £
Resources Expended				
4a. Expenditure on raising funds				
Stewardship, appeal costs, refreshments for sale	213	-	80	-
	213	-	80	-
4b. Expenditure on charitable activities				
Mission giving and donations	1,209	-	1,473	-
Diocesan parish share contribution				
<i>Diocesan Common Fund</i>	100,000	-	100,000	-
<i>Other Diocesan clergy costs</i>	-	-	-	-
Salary costs for Church Activities	28,946	-	26,043	-
Clergy expenses	6,441	-	6,068	-
Mission and evangelism costs incl. publicity	1,704	-	275	-
Church running expenses				
<i>Church Maintenance</i>	19,049	-	7,997	-
<i>Insurance</i>	5,248	-	5,055	-
<i>Upkeep of Services, booklets, flowers</i>	3,618	-	3,671	-
<i>Music costs</i>	5,337	-	2,148	-
<i>Sunday School</i>	2,257	-	614	-
<i>Refreshments (not sold)</i>	1,220	-	692	-
<i>Cleaning expenses</i>	2,922	-	3,254	-
Church utility bills	8,544	-	6,407	-
	186,495	-	163,697	-

	Unrestricted 2022 £	Restricted 2022 £	Unrestricted 2021 £	Restricted 2021 £
4c. Expenditure on other activities				
Salary costs for Hall lettings	17,742	-	18,299	-
Cleaning expenses for hall lettings	2,922	-	3,254	-
Other caretaking costs	2,992	-	1,888	-
Other fundraising trading costs	20	-	20	-
New building work and alterations to church	-	-	-	-
	23,675	-	23,461	-
4d. Governance costs				
Independent examination fees	1,200	-	1,200	-
Bank charges	572	-	608	-
Support costs: administration	2,147	-	2,971	-
Production of annual report	117	-	99	-
Depreciation	3,179	-	3,180	-
Losses on disposals of fixed assets	-	-	-	-
	7,215	-	8,058	-
Total Resources Expended	217,598	-	195,296	-

5. Staff Costs and PCC Member Payments and Donations

5a. Wages

In 2022 a Director of Music, Caretaker, Youth & Children's Ministry Leader and two job-share Church Managers were employed. The total pay was £46,688 (2021: £44,342) including pension costs of £503 (2021: £530). St Philip's claimed Employment Allowance, which removes social security costs, in 2022 and 2021. None of the employees in 2022 or 2021 earned over the lower limit for individual disclosure of £60,000. The furlough scheme ended in 2021 so no payments were claimed from HMRC in 2022 (2021: £13,024). The prior year payments are shown as grants, with salaries reported gross.

5b. Payments to PCC members

Payments totalling £20,387 (2021: £16,229) were paid to six (2021: five) PCC members or related parties during the year ended 31 December 2022. 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 2022 (2021: £60).

5c. Donations by PCC members

No donations were made in 2022 or 2021 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 £13,587 in 2022 (£12,945 in 2021).

6. Analysis of Net Assets By Fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Fixed Assets	4,200		4,200
Current Assets	299,708	75,152	374,860
Current Liabilities	-20,009		-20,009
Fund balance	283,899	75,152	359,051

7. Tangible Fixed Assets

	Equipment	Total
	£	£
Cost:		
At 1 January 2022	36,597	36,597
Additions	2,473	2,473
Disposals (cumulative)	-474	-474
At 31 December 2022	38,596	38,596

Depreciation:

At 1 January 2022	31,692	31,692
Provision for the year	3,179	3,179
Depreciation on cumulative disposals	-474	-474
At 31 December 2022	34,396	34,396

Net book value:

At 31 December 2022	4,200	4,200
At 31 December 2021	4,906	4,906

8. Debtors

	2022	2021
	£	£
Income tax recoverable	15,491	6,479
Accrued income from hall lettings	12,205	1,094
Other debtors	51,717	4,524
Total	79,414	12,096

9. Liabilities

	2022	2021
	£	£
Other creditors	12,315	9,825
Deferred income	5,293	3,683
Accruals	2,400	1,200
Total	20,009	14,707

10. Movement of Funds

Current reporting period	Balance at 01/01/22	Net income/ (expenses) in the year	Transfer between funds	Balance at 31/12/22
Unrestricted fund comprises	£	£	£	£
General	228,525	55,374	-	283,899
Restricted funds comprise				
The West End Project Fund	9,560	61,225		70,786
The Piano & Organ Fund	3,001	-		3,001
The Improving St Philip's Fund	1,365	-		1,365
	13,926	61,225	-	75,152
Totals	242,452	116,599	-	359,051

Previous 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

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 2022.

The West End Project Fund is a restricted fund, that was started in 2021, used for the purpose of funding changes to the West End of the church to reduce noise transmission. Funds of £61,225 were raised in 2022 (2021: £9,560) 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 2022 or 2021.

The Improving St Philip's Fund is a fund that was created to fund improvements to the building and contents of the church. There was no activity on this fund in 2022 or 2021.



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, 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

Ex Officio (for part of period)

Lesley Raymond	(Deanery Synod)	To June 2023
Mary (Helen) Calner	(Curate)	From June 2023
Simon Cox	(Deanery Synod)	From July 2023, PCC Secretary

Elected (throughout period)

Antonio Aidah
Meron Gwiggner
Philippa Heimann
Peninah Kamatsiko
Matthew Livas
Karen Loggey
Diana von Preuschen
Rupert Steele
Chandra Tambimuttu
Petya Todorova

Elected (for part of the period)

Philippa Heimann	To May 2023
Simon Cox	To July 2023, PCC Secretary
Anastasia Alshanskaya	From May 2023
Charles Micklewright	From May 2023

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 PCC is continually undertaking initiatives to maintain and improve the fabric of the building.

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 depends on market factors including the level of competition from other venues. These aspects are not under the control of the PCC. However, the income also depends on the level of the utilisation of the halls, the effectiveness of the marketing, and the quality of the facilities and service offered. These matters are under the control of the PCC. 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 largely under the control of the PCC, though it is influenced also by factors such as market salary levels, energy prices and the emergence of necessary maintenance tasks, that are outside the PCC's control.

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 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 pandemic, especially if there are restrictions on activities in order to prevent disease spreading. During that year, 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 and these mitigations remain available to the PCC.

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 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 Sue Foll, Rvd. Philippa Turner and members of the congregation. Thank you!