



St Marylebone
Parish Church

The Ecclesiastical Parish of St Marylebone with Holy Trinity, St Marylebone

**Annual Report and Financial Statements of the
Parochial Church Council**

for the year ended 31st December 2019

**St Marylebone Parish Church
17 Marylebone Road
London
NW1 5LT**

www.stmarylebone.org

Registered Charity Number: 1129435

**Rector & Chairman of the Parochial Church Council:
The Revd Canon Dr Stephen Evans, MA, MPhil, DHC**

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Annual Report for the Year ending 31st December 2019

1.0 Background

The Parochial Church Council ('PCC' or 'Council') is a body corporate and a registered charity (1129435), which has various functions, powers and responsibilities conferred on it under ecclesiastical law, and its membership, officers, standing committee and conduct of meetings are also governed by ecclesiastical law.

This report concerns the PCC and the activities of the parish generally for the ecclesiastical parish of St Marylebone with Holy Trinity, St Marylebone ('St Marylebone' or 'the parish') in the Archdeaconry of Charing Cross in the Church of England Diocese of London. Since early 2016, the Archdeaconry has been termed "The Archdeaconry of the Two Cities" and is served by the Archdeacon of London and the associate Archdeacon of Charing Cross. The area of the parish is approximately half a mile across by one-and-a-half miles North to South in London districts W1 and NW1. It extends from Baker Street and Park Road in the West to (approximately) Great Portland Street and The Broad Walk (Regent's Park) in the East, and from Prince Albert Road, in the North to (approximately) George Street and Queen Anne Street in the South. Regent's Park (including the Central London Mosque, US Ambassador's residence (Winfield House) and part of the London Zoo) comprise just over half of the area of the parish; the remainder is medical, office and residential buildings and streets with a resident population of more than 7,500 (including Harley Street, many hospitals, corporate head offices, the Royal Academy of Music, Madame Tussaud's, Baker Street, Regent's Park and Great Portland Street Underground stations and several parts of Westminster University as well as Regent's University).

Public Benefit and Object of the Charity

The PCC ("the trustees") have had regard to the Charity Commission guidance on public benefit; the principal function of St Marylebone's PCC is co-operating with the Rector in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It also has responsibility for the St Marylebone Healing & Counselling Centre (based in the crypt of the parish church), direct maintenance responsibilities for the parish church, and Church House, 38 Nottingham Place, and some maintenance responsibilities (but not ownership of) the Rectory, 21 Beaumont Street.

2.0 Membership and Organisation

2.1 Membership

Members of the PCC are elected by the Annual Parochial Church Meeting ('APCM') or co-opted by the council, in accordance with the Church Representation Rules. It has been the practice of the parish to elect ten representatives of the laity by the APCM (although fifteen is the norm for parishes with over 200 people on the Electoral Roll). To stand for election a parishioner must be over 16 and on the parish church's Electoral Roll: if over 18, candidates must have also been on the Electoral Roll for six months.

Two Churchwardens are elected on the same occasion as the APCM and they serve for one year after which they are eligible to stand again for re-election (strictly the election takes place at the separate meeting of parishioners, the 'Vestry Meeting', held just before the APCM, at which anyone on the parish church or civic electoral rolls may attend and vote, and the Rector has a right to appoint one Churchwarden if s/he disagrees with the parishioners' choice). At the APCM of 2015 it was agreed that the policy which had been adopted in 2002 that Churchwardens may not serve more than six consecutive terms be set aside to allow for continuity and overlap between the newly appointed Churchwarden and those in situ. The Crown Warden is appointed by the Crown (on the Rector's recommendation) to serve for an indefinite period.

Members appointed by an APCM serve for three years (strictly-speaking they retire at the end of the third APCM following appointment). It has been the practice in the parish that on retirement one may not stand again until a year has lapsed, although one could re-join the council straightaway as a Deanery Synod member ex officio, or be co-opted by the council (to a maximum of two). There is no limitation of term of office for deanery synod members or ex officio members (except churchwardens as described above).

Employees of the PCC in receipt of remuneration are not generally allowed also to be on the PCC.

The APCM has the power to change various provisions, including the number of members it elects (effective from the following year), whether members serve for one or three years, the practice of not reappointing retiring representatives, conducting elections by the single transferable vote method, allowing postal votes, etc.

During the year the following served as members of the Parochial Church Council:

Name, Office Held	Appointing Office	Term of Office
The Revd Canon Dr Stephen Evans		
<i>Rector of St Marylebone with Holy Trinity, St Marylebone</i>	The Crown	Ex officio
The Revd Jack Noble		
<i>Assistant Curate of St Marylebone with Holy Trinity, St Marylebone, Chaplain</i>	The Rector	Ex officio
The Revd Katie Hacker-Hughes		
<i>Assistant Curate of St Marylebone with Holy Trinity, St Marylebone, Priest Pastor</i>	The Rector	Ex officio from 1 September 2019
Emeka Onah		
Crown Warden	The Crown	Ex officio
Brenda Elise Ormerod		
<i>Churchwarden</i>	Vestry	Ex officio until Vestry 2020
<i>Hon. PCC Secretary</i>	PCC	Ex officio until PCC 2020
<i>Deanery Synod Representative 1</i>	APCM	Until 2021
Jo Sumpter		
<i>Churchwarden</i>	Vestry	Until Vestry 2019
Frances Endres		
<i>Churchwarden</i>	Vestry	Ex officio until Vestry 2020
Jenni Kightley		
<i>Crown Sidesman</i>	The Crown	Ex officio until 29 th April 2019

Andrew Hine		
<i>Crown Sidesman</i>	The Crown	Ex officio from 30 th April 2019
R Wyndham Lloyd Davies		
<i>Deputy Churchwarden</i>	APCM on the advice of the Rector	Ex officio
<i>Deanery Synod Representative 2</i>	APCM	Stood down at AGM 2019
Alla Murphy		
<i>Deanery Synod Representative 3</i>	APCM	Stood down at AGM 2019
Caroline Morton		
<i>Deanery Synod Representative 3</i>	APCM	Ex officio until 2022
Ann Marie Johnson		
<i>Deanery Synod Representative 4</i>	APCM	Ex officio until 2021
Samantha Gunaskera		
<i>Deanery Synod Representative 5</i>	APCM	Ex officio to APCM 2021
Thomas F Moore	APCM	Until APCM 2021
<i>Treasurer</i>		Until 4 th July 2019
Leah Mitchell Waite	APCM	Until APCM 2020
Rob Wijeratna	APCM	Until APCM 2020
Emily Maynard	APCM	Until APCM 2021
Alex Endres	APCM	Until 2022
<i>Electoral Roll Officer</i>	PCC	Until PCC 2020
Paul Humberstone	APCM	Until 2022
Beth Kostick	APCM	Until 2022
<i>Treasurer</i>	PCC	From 4 th July 2019 until PCC 2020

2.2 The Parochial Church Council

The PCC met eight times in the year since the APCM on 19th April & Prorogued APCM on 12th May 2019 (2018: six times). The following were invited as ex officio observers because of their roles within the Parish Church: Adé Adigun (Children's Champion), Jo Sumpter (Adults at Risk Champion), Stuart Page (Operations' Director), Suzanne Hyde (Director of Clinical Services of the St Marylebone Healing and Counselling Centre), Margaret Sykes (Practice Manager of the St Marylebone Healing and Counselling Centre), Matthew Butler (Families Ministry Lead), Gavin Roberts (Director of Music);

William Everitt (Safeguarding Officer); Ginny Walton (Activity Coordinator (until September 2019) Activity Manager from September 2019) Changing Lives)), Rachael Church (Development Director).

2.3 Committees

The PCC has one Committee:

Standing Committee

This committee, required by law, comprises the Rector, the Crown Warden and the two churchwardens as ex officio members and the Hon PCC Treasurer along with the Crown Sidesman. Since his appointment, the Operations' Director, Stuart Page, has been in attendance at all meetings of the Standing Committee. The Standing Committee has the power to transact the business of the Parochial Church Council between meetings, subject to any directions given by the Council. The practice has been for the committee to be able to authorise expenditure of up to £2,000 without reference to the Council (revised September 2010), to interview and make staff appointments on behalf the Council, and to consider policy matters and make recommendations to the Council. Its minutes are recorded, but not normally received by the Council.

The committee met seven times in 2019 (2018: seven). Attendance 94% (2018 average 83%).

2.4 Professional Advisors and Services.

Professional Advisors and Services

The following continued to serve in the year, and the PCC would like to thank them for all they do for the parish church:

Bank	Barclays Bank plc Barclays Business Centre 9 Portman Square London W1A 3AL
Inspecting Architect	Oliver Caroe, BA (Hons), Dipl. Arch Cantab., RIBA, AABC Office 5, Unit 8 23 - 25 Gwydir Street Cambridge CB1 2LG 01223 472237 info@caroe.com
Auditor	Mr Mark Tullett, FCA Civvals Limited Chartered Accountants and Statutory Auditors 50 Seymour Street WIH 7JG

3.0 Electoral Roll, Church Attendance, Sidesmen and Registers

3.1 Electoral Roll & Church Attendance

Electoral Roll 2019

There were 269 (421 2018) individuals on the Electoral Roll for 2019 – 2020. Of these, 20 were residents and 245 non-residents. This was the first year of the current cycle.

2019 saw the beginning of a new 6-year cycle for the Electoral Roll. This meant that the previous electoral roll was archived, and we started afresh asking people to re-submit electoral forms to re-join the roll. As of the 12th March 2019, 269 people had returned new electoral roll forms.

Of the 269 people who filled in new Electoral Roll forms, 139 were new members to the Electoral Roll, and 106 appeared on the previous electoral role. This meant that there were 315 people who were on the old Electoral Roll who not completed a new ER form. It is hope that by the Annual Meetings in 2020 many of the ‘missing’ members will have completed new ER forms.

The usual Sunday communicants at the morning services remains stable at 195 (2019:185) out of an average congregation of around 265 (2019: 255) (300 on Healing Service Sundays), and this number increases significantly at special services and festivals throughout the year. It is very difficult to give a true reflection of attendance as many people worship on a fortnightly or monthly basis and in some cases there is very little overlap between what is in effect two separate congregations. The pattern of Sunday services of weekly 8.30 am Holy Communion, 11 am Choral Eucharist and monthly 6.00 pm Choral Healing Service continues, although the size of the 8.30 am congregation has increased over ten years from 6 in total to 35 adults and about the same number of children. This ‘explosion’ in numbers has meant that Young Church is now offered at the 8.30 am service as well as the 11 am service. Weekday Morning Prayer takes place at 9.30 am Monday to Wednesday; Eucharist at 9.30 am on Friday and 1.10 pm on Wednesday. Evening Prayer is said at 5 pm Monday to Wednesday and Friday (weekdays all services are held in the crypt). In addition, The St Marylebone CE School holds a weekly assembly in the parish church and Open Door which meets fortnightly includes a time of worship. Midweek celebrations of the Eucharist take place on Tuesdays at 7.40 am (Spiritual Gym), Wednesdays at 1.10 pm (with Prayer and the Laying on of Hands for Healing) and on Fridays at 9.30 am.

3.2 Sidesmen

In April 2019, Mr Andrew Hine was appointed as The Crown Sidesman by The Crown Estate, on behalf of the Crown, in succession to Mrs Jenni Kightley, who had served in that office since 2006. A presentation was made to Mrs Kightley at a Choral Eucharist service in May in recognition of her long years of service and at which she received a warm response from the congregation in grateful acknowledgement of what she had brought to the role of Crown Sidesman.

In 2019, a total of 17 people served as regular Sidesmen. Of those appointed, David Haynes, stepped down during the year as a Sidesman when he moved to Scotland and Farina Burton had to give up the role when her circumstances changed. Both David and Farina had served for a number of years and their service was much appreciated. In addition, Kingsley Emovon has returned to the reserve list, given his duties as Sub Deacon and we are grateful for his help. Since the last report, 5 new Sidesmen have been appointed, four of whom act as Sidesmen at the 8.30am service and their recruitment was both necessary, given the expanding numbers of those who attend the 8.30am service, and much appreciated. These four new Sidesmen are Kathryn Wycoff Gross, Lucy Quick, Cecilia Tjornby and Francis Roodt. Paul Humberstone has joined as a Sidesman to cover the 11am service.

In 2020, therefore, there is a total of 16 people for appointment as regular Sidesmen. They are Natasha Back, Roy Bennett, Matthew Denny, Colin Dix, Mary Dix, Julia Flower, Leanne George, Paul Humberstone, Tina Onah, Ngozi Onyiah, Elizabeth Queenan, Lucy Quick, Francis Roodt, Cecilia Tjornby, Rob Wijeratna and Kathryn Wycoff Gross.

The reserve Sidesmen to be appointment this year are 5 in number. They are Adé Adigun, Kingsley Emovon, Jordan Bell, Vesta Burgess and Anne Hamilton. We are grateful for their continuing support.

A reception for all the Sidesmen and the reserve Sidesmen was held at the end of September, which was also attended by the Rector, the Chaplain and the Church Wardens and the occasion, and the fellowship it engendered, was enjoyed by all.

Although 16 regular and 5 reserve Sidesmen are good numbers of people to have as Sidesmen, the Crown Sidesman has always been delighted to welcome new people to the team, even if they are only able to take up one or two duties during the year. Volunteers are usually asked to be on duty no more than once a month. Until recently it was particularly difficult to find regular Sidesmen for the 8.30am services, but recent recruitment has resolved this problem to some extent. Thanks are due, once again, to Dominykas Samsonas, St Marylebone's Assistant Buildings Manager, who has taken up Sidesman duties at early morning services in the absence of anyone else being able to help out. Any member of the congregation, who is on the Electoral Roll, can volunteer to join the team. New people always receive a set of briefing notes, have a training session, and are well supported by the team.

As ever, St Marylebone and the Crown Sidesman warmly thank all those who voluntarily undertake the duties of a Sidesman. Their role in ensuring that the congregation feels welcomed and well attended at each service is an important one. In addition, their dedication and willingness to commit to this duty is always very much appreciated.

3.3 Servers

We have an ever-increasing number of people of all ages from within our congregation ministering as crucifers, servers and acolytes at 8.30 and 11am. This has been a great encouragement.

Matthew Butler and Kingsley Emovon have been licensed to administer the Chalice when required, and Susan Anderson, Meryl Mckay, Judi Cardoso and Joshua Dolphin from The St Marylebone CE School and The St Marylebone CE Bridge School.

4.0 Music and Special Services

The St Marylebone music department has enjoyed another busy year. The year closed with a sad farewell to Nicholas Berry, our outstanding tenor, after 18 years of loyal service. Nick's unfailing musicianship, and vocal versatility will be sorely missed. We will cherish memories of beautifully nuanced solos in Orlando Gibbons' This is the record of John as much as full-voiced solos in Charles Gounod's Messe Solennelle, to name but a few of Nick's musical highlights. Nick leaves us to set up home near Salisbury, and we wish him and his fiancée Cordelia all the best for their future life together. Such long service in the choir has come to be the norm at St Marylebone, and on Advent Sunday, Andrew Copeman, Clare Hoskins, and Helen Templeton each celebrated 30 years of service to the parish choir. We remain indebted to these dedicated musicians for all they have contributed over the years. Such experience, love and loyalty is only an asset to the standard of our

music making - the spiritual connection we strive to create with our worshippers being truly unique on the church music 'scene'.

The repertoire of the choir continues its varied diet of old and new, familiar and unfamiliar. New additions to the choir's repertoire include anthems by Michael Higgins, Grayston Ives, and even a Will Todd's Jazz Missa Brevis (skilfully accompanied by our own Assistant Director of Music Jamie Rogers, on our Blüthner Grand, as part of a jazz trio), which we performed as part of the St Marylebone Festival. On May 19th we once again took part in The London Festival of Contemporary Church Music performing Cecilia McDowall's Missa Brevis (Tongues of Fire) alongside our specially commissioned *If ye love me* (2017) by Paul Mealar. Callum Anderson, our organ scholar even composed a Festival Toccata for the occasion. In December, as ever, the choir sang for the many carol services and concerts for the charities, schools, universities and other organisations, many of whom now have established annual events with the church.

The musical assurance of our Assistant Director of Music, Jamie Rogers, has grown from strength to strength as he entered his second year in the role. Jamie is be congratulated for graduating in his Masters from the Royal Academy of Music (with distinction) - a mark of the high standards of organ playing we enjoy at St Marylebone. Jamie also continues his inspiring work with our Junior Choir (see separate report). Attendance, as well as the quality of the singing in our young singers, is now thriving. Our Sunday organ recital series (the first Sunday of each month at 4pm) which showcases our mighty Rieger organ, saw 11 recitals from visiting recitalists alongside members of our own music staff. In particular, our organ scholar, Callum Anderson delighted us with a varied programme for the September recital. Callum has also been performing his duties at The St Marylebone School, and assisting Jamie with the running of the Junior Choir, whilst studying for a Masters' degree in Historical Performance (harpsichord) at the Royal Academy of Music.

As ever, The St Marylebone Festival which ran from 20-26 July proved a musical climax of the year. Thanks to Elizabeth Queenan, and her dedicated team of volunteers for assisting in the smooth running of yet another week of superb performances. Now in its fourth year, we began the week with a 'Come and Sing' day on Karl Jenkins' *The Armed Man* led by energetic conductor Joanna Tomlinson. The rest of the week saw us celebrate our connections with such surprising international characters as Vaslav Nijinsky, Sidney Bechet and Judy Garland, as well as 'home-grown' local figures such as Ralph Vaughan Williams and Kathleen Ferrier (in an amazing one-woman show by Lucy Stevens). We nodded to our local American connections in an organ duet recital of American film music, and a visit from the truly excellent San Francisco Girls Chorus. The week was rounded off in style with a 1920s dinner and soirée on the final evening, performed by members of our parish choir in full costume. The festival continues to help us connect with our local community, in line with our Changing Lives project. It always needs to be said that all the work undertaken by our music department is not possible without the support of the clergy and congregation at St Marylebone.

5.0 Mission and Local Outreach

St Marylebone Parish Church continues to be a very busy place of active and engaged Christian witness, set at the very heart of central London. With a history now stretching back some 900 years, we continue to seek to offer God worship that has long been renowned for musical and liturgical excellence and to serve the diverse community in which we are set.

There are always changes at St Marylebone and, as a parish church community, we continue to explore new ways in which we can better explore and share our faith with those whom we serve in the name of the Father, the Son and the Holy Spirit.

For 35 years now, we have pioneered the work of Christian healing and, as well as being home to the internationally respected *St Marylebone Healing and Counselling Centre*, which continues to offer low-cost analytical psychotherapy and spiritual direction, the Crypt at St Marylebone also houses an innovative NHS doctor's surgery - the *Marylebone Health Centre*. Our work is enhanced by maintaining close and active links with some of medicine's Royal Colleges and through our provision of chaplaincy by the rector to *The London Clinic* and *King Edward VII's Hospital*.

St Marylebone is very fortunate in having a flourishing Young Church which complements our two schools: *The St Marylebone Church of England School*, an Outstanding Academy, National Teaching School, Maths Hub and World Class School and *The St Marylebone Church of England Bridge School*, a Free Special School working with secondary school age students who have speech, language and communication difficulties. Both schools have achieved the highest "Outstanding" rating for the quality of their impact on pupils and adults. The SIAMS (Section 48) inspection looks at a school's Christian vision, the provision the school makes because of this vision and how effective this provision is in enabling all pupils to flourish. Alongside our two schools we continue to work closely with the *Royal Academy of Music*, *Regent's University* and the *University of Westminster*.

As a parish church in the Diocese of London, we share a vision of a Church for this great world city that is Christ-centred and outward looking. By God's grace we seek to be more confident in speaking and living the Gospel of Jesus Christ, more compassionate in serving others with the love of God the Father and more creative in reaching new people and places in the power of the Spirit.

Mission and outreach continue to be at the very heart of St Marylebone's life as an outworking from our primary calling to be a worshipping community. Building on the work of the Healing and Counselling Centre and the Marylebone NHS Health Centre, we continue to provide opportunities for our congregation and newcomers to find a welcome and a safe space in which they can reflect, pray and grow.

5.1 Open Door

Open Door is an open fellowship and support group that meets once a fortnight, an important long-term and unique contribution to the pastoral work carried out by St Marylebone Parish Church. A wonderful mixture of Sunday congregation, friends, visitors, students, people suffering with poor mental health or isolation, and the curious popping in. The sessions combine friendship, support, food (including home-made cakes), Christian discussion and learning, and topics to do with wellness and health. We end with prayer and singing of hymns. Topics have included diet and health, sleep, stress, bible study, Christian guided meditation, the Ignatian Examen, Depression and faith, and reflections on icons. All are welcome and valued, participation is encouraged. We ended the year with a wonderful Christmas party. The sessions were led this year by Jackie Kesses with Fr Jack in the first part of the year, and then with Mthr Katy from September, who also shares in playing the piano when our faithful musicians Bob and Pat are indisposed. A gathering that is quirky, unusual, welcoming, prayerful, informative and nurturing.

5.2 Music for the Moment

This joyful collaboration between the Royal Academy of Music, Resonate Arts Westminster, St Marylebone Parish Church and The St Marylebone CE School continues to grow. It has grown in numbers of participants, in the variety of the performances, and in the depth of friendships nurtured. Attendees primarily include people living with dementia, their supporters, people living with complex mental health, and social isolation. Numbers are now consistently over 60 and sometimes over 100. Year 9 SMS girls continue to do us proud as effective and delightful hosts and stewards serving tea

and cake. We have cultivated a fruitful relationship with ‘Bea’s of Bloomsbury’ who donate some the leftover cake from their Devonshire Street shop. St Marylebone Parish Church and The St Marylebone CE School are rightly proud of this simple but effective service to our community as an outworking of our universal dignity as children of God.

5.3 West London Mission and the Marylebone Project (Church Army)

St Marylebone Parish Church and our schools have continued to support this important work in our community with considerable Harvest Offerings, warm clothing and spare sandwiches/salads at the end of each week in the school canteen.

5.4 Food for Thought

The adult Confirmation group became a lively and supportive group of young adults who shared food, faith and friendship. This will continue each Spring. There are also a small but significant collection of 20s and 30s who spend a season at St Marylebone during a spell of studies or working in London. Although transient, it is still hoped that this might become a more ‘sticky’ group with regularity and friendship developing.

5.5 Carol Services

The parish church’s growing ministry of hosting carol services throughout Advent in support of national charities and institutions continues to grow and flourish. In 2019, we welcomed new charities including Horatio’s Garden, Silverline and welcomed back others. Demand continues to outstrip supply. These services place huge additional burdens on clergy, the parish office and Buildings’ team as well our Director of Music, Assistant Director of Music, Organ Scholar and Parish Church Choir. Thousands of people come through our doors from late November to hear and sing the Christmas story raising hundreds of thousands of pounds for the charitable causes they support.

5.6 The St Marylebone CE School

Our School continues to be an outstanding community of education, personal flourishing and deep faithful development. Extraordinary curricular and extra-curricular provision continues despite budget cuts and the resulting increased pressure on staff. The excellence of results (again), sporting performance and creative output by staff and students attests to this. The Governance and senior leadership of the school is outstanding. This ethos trickles down and is visible in the exemplary development of staff at every level, and in the attitude of our girls and 6th form boys.

The faith-full heart of our school is not an ‘add-on’ in any of this, but a key factor in bringing the best out of our school community. This is evidenced in Year 9’s focus on ‘kindness’ for example (at a potentially otherwise testing stage of development in school life), the charitable and environmentally aware extent of school life, the positive and sensitive atmosphere in which excellence is encouraged and achieved across the board. Monday assemblies in church, the Eucharist, Thought for the Day, active chaplaincy, our indivisible links with St Marylebone Parish Church and everything else that makes up the distinctive Christian nature of our School Community all have a part to play in creating a deep-thinking, nuanced, cohesive, truly human and flourishing community. The foundations represented by these things shapes the environment in which our children and staff work, learn, develop and build our future together.

5.7 The St Marylebone CE Bridge School

The Bridge School is a wonderful expression of the ministry of St Marylebone. It combines innovative

education, with passionate commitment to the best for each child, with a great deal of warmth and a much-needed sense of humour. Its charisms and approach are truly that of a Christian community. Our children come with increasingly complex needs. Each is met imaginatively, tenaciously and kindly. The continued and increasing cross-over from staff with The St Marylebone CE School is enriching for all, and Fr Jack's presence and pastoral friendship with staff and students has born faithful fruit. The Bridge School completed a very successful and pleasing OFSTED (24.09.19) inspection, rated Good. Especially impressive considering the particularities of its work and the 'one-off' nature of the school. Exciting plans for the new permanent school continue apace.

5.8 Methodist Covenant

Our Covenant relationship with Hinde Street Methodist Church and the West London Mission continues to be marked by regular meetings of the parish church clergy and the ministers from Hinde Street as well as thrice yearly pulpit exchanges and the annual Aldersgate Service in the Churchyard each May. The Superintendent Minister, the Revd Peter Cornick, has now been joined by a Methodist Deacon following the relocation of the assistant minister.

5.9 Graduation Ceremonies

The Parish Church continues to host graduation and commencement ceremonies for The Royal Academy of Music, Regent's University, The University of Westminster Business School, The University of the West of Scotland (complete with pipers) and a number of independent schools.

5.10 Community Engagement

The parish church continues to maintain good relations with The Howard de Walden Estate, The Portman Estate and The Crown Estate.

The Parish Church hosted a stall at the Marylebone Summer Fayre and at the switching on of the Marylebone Christmas Lights.

The Rector continues to play a leading role in the development of the Marylebone Neighbourhood Forum and the parish church, once again, hosted the Forum's AGM.

The parish church is part of the Marylebone Consortium of local charities hosted by the Marylebone Hotel.

The parish church continues to build links with the Baker Street Quarter (Business Improvement District), the New West End Company (Business Improvement District), the Marble Arch Partnership (Business Improvement District), and to play its part as a member of the Marylebone High Street Ward Police Panel.

5.11 St Marylebone *Changing Lives*

a. Capital Works Project

After the setbacks experienced during the course of last year, 2019 witnessed continued work on rescoping the *Changing Lives* project to take account of the fact that the original scheme had gone substantially over budget and that survey work revealed the entire roof needed to be replaced, in order to protect the parish church and maintain a secure building.

The rescope project was submitted to the National Lottery Heritage Fund (NLHF) on the 1st of March 2019, with costs kept within the original £8.6 million budget. To protect the fabric and heritage of the parish church, the capital works proposed were designed to achieve the following:

1. Provide a new roof with Welsh slate covering, lead gutters, flashing and facings plus the provision of internal insulation. A new roof ventilator will also be installed. These features represent a heritage gain by returning structure and materials to their original design.
2. Upgrading of roof support structures in the roof void and repair work to the plaster ceilings above the nave and portico.
3. Conservation and cleaning of high-level stone work.
4. Upgrade to the lightning protection system.
5. Improvement and updating of rainwater disposal systems to cope with peak flows of water, often a result of modern-day climate-change.
6. Conservation of Portico steps and paving with improved accessibility provided by new handrails and improvements to the existing access ramp.
7. Conservation of historic portico torchieres and replacement of poor-quality lighting.
8. Minimal repair work to historic windows.
9. An improved welcome to be provided by new glazed draft lobbies to the main entrance and the two vestibule entrances. A new fully compliant lift and staircase will also provide access to the Crypt and MHC.
10. Provide improved event and exhibition facilities for the Crypt Hall and other meeting rooms.
11. Provide improvements in air conditioning, lighting and heating to the parish church and crypt area.
12. Upgrading of toilet facilities together with the provision of two additional WCs.
13. Creation of a new east/west corridor to improve circulation at crypt level.
14. Creation of a new website and execution of a heritage-based activity and interpretation plan, discussed below in the Activity and Heritage Delivery section.

There was an extensive process of public consultation with stakeholders and local amenity groups in the formulation of the planning process to cover the works highlighted in the bullet points above. After unanimous approval by the PCC of St Marylebone Parish Church, at a meeting on 28th November 2018, the public notices highlighting the above works were displayed outside and inside the parish church for a 28-day period ending on the 11th January 2019. No objections were raised. The Public Notices along with detailed architectural drawings and narrative were then sent to the Diocesan Advisory Committee (of the Diocese of London) for approval, to submit to the Chancellor of the Diocesan Court for final Faculty approval. The Faculty was granted on the 5th April 2019.

In a parallel process, to gain secular planning permission from Westminster City Council (WCC) for external works, a Pre-Planning Application was made and a site meeting was undertaken with WCC on 14th January. This meeting was detailed in documentation issued by the planning department on 15th January 2019. Following that process, application for the main capital project was submitted to WCC on 15th February 2019 and was granted consent on 15th May 2019. Application for the temporary works covering the site compound to be located in the Church Gardens, along with the use of portacabins, was made on the 25th February and granted consent on the 23rd April 2019.

The submission of the application and plans to achieve the aims of the capital works project, along with the Faculty and planning consents (above) marked the end of the what the NLHF term the Development Phase. For St Marylebone Parish Church that phase was co-ordinated by Fr Stephen Evans, Dr Stuart Page (Operations Director) and Ginny Walton (Project and Activity Coordinator). Externally the project was managed by Eleanor Clarke and Florence Andrewes of Focus Consultants, supported by a large multidisciplinary design team (MDDT), led and managed by Mark Hammond of Caroe Architecture supported by Touseer Ahmad, Mary Duckham and Matt Loosley also from

Caroe. Other companies forming part of the MDDT were: Alan Baxter Associates (structural engineers), CBG (mechanical and electrical services), CNN (activity and evaluation consultants), DCA (business planning consultants), The Fire Surgery (fire safety consultants), IDACS (accessibility consultants), Lee Cunningham Partnership (acoustics), Synergy Ltd (quantity surveyors).

The SMPC advisory panel has continued to be active throughout the duration of the project and has peer reviewed many different aspects of the *Changing Lives* project throughout the rescoping and into the Delivery Phase. Panel members were: Diana Evans (heritage and conservation), Caroline Morton (project management), Jenny Hancock (community and creative), Mark Harris (architecture), Margret Pollock (creative and community), Jen Sturrock (interpretation - from end of 2019), Simon Walker (business planning).

St Marylebone Parish Church and the *Changing Lives* project also continued to benefit from assistance afforded by the Association of English Cathedrals (AEC). The AEC provided two peer reviewers from their mentoring programme. They were Trevor Groom advising on quantity surveying and Alastair Hunter advising on business planning.

Formal notification that the NLHF would support the St Marylebone *Changing Lives* project was given on the 23rd July 2019 with the award of a further £2.9 million grant towards the full cost of the project. This grant is made available to SMPC on a drawdown basis throughout the lifespan of the project. The NLHF 'Permission to Start' meant that the project could move into the Delivery Phase. Since the summer of 2019 the project has entered that phase and the above list of repair and conservation has been taken through a detailed process of technical planning (RIBA 4) which will present final designs of all aspect of the project. That process is currently ongoing and is scheduled to be completed in June 2020.

It is hoped that capital works to the parish church will be completed by July 2022.

b. Activity and Heritage Delivery Project

The Changing Lives project includes a substantial Activity Plan which is designed to create a catalytic community 'buzz' through delivering programmes built on the area's unparalleled millennium of heritage, attracting new audiences and connecting Marylebone's contrasting, disparate and increasingly divergent communities in meaningful interactions and shared experiences.

The Activity plan will enable us to tell our story, encouraging visitors to learn about St Marylebone, the area and communities around us, and the people who made the area what it is today. It will provide engaging educational heritage activities for adults and children, skilled stone masonry apprenticeship opportunities for students and hundreds of volunteer roles that will provide a skillset for those looking for employment.

The rescoping of the project following the increase in budget and survey discoveries fortunately had a relatively low impact on the planned delivery of the Activity Plan except in terms of timings of delivery and some of the planned interpretation elements have had to be scaled back.

Prior to the submission of the application in March 2019 we spent the first part of the year ensuring that elements of the plan could still be delivered and partners and stakeholders were aware of the potential changes to the programme. Our heritage research volunteers continued to investigate and collate information for the Activity Plan and interpretation elements.

Following notification of Permission to Start (from NLHF) we began to formally deliver elements of the Activity Plan according to the programme, which spans the duration of the capital work and

beyond. Ginny Walton's job role changed to Project and Activity Manager and we brought forward the role of Heritage & Learning Facilitator to optimise the delivery of the Activity Plan.

Towards the end of 2019 we started working with The St Marylebone CE School, The University of Westminster, the Royal Academy of Music, The English Folk Dance and Song Society, Fourth Feathers Youth and Community Centre and will continue throughout the course of the project.

5.12 Development & Fundraising Activity Section

The Development Director, Rachael Church, took up post in April 2019. The Development Director's role is to support the raising of funds by 'face-to-face asking' primarily for the Changing Lives campaign (via major gifts, trust and foundations, corporate, congregation and legacy giving) but also in support of the general day to day work, mission and ministry of the parish church.

There will be Stewardship Campaign (focusing on increasing weekly giving from the congregation and ensuring all donors are recorded and thanked promptly) to be launched in 2020 as well as a Major Donor Launch in 2020.

A strategy to raise £4 million over 4 years, from July 2019 – July 2023 was developed. This included a Case for Support, yearly targets, details of the roles and actions of the Rector, Development Board, Director of Development, and the planned employment of a Trust & Foundations Manager. The Strategy was agreed and adopted by the PCC at the June 2019 meeting.

A volunteer Development Board of 8 people was established to support the fundraising for the Changing Lives campaign, headed by Chair Ron Totton, Jnr. New literature, in the form of 6 brochures and new website pages, were developed to support the 'asking' process. A new database was researched and implemented in August 2019, for use by the fundraising team, but also the wider team working at St Marylebone.

A Trust and Foundations Manager was hired in September 2019, with the remit of writing trust applications to support the Changing Lives project and offer additional support to the Director of Development.

By the end of 2019, in addition to funds pledged from the NLHF, £561,693 had been pledged or received from other fundraising sources for the Changing Lives campaign.

5.13 The Crypt Art Exhibitions

The parish church's association with Contemporary British Painting came to an end in 2019 and it has been good to replace this group of artists with a range of other contemporary artists who continued showing throughout 2019. One of the highlights was the Icon show by Gabrielle Boyle during the Festival. Towards the end of 2019 Claire Pinney assumed the role of Crypt Art Exhibition curator and she is in contact with a range of artists about showing their works in 2020 and into 2021.

5.14 Website & Social Media

The improved and reformatted website has been well received and continues to receive a high number of daily 'hits'. Historic information as well as sermons and a gallery of changing pictures all add to the site's attractiveness. It is a significant tool in reaching out to people and is supplemented by the weekly eNewsletter *Portico* which is now emailed to more than 400 people. During 2019, we continued our Social Media campaigns via Facebook, Instagram and Twitter and participated in the Church of

England's Advent and Christmas online advertising initiatives. New initiatives in 2019 included #Advent-ure, a daily Tweet providing Advent reflections.

5.15 Church Lettings & Room Hire

The list of organisations, charities and universities using the parish church for Christmas Carol Services, concerts and commercial hiring continues to grow. The parish church is an important part of the local community and hirings bring in much-needed income. It has been good to welcome the Latvian Embassy and the Slovenian Embassy as users in 2019.

5.16 Pastoral Assistant/Young Church Leader/HR Officer/Finance Assistant

Lucy Hodges joined the staff team as Pastoral Assistant in September 2018 and brought many gifts with her to St Marylebone. Sadly, Lucy left St Marylebone in the spring of 2019 shortly after the departure of Jane Warden who had succeeded Michelle Lee as Young Church Leader. Jane also served as the parish church's HR Officer. With three vacancies a full review of roles and responsibilities was undertaken and it was decided to appoint a full-time Families Ministry Lead from September 2019 along with a part-time HR Officer. Matthew Butler was appointed Families Ministry Lead in September 2019 and Suman Nota, HR Officer, in November 2019. As the Pastoral Assistant had undertaken some duties in the Finance Office, a new Finance Assistant, was also appointed to work alongside Juliana Bicu, our Finance Officer, in 2019 to increase capacity in the finance team.

5.17 The St Marylebone Festival

The 2019 Festival was a great success with some very memorable performances and events once again. The week of outstanding music, film and performance is now a well bedded-in part of the parish church's life and has proved itself to be an ideal vehicle to reach new audiences and tell the fascinating story of St Marylebone "that great city north of Oxford Street". Gavin Roberts and Elizabeth Queenan are to be commended, once again, for their efforts in making the festival such a success.

5.18 Hospital & Healthcare Chaplaincy

The Rector continues to provide on-call chaplaincy services to King Edward VII's Hospital and The London Clinic. The Rector is also a member of the Research Governance and Ethics Committees of both The London Clinic and King Edward VII's Hospital. The Rector continues as a Trustee of The Guild of Health and St Raphael.

5.19 Other Community Engagement

The Rector continues to play a leading role in the development of the Marylebone Neighbourhood Forum, serving as a Company Member and Director; he continues to serve as a member of the Marylebone High Street Ward Police Panel (represented by the Operations' Director), is Trustee and Vice-Chairman, The St. Marylebone CE School and The St Marylebone CE Bridge School, Trustee of The St. Marylebone Educational Foundation, a Corporate Fellow of The Woodard Corporation, a Member of the External Advisory Group of Contemporary British Painting; is President of The Browning Society; Patron of The Kurdish Aid Foundation. In 2019, after nine years, the Rector stood down as a Member of The Church Commissioners for England's Mission and Pastoral Committee.

6.0 Schools Chaplaincy and other highlights

6.1 Chaplaincy to The St Marylebone CE School – Highlights

It has been a very good year. The calendar year began with the joyful celebration of School Baptism and Confirmations. An increased number of girls were baptized and confirmed by Bishop Robert Ladds SSC, our Woodard Provost. The Chapel Team ('Chapelettes' who coordinate and lead our school worship with Fr Jack) has continued to grow in number and diversity. The girls of the Chapel Team and the Confirmands represented St Marylebone at the LDBS Service at St Paul's Cathedral following an 'Indiana Jones-esque' Faith treasure hunt across the City of the London. Several teachers and their families have also been confirmed or baptized this year. One said that she came to St Marylebone an atheist and has discovered a living faith in our school community; she and her daughter were baptized at the 11 O'clock Choral Eucharist.

Fr Jack has enjoyed continuing to nurture chaplaincy to staff on their weekend away, in midweek worship, in the staffroom, during relaxed social occasions and hosting different teams for celebrations on the parish church roof.

The Eucharist and the seasons of the Church Year underpin school life from Advent and IX Lessons & Carols through The Conversion of St Paul to Lent, Easter, the summer, Harvest/Michaelmas and Remembrance-tide of All Souls. These celebrations remain profound encounters, with worthy liturgy and creative engagement with music and dance. The worship of our school represents a truly excellent example of a vibrant, diverse, challenging and classy Christian Community.

Monday assemblies remain a powerful foundation of unity and solidarity. They also offer a forum in which very challenging issues (of all natures) can be teased out of the carefully selected 'Theme[s] of the Week'. Questions, ideas and theology that many schools would avoid as too difficult (in every sense) are whole-heartedly, faith-fully and intelligently engaged with by staff and students. This cannot be underestimated as a truly life-giving gift and central to our 'St Marylebone DNA'.

The year group 6th Form Eucharists have developed as a space for challenging 'big questions' within the context of worship and Holy Communion. Fr Jack tailors the topics to hit the philosophical and theological nerve of these older students, alongside modern music performance and life-giving traditional liturgy. Students and staff have expressed their appreciation for this new pattern.

6.2 Chaplaincy to The St Marylebone CE Bridge School – Highlights

The pattern of Eucharists throughout the year and other services has become a stable and important foundation of school life. Children regularly and enthusiastically ask after the next Eucharist. One Year 7 Muslim boy (who has struggled with behaviour, moods and aggression since joining the school) proudly presented Fr Jack with a clay chalice he had decided to make in his art project.

Daily Scripture and prayer 'Afternoon Reflection' are a distinctive feature of life (amongst the RS teaching and the rest of the chaplaincy work). Fr Jack produces these Reflections for the whole school to use daily on the Theme of the Week. They have been seen to have a real effect on behaviour, mental wellbeing and on the spiritual development and maturity of students.

The warmth of relationship with staff and students and the value of the chaplaincy in the fabric of the school is evident. It is a credit to the school and St Marylebone Parish Church's investment in it. Conversations about faith and life, the value and dignity of everyone, the centrality of our relationship with God bubble up naturally in conversations across the school.

3 boys are currently being prepared for baptism and confirmation, the first cohort in five years and the second in the history of the school.

Amongst the regular visits to Church by children from SMBS there were two particular highlights in 2019. First, the year 11 leavers had a valedictory tour of the church and time on the roof (which they

loved) followed by a BBQ on the portico with Kate Miller and Fr Jack. Second, the exhibition of student art work in the Crypt Hall, begun with a private view for staff and friends with fizz and nibbles cooked and served by students, paid for by a donation arranged by Fr Jack. The pride of students and the gratitude of the staff at being thanked in this way were wonderful.

6.3 ‘Spiritual Gym’

In Advent we began a weekly Tuesday 7.40-8.00 Eucharist, including 5 minutes silence after the Gospel. This has been designed to meet the need for spiritual depth and encounter in accessible ways for the people who pass through the parish midweek. A ‘soft launch’ has proved remarkably successful with regular congregations including Sunday worshippers, midweek group attendees, school children staff and families. These small gatherings have proved a simple but substantial gift to the worship, ministry and outreach of St Marylebone.

6.4 #Advent-ure

These daily tweet/Instagram/Facebook posts throughout Advent were a team effort from the clergy and our Families Ministry Lead. They proved popular with members of the congregation and followers across the world. Many hundreds of the people interacted with the posts. This format was an attempt to recognise the changing patterns of life (i.e. the demise of ‘Lent Lectures’ in many places), use the talents and interests of our staff team, and maximise the power of social media as a means for building up faith, drawing people into the Eucharistic life of the Church, and living out the Church Year faithfully.

7.0 Young Church & Junior Choir

7.1 Young Church Report

Throughout the year Young Church has received continued support from a group of dedicated parents who attentively care for the faith education of the children who attend. William Everitt remains the Safeguarding Officer and Adé Adigun is the Children’s Champion. Young Church was overseen by Jane Gray, who moved on from her role in the Spring, and we are grateful for the contribution she has made over many years.

Of children who attend Young Church, twelve were confirmed and five were baptised by the Bishop of London on the 5th May. Thank you to Lucy Hodges who prepared the children for their confirmation.

Parent helpers showed strong leadership over the summer, when they independently organised and ran Young Church sessions at the 11am Choral Eucharist. A highlight at this time of year are the regular picnics, where families gather for lunch after church in Regents Park. Thank you to all the parents who continue to give of their time and talents to Young Church.

On the 28th August the Families Ministry Lead, Matthew Butler, was appointed to oversee Young Church. This newly created role is designed to build on the success of the group. Matthew has been studying for a Certificate in Higher Education in Theology, Ministry and Mission at Ridley Hall in Cambridge, with a focus on children’s and family ministry.

On the 29th September Young Church took over the 11am Choral Eucharist for the Harvest Festival. Nick Barber produced a lively and engaging script which brought to life the parable of the sower. The

Nativity service was also a success, with all the children in Young Church invited to take part by dressing up as sheep and angels.

Young Church has maintained its average attendance of 90 children each week. We have seen new families arrive on a regular basis with children of various ages. Each session provides three different sets of activities every week, designed to nurture the faith of children from age 4 to 12.

An exciting addition from the 3rd November is the new Young Church session during Holy Communion at 8:30am. This takes place in the Browning Room, and parents have remarked on how their children are excited to take part in the activities provided.

At the end of every 11am Eucharist, children now have the opportunity to speak to the rest of the congregation about what they have learned during Young Church. This is a valuable time for sharing and there are always keen volunteers ready to express their Christian faith.

7.2 Junior Choir

The Junior choir has continued to develop throughout 2019, tackling a wide variety of repertoire and contributing to the sung worship once a month. The choir has doubled in number, and it is hoped that they will continue to gather forces as the choir's role and identity is further established. The ensemble is directed by the Assistant Director of Music, Jamie Rogers and ably accompanied by the Organ Scholar, Callum Anderson. Church music education plays a vital part in maintaining the Anglican Choral tradition, and it is a great delight to witness such dedication and enthusiasm from the future generations of our church musicians to be.

7.3 Safeguarding

The parish church has revised, adopted and continues to implement Safeguarding guidelines set out in the Code of Safer Working Practice as advised by the Diocese of London including those for Safer Recruitment, DBS checks etc. The challenges of ensuring the safety of all worshippers at the parish church are demanding. There were no safeguarding issues raised during the year. Will Everitt remains as the Safeguarding Officer.

8.0 The St Marylebone Healing & Counselling Centre

The year began for the Centre with a new regime in place. Suzanne Hyde, now Director of Clinical Services and Margaret Sykes, now Practice Manager undertaking the daily running of the Centre with ultimate responsibility resting with the Rector. The Revd Dr Andrew Walker continued to act as Associate Consultant. The Revd Katy Hacker Hughes was appointed Priest Pastor of St Marylebone from September and began working alongside the Centre to provide an additional level of pastoral support. She presides at the Healing Services on Wednesday lunchtimes and Sunday evenings and it is hoped that over time, she will build the Spiritual Direction side of the Centre.

The new regime has been reinforced by regular monthly meetings with the Rector and attendance at PCC meetings has brought a better understanding and awareness of the Centre's work to its members. In addition, a Professional Advisory Board has been established to oversee the Centre and bring input from the wider world. It aims to meet three or four times annually.

In the course of the year we welcomed Jane Sinkins, Marta Sadlowska, Celestia Spong, Michael Davey, Orleigh Mckenna and Matthew Saunders to the team of psychotherapists, although Celestia had to leave us in August. Dr Miomir Milovanovic has taken on the role of consultant psychiatrist. We have

also appointed Amanda Dawson as Administrative Assistant, to provide office cover when Margaret is away.

In 2019 we received 100 applications for therapy (93 in 2018). Of these, 68 attended for an initial consultation (59 in 2018). The total number of people receiving therapy at some time during the year was 97 (78 in 2018). About a quarter of our current clients are clergy or members of clergy families.

We have retained our relationship with the Ministry Division of the Church of England although only 3 candidates have been seen by our consultant psychiatrists this year. The telephone consultation service for Diocesan Directors of Ordinands (DDOs) has continued.

We continue to undertake psychotherapeutic assessments for those preparing to go to ordination selection conferences from the Willesden, Two Cities and Edmonton Areas of the Diocese of London, and the Dioceses of Chelmsford, Chichester and Ely and Rochester. In the course of the year 127 reports were produced (49 for London, 36 for Chelmsford, 27 for Chichester, 4 for Ely, 4 for Rochester and 7 for other Dioceses). Candidates from the Diocese of Oxford are also seen under a slightly different arrangement, with 14 attending in 2019. Two general psychotherapeutic assessments took place for candidates on a one-off basis. The Meeting with Coffee had its last meeting at the beginning of February, as the two facilitators, Deirdre King and Martin Taylor stepped down. The Centre presented them each with a gift in recognition of their hard work over many years and on an entirely voluntary basis.

As there were no obvious successors to lead the group, it was decided that it would be better to close temporarily. Putting things in place for a new group took longer than expected, but we ended the year with a team of new facilitators in place and able to advertise the launch of “Making Sense” in January 2020. We currently have four spiritual directors who regularly use our rooms. We rented rooms for 113 hours in the course of the year (142 in 2018). We began 2019 with a break-even budget to which the PCC were anticipating a contribution of £26,250 (£29,298 in 2018). At the end of the year, however, in order to balance the books this was increased to £28,208 (£28,937 in 2018). We are indebted to the Guild of Health for their final annual contribution to the bursary fund, which supports those who would not otherwise be able to afford therapy. In addition, we are grateful to the friends and family of Jean Wetherell, previously a therapist at the Centre, for their generous donations in her memory.

Other things of note this year include taking part in the Open House weekend and opening the Centre to members of the congregation following the service to mark the Feast of St Luke, when Suzanne was also the preacher. In September, we hosted a training day for Ministry Division and plans are underway to hold a conference in September 2020, as well as establishing a group for veterans and for young people.

We were delighted to receive the PCC’s affirmation of the Centre’s new structure in the meeting on 27th November and are looking forward to ensuring the continuation and expansion of the Centre’s work into a new decade.

9.0 The St Marylebone Church of England School

In 2018 – 2019, the School sustained excellent high standards in education, pastoral care and the provision of a stimulating, safe and inspiring experience to its young people and staff. This was the third year in which an increased number of 168 students (up from 150) was taken into Year 7 and the Academy continued to adapt its site, systems and support in light of this increase. The Academy’s productivity in terms of academic learning, enrichment, pastoral care and personal development was evident in the high quality of Performing and Visual Arts concerts, exhibitions and productions, the range and quality of the extra-curricular activities provided, the rallying of the

school community to fundraising events such as Marylebone Loves Music, the whole school musical 'Hairspray' and high numbers taking part in the Duke of Edinburgh Award and STEM CREST Awards.

Fr Jack Noble has started his second year working with the school and continues to be a valued member of the team at the school. The Chaplain plays a key role in developing and expressing the school's Christian character. Outstanding worship ensures the spiritual development of pupils of all backgrounds and strongly contributes to community cohesion. Very strong partnerships with the church and other schools locally and nationally are mutually beneficial. Students are empowered by high quality experiences and positive relationships within this inspirational Christian environment. Outstanding Christian leadership by the Headteacher, very ably supported by a talented and dedicated staff team, creates a very powerful culture in which individuals are nurtured and learning is central. Committed governors maintain a high profile in school and promote and support its work as a Church school with vigour.

As usual, a huge number of enrichment trips and activities took place, including an exhibition of students art at the Freelands Gallery, the ski trip to Austria, Year 7-10 competed in the North London Debating League and achieved an overall victory in the Junior Competition, a very active Politics and History Society, and the growth of the Pride and Feminist Societies to name a few. There were also numerous theatre and gallery visits, trips to Brecon Beacons, Wales and Barcelona, Reading Week, Restaurant Challenge, The STEM Lego League and many opportunities for volunteering and Community Service in the KS5 Passport and Year 9 Award.

As always, our congregation remains well represented on the Governing Body, with 8 of the 21 places being filled by members of our church: The Rector, Jo Sumpter, Carys Amfopo, Nick Barber, Alla Murphy, Clare Alexander, Kirsty Walker, and Frances Endres.

9.1 Examination Results

2018-2019 was yet another very successful year at The St Marylebone CE School. The pupils continue to shine in their subjects and there is great pride in how well pupils at The St Marylebone School have done compared to those nationally with the same Key Stage 2 score. This was achieved through the hard work and dedication of the pupils and staff, through the blended mix of experience and enthusiasm for these changed courses.

This year our significant highlights include:

- Significant increase in our high Progress 8 score at 0.9 (predicted by DfE) and Attainment 8 at 6.28
- Best A level results in Westminster for Secondary Schools
- In English, Art and MFL, Triple Science continuing success at GCSE, with exceptional levels of progress and attainment.
- Six Students to Oxbridge
- Five students studying Medicine
- 15.3% of GCSE results at Grade 9
- 34% of pupils achieved a grade 9 in at least 1 subject
- 47% of Grades 9 -7
- 19 pupils achieved at least 3 grade 9 or more
- Improved progress in Maths

The sixth form team continue to work in the background to get pupils to their desired destinations whether it be to Oxbridge or to Art College, from Apprenticeships in the film industry or Aerospace engineering. These results demonstrate that the School continues to stretch their high achievers and

makes significant progress with students of all abilities and backgrounds. Maintaining this level of achievement year on year requires the consistent and persistent focused dedication of all staff within the School, and a commitment to every student to ensure the best possible outcome. The staff give generously of their time and effort to ensure that this happens.

10.0 The St Marylebone Church of England Bridge School

The Bridge School, the United Kingdom's only Church Special School, continues to build on its achievements while refining and developing its knowledge and expertise as it seeks to support the increased range and complexity of its pupils. The hard work and dedication of the staff enable the school to achieve a high level of engagement and progress for its pupils.

The close link with The St Marylebone CE School enables the Academy's students to benefit from the mainstream School's specialism in SEN and its proven commitment to outstanding, effective and inclusive educational provision supported by integrated care and outstanding teaching and learning.

The academic year 2018/2019 was the sixth year of operation for the School and the first year of a completely new cohort of pupils. The Portacabin classrooms have continued to provide highly effective teaching and learning space.

A site for a new school building has now been identified and construction work will begin in June 2020 on part of the site occupied by Wilberforce Primary School, a short walk from Queen's Park Underground Station. The plan is to move the whole school from its present site in Third Avenue into its new £14 million premises in September 2021 or January 2022.

An Ofsted Inspection rated the School "Good" in 2019.

11.0 Staff and Volunteers

St Marylebone Parish Church is very fortunate in having a dedicated team of paid employees and enthusiastic volunteers.

A full review of staffing was carried out in preparation for an excellent Team Away Day held at St Mary's, Bourne Street. This helped all members of the team to understand better the duties, tasks, joys and frustrations of others working as part of an extremely complex organisation that is both parish church and business.

The regular staffing compliment of St Marylebone Parish Church continues to develop. Dr Stuart Page remains in post as Operations' Director and is now responsible for the delivery of the St Marylebone *Changing Lives* project. Elena Mocanu remains as Buildings' Manager with Dominykas Samsonas continuing as Assistant Buildings' Manager. Tom Howard (replacing his brother Joe) and Sylvia Valdes provide extra help to the team as Buildings' Assistants.

Fr Jack Noble continues to serve as Assistant Curate and Chaplain; Lucy Hodges resigned as Pastoral assistant in the Spring as did Jane Warden who ran our Young Church programme and also acted as our HR Officer. A reshaping of our work with Young People and Families has seen Matthew Butler join the team (in September 2019) as Families' Ministry Lead and Suman Nota joined us in November as Human Resources Officer.

Juliana Bica, our Finance Officer, has been joined by Financial Assistant Elsie Isebor and Claire Pinney, the Parish Administrator and Rector's PA is now supported one day per week by an Administrative Assistant, Katharine Philips.

Professor Gavin Roberts remains as Director of Music assisted by Jamie Rogers, Assistant Director of Music, and Organ Scholar Callum Anderson. Our music is further enhanced by the services of ten retained professional singers, some of whom have now been singing at St Marylebone for 30 years.

The Revd Katy Hacker Hughes, Vicar of St Paul, Lorrimore Square in the Diocese of Southwark crossed the Thames and joined the team as Assistant Curate and Priest Pastor in September 2019.

In the St Marylebone Healing and Counselling Centre, Margaret Sykes continues as Practice Manager working alongside Suzanne Hyde our Clinical Director. New psychiatrists and psychotherapists continue to be recruited as the work of the HCC continues to grow. Amanda Dawson now provides administrative cover for the Practice Manager during holidays.

The St Marylebone *Changing Lives* project continues under the leadership of Dr Stuart Page assisted by Ginny Walton, the Activity Project and Coordinator. Rachael Church joined us as Development Director and she is assisted by Amy Gibson in the role of Trusts and Grants Officer (replacing Peta McRedmond).

We thank them all for their continued hard work and professionalism throughout the year.

In addition to the staff above, the parish church relies on a dedicated corps of volunteers connected with every aspect of our affairs. These include Vergers, Sidesmen, flower arrangers, crucifers and servers, visiting preachers, coffee servers, Young Church Leaders and Helpers, Junior Choir Leaders and Helpers, lesson readers and intercessors, in addition to our Church Wardens, PCC officers and members. We also thank them for all their support and dedication.

12.0 Risk Management

Risk Assessments have been produced for all activity areas within St Marylebone Parish Church with regular events, run by the parish church, covered by an assessment document specific to each activity.

Where events are organised by third parties, they are provided with the generic St Marylebone Parish Church Risk Assessment and a risk assessment specific to the area of the parish church they will be using. The third party (or event organiser) is then legally obliged to produce a risk assessment of their own activity, in the parish church environment.

The PCC's policy on any area of risk assessment should be read in conjunction with the St Marylebone Parish Church Health and Safety Policy, which, under section 3, 'Procedures and Arrangements' classifies risk under the area headings of:

- Accidents/First Aid – Reporting, Recording and Investigation.
- Evacuation Procedure – Fire and Terrorist Threat
- Fire Procedure
- Electrical Safety
- Gas Equipment Safety
- Hazardous Substances
- Slips, Trips and Falls
- Lighting
- Food Preparation
- Manual Handling
- Display Screen Equipment
- Hazardous Buildings – Asbestos
- Safeguarding, Child Protection and Vulnerable Adults
- Contractors
- Any activity or shared use of the church premises must be managed in accordance with this policy.

Fire Procedure is dealt with in detail in the St Marylebone Parish Church Fire, Terrorist and Evacuation Plan. Additional and detailed risk management documents produced by specialist companies in each relevant field, inform the ongoing Risk Management Strategy of St Marylebone Parish Church. Those documents are as follows:

- The Fire Risk Assessment – produced by produced by M A Sharman and Associates
- The Asbestos Management Plan – produced by Cook Denning Management Ltd
- The Legionella Risk Assessment produced by SMS Environmental Ltd
- Electrical Installation Safety Certificates issued by The Baldwin Electric Company
- Gas Safety Certification, issued by Austin (Heating and Air Conditioning) Ltd

13.0 Update

13.1 Priest Pastor

It was very good to welcome Mthr Katy from St Paul's Lorrimore Square in the Diocese of Southwark, to the team in September. Mthr Katy has settled quickly into her new role providing some-much needed new capacity as a member of our clergy team. Mother Katy writes:

Thank you for a wonderful welcome at my licensing on 1st September, with glorious music from the choir and musicians and an epic cake from Anne Marie. These months leading up to Christmas have been spent getting to know the 'Marylebone way', and meeting a whole host of people. Getting to know members of the congregation is slower than I would like, only being present two Sundays a month, but I am beginning to remember some names and appreciate an exciting, diverse and talented group of people, including visiting some at home and in hospital. These few months have been foundational in establishing understanding and practice of the Wednesday Healing Mass which is growing in numbers – getting to know regulars and meeting a variety of newcomers and visitors. I am delighted to be at a church that is not only open all day, but has healing at the heart of what it does. That of course extends to the beautiful choral healing service on the 1st Sunday of the month which I am responsible for leading, and choosing preachers for. It has been really good to develop a relationship with the Healing and Counselling Centre – a very important aspect of my work is taking referrals from them for people who are looking for one to one prayer ministry, spiritual direction, conversation and support, as distinct from psychotherapy. I was very glad to be asked to be part of the London Diocesan Healing service. Other aspects of the Priest Pastor role are supporting Open Door every fortnight, Music for the Moment every month, and being on the rota for other weekday and Sunday services. The experience of Christmas at St Marylebone was incredible – I have to pay tribute to Fr Stephen and the team for an incredibly demanding season conducted with élan and enthusiasm.

I have spent a fruitful time on the Portico talking to passers-by which has encouraged me to trial *Ashes to Go* on Ash Wednesday next year. London can be a lonely place and people appreciate having someone to talk to. Future plans also include being involved in new drop in mental health groups hosted by the HCC, and the possibility of a growing role within the Diocese.

13.2 Parish Administrator and Rector's Personal Assistant

In November, Katharine Philips joined the team to add capacity in the Parish Office working alongside Claire Pinney. Katharine will work on Mondays and will provide periods of holiday cover.

13.3 Pastoral Assistant

Lucy Hodges left the team in the Spring of 2019 and moved to Hove where she continues her work as a Pastoral Assistant whilst discerning a vocation to ordained ministry.

13.4 HR

In the Spring of 2019, Jane Warden left St Marylebone and was replaced in November by Suman Nota. Suman has already proved herself to be a much-valued member of the team.

13.5 Finance Assistant

For some time, it has been apparent that we need to build capacity in the Finance Team. A half-time post of Finance Assistant was advertised and the position was filled by Elsie Isebor in October. An extensive review of the finance operations is being undertaken by the Treasurer assisted by the Operations' Director. Not only has the operation of the parish church become much more complex in recent years, but the impact of Changing Lives on transactions has transformed the needs of St Marylebone as an organization.

13.6 Families Ministry Lead

Following the departure of Jane Warden as HR Officer and Young Church Lead in the Spring of 2019, a root-and-branch review of our work with Young People was carried out with the help of diocesan and national teams. Whilst the review was underway, parent helpers stepped up to the mark under the guidance of the Chaplain who was given the oversight of the Families' work. Matthew Butler joined us in September in the new full-time post of Families Ministry Lead.

13.7 Activity Manager/ Activity and Project Coordinator

Following the successful Round Two bid to the National Lottery Heritage Fund for our Changing Lives Project, Ginny Walton was promoted from Activity and Project Coordinator to Activity Manager in September 2019. In 2020, Ginny will be joined by two more members of the Heritage and Activity Team, the Heritage and Learning Facilitator and the Visitor and Volunteer Coordinator.

13.8 HCC Administrative Support

In order to increase capacity and to support the expanding work of the HCC, Amanda Dawson has been appointed as an Administrative Assistant to cover periods when the Practice Manager is on holiday.

13.9 Parish Office Administrative Assistant – see 13.2 above

13.10 Development Director

Following an external review of our fundraising strategy, Rachael Church joined the team as our full-time Development Director in April 2019, quickly settling in to her new role which is focused on raising £4 million over four years to fund the Changing Lives project. Rachael will also be working to address the poor levels of Christian Stewardship (congruent giving).

13.11 Grants and Trusts Officer

Peta McRedmond left her post in July as Grant and Trusts Officer and was replaced by Amy Gibson in September working half-time in support of the Development Director.

13.12 Portico Coffee Cart

The much-used Coffee Cart on the Portico has now passed from Peter Fernie who established it as one of London's best-loved coffee outlets to Neville Stewart who employs a barista. Stuart Summers (Romo Coffee) still supplies the excellent coffee.

13.13 The General Data Protection Regulation (GDPR)

This statutory legislation came into force on 25th May, 2018, the primary purpose of the legislation is to protect individuals against the possible misuse of any information about them held by others. In order to comply with the legislation, St Marylebone Parish Church abides by the data protection principles embodied in the Act and ensures that consent to process any personal data is obtained.

St Marylebone Parish Church's, GDPR Consent Form along with the General GDPR Privacy Notice and the Role holder GDPR Privacy Notice are all available on the parish church's website www.stmarylebone.org and at the parish church.

13.14 Mission Action Plan, Capital Vision 2020 and Vision 2030

St Marylebone's Mission Action Plan was revised in 2019 in preparation for the triennial visitation by the Archdeacon of London in April.

Following the appointment of a new Bishop of London in 2018, Capital Vision 2020, which was designed to help the Diocese of London become more confident, compassionate and creative in bringing the Gospel of Jesus Christ to its communities has become Vision 2030. St Marylebone looks forward to working with the bishop to help discern this new vision for London.

14.0 Financial Activities in the Year – Report of the PCC

14.1 Income and Expenditure

The accounts have been prepared in accordance with the Charities Act 2011 and Church Accounting Regulations 2006.

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total £
Incoming resources	1,192,118	-	64,806	1,256,924
Resources expended	1,366,467	-	-	1,366,467
(Deficit)/surplus for the year	(174,349)	-	64,806	(109,543)
Gain and (losses) in investments	-	-	501,301	501,301
	(174,349)	-	566,107	391,758
Transfer between funds	1,021	(1,021)	-	-
Balance brought forward	571,136	1,021	4,579,526	5,151,683
Funds at 31 December 2018	397,808	-	5,145,633	5,543,441

The accounts show a net deficit before investment gains of £174,349 (2018: surplus £332,068) on an income of £1,256,924 (2018: £1,744,478). Excluding the restricted income and expenditure, the church recorded a deficit of £174,349 (2018: surplus £269,645).

A detailed breakdown of income and expenditure is provided in Section 15.

Income

Reported income was £487,554 lower than 2018.

Congregational giving declined relative to 2018. Donations by bank standing order and open plate decreased. This was offset by other categories of donations and grants.

Other income decreased by £250,787 as the net result of various factors, most importantly decreased licence and service charges income as a result of back dated amounts included in the previous year's income.

Investment income from interest and dividends was £64,806 in the year, while gains on investment assets totalled £501,301.

Expenditure

Unrestricted expenditure increased by £384,401 to £1,366,467 in 2019. This was chiefly the result of direct and indirect costs related to the *Changing Lives* project, as well as the net result of movement in other areas of expenditure.

Restricted Income and expenditure

During year there was no restricted income and expenditure.

Investment powers, policy and performance

Under the terms of the endowment, the PCC has general powers of investment, subject to the provisions of the Trustee Act 2000. The investment policy of the charity is to maximise the rate of investment return, whilst employing a risk strategy that minimises any potential reduction in the capital value of the Fund. The Investment are to be held with the CCLA funds with the aim of maximising the returns that are available from the monies invested within these funds to ensure capital is preserved. During the year the income generated from these funds amounted £57,486 (2018: £58,000) representing a return of 1.7% (2018: 1.7%) excluding capital gains. This is better than could have been achieved by retaining funds at the banks and building society due to current historically low interest rates.

Financial Risk

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of the trustees to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

Going Concern

The trustees of the PCC consider that there are no material uncertainties about the PCC's ability to continue as a going concern.

14.2 Reserves

As at 31 December 2019, the parish church has total reserves of £5,543,441 (2018: £5,151,683) of which unrestricted reserves amounted to £397,808 (2018: £571,136). The PCC's policy is to maintain its reserves at as high a level as possible to cover any future shortfall of revenue which might be caused by expenses increasing or contributions from donors reducing. The PCC aims to maintain unrestricted reserves representing at least 3 months of operating costs.

14.3 Common Fund

The Common Fund, payable to the Diocese, as well as payments for Locally Supported Ministers, decreased from £136,648 to £129,562.

Under the London Diocese's formula each PCC makes a contribution based on the number of stipendiary clergy paid by the diocese – in the case of St Marylebone the Rector, the Assistant Curate, and the Director of the Healing and Counselling Centre. Excluding the Assistant Curate and HCC Director elements, the underlying quota went down by £13,200 to £82,800, representing a decrease of 13.75%.

14.4 Post balance sheet events

There have been no major items since 1st January 2020 to report.

The summer of 2019 saw the success of our radically re-scoped Round Two 'St Marylebone *Changing Lives*' bid to the National Lottery Heritage Fund with the award of £2.965 million towards our projected costs of £8.6 million. This success has considerably changed and reshaped the work of the parish

church as it has moved into the Delivery Phase of the project. 2019 (and much of 2020) saw the project move to RIBA Stage Four with the finalisation of design based on the successful plans submitted to the Diocese of London and Westminster City Council. RIBA 4 designs will be presented to all stakeholders, including the PCC in June 2020 when the work will be tendered to suitable contractors. The majority of the physical work (new roof, new lift, new staircase, etc.) will begin in January 2021 and is expected to last until the end of July 2022.

The appointment of a new Development (Fundraising) team should help to transform the finance of the parish church both in terms of weekly Stewardship giving and in terms of funding a big capital project such as Changing Lives. Fabric, Music, Psychotherapy are just three areas where endowment funding is needed and which will begin, hopefully, to bear fruit under the leadership of Rachael Church.

In order to underwrite the Round Two application to the National Lottery Heritage Fund, the painful decision to sell Church House, 38 Nottingham Place was made by the PCC and endorsed by the Diocese of London in its role as Custodian Trustee. The sale completed in early March 2020 and the proceeds have been deposited with CCLA. The PCC's expectation is that the sale value will be recouped over a number of years allowing the sale proceeds to be used to enable the Changing Lives project to be delivered in a timely manner.

2020 will be an exciting year leading to many changes in 2021 as we make our building safe, accessible and fit for purpose. The main purpose of any church building has to be the worship of almighty God; such is the purpose of every human being too! With few major building works carried out since the mid-1980s, *Changing Lives* will enable us to complete our worship by helping us to serve the community in which we are set and for which we have responsibility. Our essential work of creating, building and sustaining life will, I hope and pray, be enhanced and enable us to continue our 900-year-old tradition of changing lives every day.

In the Spring of 2020, the world was overshadowed by the Covid-19 pandemic. Never before, in modern human history have nations and individuals had to cope with a such an unknown and unseen threat. As the Church around the world prepared for Mothering Sunday in late March, parish churches were ordered to lock their doors, no-one knowing when they might reopen again, nor under what circumstances they might begin to admit worshippers again. For the first time since the 13th century, parish churches in England were prevented from administering the sacraments.

St Marylebone has responded to the Covid-19 by going online, posting recordings of services on YouTube and Facebook, changing our website, and using Twitter, Google Classroom and Instagram to tell our story of changing lives and to proclaim the eternal Good News of Easter.

In addition, the clergy team has met 'virtually' every day. The Chaplain, Priest Pastor, Families Ministry Lead and the Rector have been meeting every day by Zoom to say Morning and Evening Prayer - and to pray for everyone. The Priest Pastor has been tasked with maintaining links via telephone and email with the congregation; the Families Minister Lead with maintaining Young Church via YouTube and Google Classroom; the Chaplain with sustaining the day to day work of both schools throughout the lockdown and the Rector by being the only team members on site in coordinating the ongoing work of the parish church. All members of the ministry team have been recording and uploading worship for viewing on social media and other platforms.

St Marylebone has always been about building, shaping and sustaining community and we are continuing to change lives in the following ways:

- Postcards and letters from the Rector have been sent to every member of the Electoral Roll and hundreds of phone calls have been made to people and local businesses with whom the parish church is in contact to check on health and mental wellbeing
- The Marylebone (NHS) Health Centre situated in the Crypt has been kept operational for its 10,000+ local patients
- The St Marylebone Healing & Counselling Centre has continued to offer low-cost and no-cost psychotherapy and counselling to those in greatest need with meetings between clients and therapists taking place online
- The clergy team has continued to make chaplaincy visits to our local hospitals, helping patients and staff through some harrowing times. The Priest Pastor has volunteered as a Chaplain at St Thomas' and Guys' Hospital.
- Local volunteers and those in need have been matched by the Rector who has worked working closely with Westminster City Council, local ward councillors and the Lord Mayor's Office
- The Chaplain has been developing and implementing new and creative ways to keep the parish church's two schools' most vulnerable students safe and to support students, staff and families
- The Rector has continued to participate in Governing Body meetings held via Zoom
- A new 'Virtual Church' portal, where everyone can find a link to 'Spiritual Gym', 'Healing Services', Sunday and weekday Eucharists and music, has been set up by the Rector's Personal assistant and Parish Administer, who also continues to manage all phone calls and emails made to and sent to the Parish Office.
- The building has been kept safe and secure; alarms have been monitored and attended too and even the drains have unblocked
- The Changing Lives project to conserve and extend the parish church's community's reach has continued unabated with architects, surveyors, project managers, heritage programmers, etc., all meeting online via Zoom
- Most team members have been equipped to work from home, although six members of the team have been 'furloughed' under H M Government's Job Retention Scheme.
- Every Friday throughout lockdown fourteen team members have met via Zoom, updating each other on what they are doing and achieving on behalf of the congregation and community.

Covid-19 has meant that everyone has had to refine and adapt well-worn methods and discover new ways of sharing the Gospel, whilst continuing to offer the very best we can to almighty God in worship and service.

We continue, by God's grace, through very uncertain and extremely anxious times, to change lives - as St Marylebone has been doing for more than 900 years. Thanks be to God!

14.5 Statement of Trustees' Responsibilities

The PCC has many other powers conferred upon it and vested in it (including those as successor to predecessor bodies). As with all Church of England PCCs, its objects have been found to meet the public benefit test under the Charities Act 2011. With particular reference to this annual report and accounts the PCC has various powers, duties, and liabilities with respect to the financial affairs of the church including the collection and administration of all moneys and the keeping of accounts, and is required to furnish to the APCM the audited accounts for the previous year ending 31 December, prepared on the accruals basis and in accordance with the Church Accounting Regulations 2006, applicable law, and UK generally accepted accounting practice, which give a true and fair view of the state of affairs of the parish and of the incoming resources and application of resources including the income and expenditure of the parish for this period. In carrying out its responsibilities the PCC is responsible for safeguarding the assets of the council and foreseeable steps for the prevention and detection of fraud and other irregularities, and in preparing the financial statements to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- comply with applicable accounting standards subject to any material departures required to give a true and fair view, as disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume so.

The council is responsible in charity law for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the council and enable members to ensure that the financial statements comply with the Charities Act 2011 and Charity (accounts and Reports) Regulations 2008.

The Revd Canon Dr S J Evans, on behalf of the PCC

Approved by the PCC on _____ 2020

15.0 Financial statements for the year ending 31 December 2019

15.1 Independent Auditor's report to the members of the PCC (the 'Trustees')

Opinion

We have audited the financial statements of the Parochial Church Council of St. Marylebone (PCC) for the year ended 31 December 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the church's affairs as at 31 December 2019, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the "Auditors' responsibilities for the audit of the financial statements" section of our report. We are independent of the church in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the PCC Members' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the PCC Members have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the PCC's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The PCC Members are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the PCC Members' annual report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of PCC Members

As explained more fully in the "PCC Members' Responsibilities" statement set out on page 40, the PCC Members are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the PCC Members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the PCC Members are responsible for assessing the church's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the PCC Members either intend to liquidate the church or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material

misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the church's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the PCC Members.
- Conclude on the appropriateness of the PCC Members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the church's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the church to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the PCC Members (who are trustees for the purposes of charity legislation), as a body, in accordance with regulations made under section 154 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the PCC Members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the church and the PCC Members, as a body, for our audit work, for this report, or for the opinions we have formed.

Civvals Limited
Chartered Accountants and Statutory Auditors

50 Seymour Street,
London
W1H 7JG

Date

Civvals Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

**Parochial Church Council St Marylebone
for the year ended 31st December 2019**

15.2 Statement of Financial Activities for the year ended 31 December 2019

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2019 £	Total 2018 £
INCOME AND ENDOWMENTS:						
	2					
Donations		603,062	-	-	603,062	840,230
Other Income		75,935	-	-	75,935	85,881
Other Activities		421,380	-	-	421,380	662,222
Investment Income		91,741	-	64,806	156,547	156,145
TOTAL INCOME		<u>1,192,118</u>	<u>-</u>	<u>64,806</u>	<u>1,256,924</u>	<u>1,744,478</u>
EXPENDITURE:						
Resources expended						
	3					
Crypt and Other Projects		344,225	-	-	344,225	430,344
Directly Relating to Church Activities		226,258	-	-	226,258	259,010
Fundraising & Publicity		3,397	-	-	3,397	3,950
Other Activities		121,348	-	-	121,348	143,552
Church Management & Administration	4	671,239	-	-	671,239	575,554
TOTAL EXPENDITURE		<u>1,366,467</u>	<u>-</u>	<u>-</u>	<u>1,366,467</u>	<u>1,412,410</u>
Net (outgoing)/incoming resources before other gains & recognised losses	5	(174,349)	-	64,806	(109,543)	332,068
Gains and (Losses) on assets / investments:						
Realised	15	-	-	-	-	-
Unrealised	15	-	-	501,301	501,301	90,132
Net gains / (losses) on assets/ Investments		<u>-</u>	<u>-</u>	<u>501,301</u>	<u>501,301</u>	<u>90,132</u>
Net income/(expenditure) and Net Movement in Funds		(174,349)	-	566,107	391,758	422,200
Transfer between funds		1,021	(1,021)	-	-	-
Funds Balance Brought Forward		<u>571,136</u>	<u>1,021</u>	<u>4,579,526</u>	<u>5,151,683</u>	<u>4,729,483</u>
Funds Balance Carried Forward		<u>397,808</u>	<u>-</u>	<u>5,145,633</u>	<u>5,543,441</u>	<u>5,151,683</u>

The Statement of Financial Activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

**Parochial Church Council St Marylebone
for the year ended 31st December 2019**

15.3 Balance Sheet as at 31st December 2019

	Notes	2019		2018	
		£	£	£	£
FIXED ASSETS:					
Property	13		-		-
Heritage assets	14		-		-
Investments	15		4,017,248		3,515,947
			<u>4,017,248</u>		<u>3,515,947</u>
CURRENT ASSETS:					
Debtors	16	114,808		556,520	
Cash and Bank Balances		1,432,568		1,111,696	
			<u>1,547,376</u>		<u>1,668,216</u>
CREDITORS: Amounts falling due within one year	17		<u>21,183</u>		<u>32,480</u>
NET CURRENT ASSETS			1,526,193		1,635,736
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>5,543,441</u>		<u>5,151,683</u>
FUNDS:					
Unrestricted Income Funds					
Designated Funds:					
Building Fund			88,000		88,000
Donations Fund			30,000		30,000
General Fund			279,808		453,136
			<u>397,808</u>		<u>571,136</u>
Restricted Income Funds	18		-		1,021
Endowment Funds	20		5,145,633		4,579,526
			<u>5,543,441</u>		<u>5,151,683</u>

Approved by the Parochial Church Council of St. Marylebone on _____
and signed on its behalf by:

_____ The Revd Canon Dr S J Evans (Chairman)

_____ Ms Beth Kostick (Hon Treasurer)

Parochial Church Council St Marylebone for the year ended 31st December 2019

15.4 Statement of cash flows for the year ended 31 December 2019

	2019	2018
	£	£
Net Income/(expenditure) for the year as per the SOFA	391,758	422,200
Adjustments for:		
Investment income	(156,547)	(156,145)
Loss/(profit) on sale of fixed asset investments	-	-
Gain on fair value adjustments on fixed asset investments	(501,301)	(90,132)
(Increase)/decrease in debtors	441,712	(365,937)
Increase/(decrease) in creditors	(11,297)	(145,303)
	<u>164,325</u>	<u>(335,317)</u>
Net cash provided by/(used in) operating activities	164,325	(335,317)
Cash flows from operating activities		
Net cash provided by/(used in) operating activities	164,325	(335,317)
Cash flows from investing activities		
Purchase of fixed asset investments	-	-
Proceeds from disposals of fixed asset investments	-	-
Rents received	91,741	93,722
Interest received	7,320	4,423
Dividends received	57,486	58,000
	<u>156,547</u>	<u>156,145</u>
Net cash provided by/(used in) investing activities	156,547	156,145
Net cash provided by/(used in) financing activities	<u>-</u>	<u>-</u>
Change in cash and cash equivalents during the reporting period	320,872	(179,172)
Cash and cash equivalents at the beginning of the reporting period	<u>1,111,696</u>	<u>1,290,868</u>
Cash and cash equivalents at the end of the reporting period	<u>1,432,568</u>	<u>1,111,696</u>
Analysis of cash and cash equivalents		
Cash at bank and in hand	<u>1,432,568</u>	<u>1,111,696</u>
Total cash and cash equivalents	<u>1,432,568</u>	<u>1,111,696</u>

1. ACCOUNTING POLICIES:

The principal accounting policies are summarised below. They have been applied consistently throughout the year and in the preceding year.

a) **Basis of preparation and assessment of going concern**

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Church Accounting Regulations 2006, the requirements of the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with Financial Reporting Standard applicable in UK and Republic of Ireland (SORP FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The PCC constitutes a public benefit entity as defined by FRS 102.

The presentation currency for the financial accounts is the pound Sterling (£)

The members of the PCC 'the trustees' consider that there are no material uncertainties about the PCC's ability to continue as a going concern.

b) **Fixed Asset Investments**

Equity investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

c) **Realised gains and losses**

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value.

d) **Current Assets**

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

e) Fund Accounting

Unrestricted funds are available for use at the PCC's full discretion in meeting the objectives of the Charity. If parts of the unrestricted funds are earmarked at the discretion of the trustees for a particular purpose; they are designated as a separate fund. This designation has an administrative purpose only and does not legally restrict the trustees' discretion to apply the fund.

Restricted funds can only be applied for particular purposes within their objects. The restriction may apply to the use of income or capital or both.

Endowment fund is a form of restricted fund which the trustees are legally required to invest or to keep and use for the Charity's purposes. Endowment may be expendable or permanent.

Expendable endowment is an endowment fund where the trustees have the power to convert the property (i.e. land, buildings, investments or cash) into 'income'.

Permanent endowment is property of the charity (including land, buildings, cash or investments) that the trustees may not spend as if it were income.

f) Income Recognition

All income included in the Statement of Financial Activities, is recognised when the Charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

The following specific policies are applied to particular categories of income:

- 1) Voluntary income is received by way of donations and gift aid and is included in full in the Statement of Financial Activities when receivable.
- 2) Investment, trading and rental income are accounted for when receivable.

g) Expenditure recognition

All expenditure is recognised on an accruals basis. The following specific policies are applied to particular categories of expenditure.

- 1) Costs directly attributable to the activities of the parish church include repairs and maintenance of the parish church's buildings.
- 2) All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- 3) Grants are payable in furtherance of the Charity's objectives.
- 4) The diocesan Common Fund contribution is accounted for when paid.

h) Pension Costs

St Marylebone PCC (PB 2014) participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SOFA in the year are contributions payable 2019: £20,008 (2018: £20,415).

A valuation of the scheme is carried out once every three years. The most recent scheme valuation completed was carried out as at 31 December 2016. This revealed, on the ongoing assumptions used, a surplus of £0.5m. There is no requirement for deficit payments at the current time.

Pension Builder 2014 will be valued in relation to the lump sum payable to members at normal pension age. There are no annual pension benefits. Pension Builder 2014 commenced in February 2014 so the first full valuation of that section will be carried out with reference to the next CWPF valuation date, 31 December 2019

i) **Reserves for Future Capital Expenditure**

The Charity Trustees are responsible for determining their policy with regards to reserves to meet future requirements.

2. INCOME AND ENDOWMENTS:

	Notes	Unrestricted Fund £	Restricted Fund £	Endowment Fund £	Total 2019 £	Total 2018 £
Donations						
Gift Aided Donations		38,405	-	-	38,405	30,495
Gift Aid Recovered		20,844	-	-	20,844	10,748
Collections		51,716	-	-	51,716	47,873
Other Donations		4,775	-	-	4,775	2,240
Counselling Donations		127,747	-	-	127,747	117,497
Grants, including Guild of Health		359,575	-	-	359,575	631,377
		<u>603,062</u>	<u>-</u>	<u>-</u>	<u>603,062</u>	<u>840,230</u>
Other Income						
Sale of CD & Cards		13,357	-	-	13,357	4,836
Festival Revenue		9,891	-	-	9,891	12,638
Claims & Other Income		52,687	-	-	52,687	68,407
Licence Fees & Service Charges	7	234,605	-	-	234,605	462,404
Church Lettings		130,905	-	-	144,510	144,510
Car Park Lettings		48,070	-	-	48,070	47,308
Coffee Cart Licence Fee		7,800	-	-	7,800	8,000
		<u>497,315</u>	<u>-</u>	<u>-</u>	<u>497,315</u>	<u>748,103</u>
Investment Income						
Property Income	6	91,741	-	-	91,741	93,722
Bond & Bank Interest Received		-	-	7,320	7,320	4,423
Dividends		-	-	57,486	57,486	58,000
		<u>91,741</u>	<u>-</u>	<u>64,806</u>	<u>156,547</u>	<u>156,145</u>
TOTAL INCOME		<u>1,192,118</u>	<u>-</u>	<u>64,806</u>	<u>1,256,924</u>	<u>1,744,478</u>

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3. ANALYSIS OF RESOURCES EXPENDED:

	Notes	Unrestricted Fund £	Restricted Fund £	Endowment Fund £	Total 2019 £	Total 2018 £
Buildings and Crypt						
<i>Changing Lives</i> Project		344,080	-	-	344,080	430,344
Piano		145	-	-	145	-
Verge		-	-	-	-	-
		<u>344,225</u>	<u>-</u>	<u>-</u>	<u>344,225</u>	<u>244,679</u>
 Directly relating to Church Activities						
Diocesan		129,562	-	-	129,562	136,648
Clergy & Other Expenses		39,548	-	-	39,548	25,579
Sacristy		5,442	-	-	5,442	3,464
Repairs & Maintenance	8	51,706	-	-	51,706	91,319
		<u>226,258</u>	<u>-</u>	<u>-</u>	<u>226,258</u>	<u>259,010</u>
 Fundraising & Publicity						
Advertising		3,397	-	-	3,397	3,950
 Other Activities						
Property Management		23,297	-	-	23,297	42,557
Music	9	98,051	-	-	98,051	100,995
		<u>121,348</u>	<u>-</u>	<u>-</u>	<u>121,348</u>	<u>143,552</u>
TOTAL		<u>695,228</u>	<u>-</u>	<u>-</u>	<u>695,228</u>	<u>836,856</u>

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4. ANALYSIS OF CHURCH MANAGEMENT AND ADMINISTRATION:

	Notes	Unrestricted Fund £	Restricted Fund £	Endowment Fund £	Total 2019 £	Total 2018 £
Church Management & Administration						
Staff Costs	10	279,839	-	-	279,839	261,836
Counselling Services	11	168,004	-	-	168,004	170,327
Office Expenses		151,426	-	-	151,426	103,867
Utilities & Services		24,914	-	-	24,914	15,821
Insurance		19,082	-	-	19,082	18,703
Audit Fee	5	5,361	-	-	5,361	4,758
Professional Fees		21,050	-	-	21,050	-
Bank Charges		1,563	-	-	1,563	242
TOTAL		671,239	-	-	671,239	575,554

5. NET (OUTGOING)/INCOMING RESOURCES FOR THE YEAR:

Net Outgoing Resources are Stated after Charging:	2019 £	2018 £
Auditors' Remuneration	5,361	4,758

6. PROPERTY INCOME:

	2019 £	2018 £
38 Nottingham Place, W1	91,741	93,722
	91,741	93,722

7. LICENCE FEES AND SERVICE CHARGES:

	2019 £	2018 £
Marylebone Health Centre	223,000	430,408
Royal Academy of Music	11,605	31,996
	234,605	462,404

8. REPAIRS & MAINTENANCE:

	2019 £	2018 £
General repairs and maintenance to the Church	51,706	91,319

9. MUSIC

	2019 £	2018 £
Director, Assistant Director and Organist, Choir & Instruments	98,051	100,995

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10. STAFF COSTS

	2019	2018
	£	£
Salaries & Wages	232,355	201,024
Social Security Costs	19,042	15,404
Pension Costs	20,008	20,415
Self Employed	7,859	23,918
Recruitment	225	710
Other Staff Expenses	350	365
	<u>279,839</u>	<u>261,836</u>

During the year the PCC employed (full time), the Operations Director, Buildings Manager, Assistant Buildings Manager, Parish Administrator, Pastoral Assistant, Administrator of the Healing and Counselling Centre, Activity and Project Coordinator, and (part time) the Director of Music, Finance Officer, Pastoral Assistant (HR), Development Director, Grants and Trusts Manager, Buildings Assistant, and Cleaner, none of whom earned employee benefits excluding employer pension costs of more than £60,000 during the year.

The average number of direct employees during the year was 14 (2018: 14).

11. COUNSELLING FEES:

	2019	2018
	£	£
Healing & Counselling Centre	168,004	170,327

12. TAXATION:

The Charity is exempt from tax on income and gains falling within S524 of ITA2007 and s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13. FIXED ASSET PROPERTY:

	2019	2018
	£	£
Cost	Nil	Nil

All expenditure incurred during the year on consecrated or beneficial building and moveable Church fittings, whether maintenance or improvement, is written off as expenditure in the Statement of Financial Activities and is separately disclosed.

Unconsecrated land and buildings:

The freehold of Church House in 38 Nottingham Place W1 is held by the London Diocesan Fund as custodian trustee, with the PCC acting as a managing trustee. It is valued at £nil in the accounts but its estimated market value following a valuation done by Carter Jonas in October 2018 amounted to £5,250,000.

14. HERITAGE ASSETS:

Historic silver located in the Parish Church is considered to be heritage assets which are used for ecclesiastical purposes. In March 2013, the historic silver was valued for insurance purposes at approximately £250,000. Expenditure which is required to repair or maintain the historic silver is recognised in the Statement of Financial Activities when it is incurred. The PCC maintains a list of its collection of heritage assets and this can be consulted by appointment with the Church Wardens.

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15. FIXED ASSET INVESTMENTS:

	Cost	Market Value at 1.1.19	Additions / (Disposal)	Movement in year	Market Value at 31.12.19
	£	£	£	£	£
CCLA	2,650,000	3,515,947	-	501,301	4,0172,248
	<u>2,650,000</u>	<u>3,515,947</u>	<u>-</u>	<u>501,301</u>	<u>4,0172,248</u>

Unrealised gain on fixed asset investments during the year amounted to £501,301 (2018: £90,132).

16. DEBTORS:

	2019 £	2018 £
Rent Arrears Trade Debtors		
Other Debtors	-	423,382
Prepayments and accrued income	113,224	122,044
	1,584	11,094
	<u>114,808</u>	<u>556,520</u>

**17. CREDITORS: AMOUNTS FALLING DUE
WITHIN ONE YEAR:**

	2019 £	2018 £
Sundry Creditors	10,074	28,033
Accruals & deferred income	11,109	4,447
	<u>21,183</u>	<u>32,480</u>

18. UNRESTRICTED INCOME FUNDS:

	Balance at 1.1.19 £	Movement in year £	Balance at 31.12.19 £
Building Fund	88,000	-	88,000
Donations Fund	30,000	-	30,000
General Fund	453,136	(173,328)	279,808
	<u>571,136</u>	<u>(173,328)</u>	<u>397,808</u>

The unrestricted funds are available for use at the full discretion of the PCC.

19. RESTRICTED INCOME FUNDS:

	Balance at 1.1.19 £	Movement in year		Balance at 31.12.19 £
	£	Incoming Resources £	Resources Expended/ Transferred £	£
Schoenlaub Donation	1,021	-	(1,021)	-
	<u>1,021</u>	<u>-</u>	<u>(1,021)</u>	<u>-</u>

20. ENDOWMENT FUNDS:

	Balance at 1.1.19	Movement in year		Balance at 31.12.19
	£	Incoming Resources £	Resources Expended/ Transferred £	£
Endowment Fund	4,579,526	566,107	-	5,145,633
	<u>4,579,526</u>	<u>566,107</u>	<u>-</u>	<u>5,145,633</u>

21. RELATED PARTY TRANSACTIONS:

Payments to the London Diocesan Fund of £129,562 (2018: £136,648) were made in respect of the Rector (stipend, accommodation and pension), Assistant Curate and HCC Director (stipend and pension only) as well as other central church costs. £82,800 of the total related to the Rector and central church costs, while the remainder pertained to the Assistant Curate and HCC Director.

The remaining members of the Council all give freely their time, expertise, and other resources without any form of remuneration or other benefit in cash or kind during the current and previous year.