Parochial Church Council St Marylebone
for the year ended 31st December 2018

StMarylebone
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 2018

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
Parochial Church Council St Marylebone
for the year ended 31st December 2018

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Annual Report for the Year ending 31st December 2018

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 for the Two Cities. 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 the Regent's Park Outer Circle in the West to (approximately) Great Portland Street and Broad Walk in the East, and from Albert Road, in the North to (approximately) George Street and New Cavendish Street in the South. Regent's Park (including the London Mosque, US Ambassador's residence 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 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
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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 or 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).

PCC members are not generally allowed also to be employees of the PCC in receipt of remuneration. However, special dispensation was obtained from the Charity Commission for the Director of Healing & Counselling and the Director of Music (whilst serving as a Deanery Synod Representative) to be members.

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:

<table>
<thead>
<tr>
<th>Name, Office Held</th>
<th>Appointing Office</th>
<th>Term of Office</th>
</tr>
</thead>
</table>
| The Rev’d Stephen Evans  
Rector of St Marylebone with Holy Trinity, St Marylebone Chaplain | The Crown | Ex-Officio, concurrent with office |
| The Rev’d Edward Thornley  
Assistant Curate of St Marylebone with Holy Trinity, St Marylebone Chaplain | The Rector | Ex-Officio concurrent with licence until July 31st 2018 |
| The Rev’d Jack Noble  
Assistant Curate of St Marylebone with Holy Trinity, St Marylebone Chaplain | The Rector | Ex officio concurrent with licence from September 2018 |
| The Rev’d Andrew Tyler  
Assistant Curate of St Marylebone with Holy Trinity, St Marylebone, Priest Pastor and Director of the St Marylebone Healing & Counselling Centre | The Rector | Ex officio concurrent with licence from February 2018 until August 2018 |
| Emeka Ova  
Crown Warden | The Crown, on the advice of the Rector | Ex-officio - concurrent with office to APCM 2019 |
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<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Tenure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brenda Elise Ormerod</td>
<td>Churchwarden &amp; Hon. PCC Secretary</td>
<td>to APCM 2019</td>
</tr>
<tr>
<td>Jo Sumpter</td>
<td>Churchwarden</td>
<td>to APCM 2019</td>
</tr>
<tr>
<td>Jenni Kightley</td>
<td>Crown Sidesman</td>
<td>concurrent with office</td>
</tr>
<tr>
<td>R. Wyndham Lloyd-Davies</td>
<td>Deanery Synod Representative 2 Deputy Churchwarden</td>
<td>to APCM 2019</td>
</tr>
<tr>
<td>Alla Murphy</td>
<td>Deanery Synod Representative 3 Safeguarding Officer</td>
<td>to APCM 2021 as</td>
</tr>
<tr>
<td>Ann Marie Johnson</td>
<td>Deanery Synod Representative 4</td>
<td>to APCM 2021 as</td>
</tr>
<tr>
<td>Andrew Hine</td>
<td>Deanery Synod Representative 5</td>
<td>to APCM 2021 as</td>
</tr>
<tr>
<td>Thomas F. Moore</td>
<td>Honorary PCC Treasurer until 4th July 2019</td>
<td>to APCM 2021 as</td>
</tr>
<tr>
<td>Beth Kostick</td>
<td>Honorary PCC Treasurer from 4th July 2019</td>
<td>to APCM 2019</td>
</tr>
<tr>
<td>Caroline Morton</td>
<td></td>
<td>to APCM 2019</td>
</tr>
<tr>
<td>Frances Endres</td>
<td></td>
<td>to APCM 2019</td>
</tr>
<tr>
<td>Leah Mitchell Waite</td>
<td></td>
<td>to APCM 2019</td>
</tr>
<tr>
<td>Samantha Gunasekera</td>
<td></td>
<td>to APCM 2020</td>
</tr>
<tr>
<td>Rob Wijeratna</td>
<td></td>
<td>to APCM 2020</td>
</tr>
<tr>
<td>Emily Maynard</td>
<td></td>
<td>to APCM 2021</td>
</tr>
</tbody>
</table>

- Annual Vestry Meeting as CW
- Elected by Annual Meeting of Parishioners
- The Crown on the advice of the Rector
- Elected by Annual Meeting of Parishioners
- Appointed SO by PCC
- Elected by Annual Meeting of Parishioners
- Ex officio as Hon Treasurer
- Elected by Annual Meeting of Parishioners
- Elected by Annual Meeting of Parishioners
- Elected by Annual Meeting of Parishioners
- Elected by Annual Meeting of Parishioners
- Elected by Annual Meeting of Parishioners
2.2 The Parochial Church Council

The PCC met six times in the year since the APCM on 30th April 2018 (2017: seven times). The following were invited as ex-officio observers because of their roles within the Parish Church: Adé Adigun (Children’s Champion) and 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), Ross Marshall (Pastoral Assistant General), Lucy Hodges (Pastoral Assistant General) from 1st September, 2018, Jane Gray (Human Resources & Pastoral Assistant Young Church), Gavin Roberts (Director of Music); William Everitt (Safeguarding Officer); Ginny Walton (Activity Coordinator, Changing Lives).

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 six times in 2018 (2017: six). Attendance 83% (2017 average 84%).

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
Civvalls Limited
Chartered Accountants and Statutory Auditors
50 Seymour Street, W1H 7JG
3.0 Electoral Roll, Church Attendance, Sidesmen and Registers

3.1 Electoral Roll & Church Attendance

Electoral Roll 2019

There are 269 (421 2018) individuals on the Electoral Roll for 2019 – 2020. Of these, 20 are residents and 249 non-residents. This is the first year of the current cycle.

The 2019-20 Electoral Roll to date:

The year 2019 starts the beginning of a new 6-year cycle for the Electoral Roll. This means that the previous electoral roll is archived, and we start fresh asking people to re-submit electoral forms to re-join the roll. As of the 12th March 2019, 269 people have returned new electoral roll forms.

Of these:

• 20 are resident in the parish

• 249 are non-resident in the parish

Of the 269 people who have filled in Electoral Roll forms, 139 are new members to the Electoral Roll, and 106 appear on the previous electoral role. This means that there are 315 people who were on the Electoral Roll last year and have not completed a new form.

The difference in numbers from last year to this year is 152.

The usual Sunday communicants at the morning services remains stable at 185 (2018:185) out of an average congregation of around 235 (2018: 255) (290 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. 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.

3.2 Sidesmen

In February 2019, Mrs. Jenni Kightley, who had served as The Crown Sidesman for thirteen years, since 2006, resigned the position she was appointed to by The Crown Estate, on behalf of the Crown.

Mrs. Kightley thanked The Crown Estate for the appointment, the Rector, Churchwardens and numerous sidesmen with whom she had worked over the years, noting that she had very much enjoyed the position, as it had allowed her to contribute to the work of the Church, both as a member of The Standing Committee and The Parochial Church Council. Unfortunately, due to more demands on her time over recent months, she had felt that it would be an appropriate time to hand over to someone else who would have more time to devote to Church matters, have new ideas and bring a fresh perspective to the position. She had, additionally, stood down from both The Standing Committee and The Parochial Church Council, which had been part of The Crown Sidesman’s role.
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In 2018 a total of 15 people served as regular Sidesmen. Of those appointed, Peggy Agnew stepped down as a sidesmen from the early morning services. Peggy had been faithfully performing her duties for some years, but was unfortunately unable to continue and we thank her for all she has done. Ella Prest, who had been a sidesmen the previous year, made a welcome return from time spent abroad. We were grateful for her support, but after some discussion Ella decided not to continue with sidesmen duties.

During the latter part of the year, Colin and Mary Dix kindly offered to become sidesmen. As Kingsley Emovon was not travelling on business so much, he gladly agreed to move from the reserve list to the regular list.

In 2019, therefore, there is a total of 17 people for appointment as regular Sidesmen. They are Natasha Back, Roy Bennett, Farina Burton, Matthew Denny, Colin Dix, Mary Dix, Kingsley Emovon, Frances Endres, Julia Flower, Leanne George, David Haynes, Andrew Hine, Tina Onah, Ngozi Onyiaeha, Sade Orals, Elizabeth Queenan and Rob Wijeratna.

The reserve sidesmen to be appointed this year are 5 in number. They are Adé Adigun, Clare Alexander, Jordan Bell, Vesta Burgess and Anne Hamilton. We have again had to draw on reserve sidesmen quite often during the year, and we are grateful for their continuing support, particularly during busy periods.

Although 17 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. Most of these volunteers, however, prefer to cover the 11.00am service, and consequently the 8.30am services and the 6.00pm services are still very short of regular sidesmen. Both the regular and reserve sidesmen are always kind enough to help with these two other services, but it would be very helpful to have more regular sidesmen for the early morning and evening services. I am, once again, very grateful to Dorminyas Samsonas, St. Marylebone's Assistant Buildings' Manager, who has taken up sidesmen duties at the 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 always well supported by the team.

As ever, St. Marylebone and the Crown Sidesman warmly thank all those people who voluntarily undertake the duties of a Sidesmen. 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.

On a personal note, I would like to thank The Rector, members of the Clergy, The Church Wardens and all the sidesmen who have shown their enduring support for me over the years. I am very touched by all those who have spoken to me and written such kind notes, following my resignation. I shall miss working with everyone, but shall continue to enjoy friendships made, worship, our splendid choir and the beautiful music at St. Marylebone, all of which are a source of much joy.

I wish everyone, and the new Crown Sidesman all the very best for the future.

3.3 Servers

The rota of crucifers and servers has continued to benefit from the involvement of many members of Young Church and their parents, as well as four or five adults. Approximately twenty adults and children are on the rota to carry out the duties of crucifer, server, and acolytes on Sundays and special services. Emy Onah, Obiamaka Ojukwu, Adekunle Bambgbouye and Lucy Hodges are licensed to
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administer the chalice when required to do so, as well as Susan Anderson from The St Marylebone CE School at School Eucharists.

4.0 Review of Progress and Achievements

4.1 Music and Special Services

The St Marylebone music department continues to play an active role in the Church’s liturgical calendar as well as other extra-liturgical performances. Our choir, which has maintained its impressively loyal membership, bade farewell to our talented countertenor Timothy Morgan after 4 years’ service. We have since welcomed mezzo-soprano Helen Stanley, a long-time regular deputy singer, who has already proved herself an invaluable member of the team, and has continued Tim’s legacy of singing solos of the highest quality. Indeed, the standard of music-making continues to soar, and the choir and Rieger organ have led our worship each Sunday, as well as for the many extra ‘special’ services.

The repertoire has continued to expand, and in the 100th anniversary year of Women’s Suffrage, notable additions to the choir’s repertoire have been the Mass in A Minor by Imogen Holst, and anthems by Judith Weir, Roxanna Panufnik, Rebecca Clarke and Cecilia McDowall. As ever, on May 18th we took part in The London Festival of Contemporary Church Music in which we performed our specially commissioned Missa Sancta Maria Tota Bona by Paul Mealor, alongside outgoing organ scholar Bertie Baigent’s Ascension, a setting of a poem by John Donne. As usual, December saw us provide music for carol services and concerts for many charities, schools, universities and other organisations. Of special note was The Lord’s Taverners carol service, which was broadcast on Classic FM for the second year running.

2018 saw many music staff changes, and at Easter we bade farewell to our Assistant Director of Music, Thomas Allery, who has taken up a post as Director of Music at St Mary-le-Bow. Tom is a consummate musician, and of course an excellent conductor, who could always be trusted to maintain high musical standards in the absence of the Director of Music. We wish Tom the best for what will undoubtedly be a bright future. Such able shoes have been amply filled by our new Assistant Director of Music, Jamie Rogers, who joined us in June. Jamie has impressed us particularly with his inspiring manner with the Junior Choir (see separate report), and excellent organ playing on Sunday mornings. Jamie is studying for a Masters’ degree in Organ Studies at the Royal Academy of Music. Jamie also took over the running of the Sunday organ recital series (the first Sunday of each month at 4pm) which profiles our wonderful Rieger organ.

2018 saw 11 recitals from visiting recitalists alongside members of our own music staff. In September Bertie Baigent ended his two years as our organ scholar to take up a post as Assistant Conductor of the Colorado Symphony Orchestra. We have been lucky to have such a gifted and multi-faceted member of our team as Bertie, and his festival concert conducting The London Young Sinfonia in Strauss’ Metamorphosen and Finzi’s Dies Natalis (with tenor soloist Mark Wilde), was a moving tribute to his extraordinary development as a musician. Following Bertie’s departure, we welcomed Callum Anderson as our new organ scholar, who has already maintained the high standards of organ playing set by his predecessors, as well as performing his duties at The St Marylebone School, and assisting Jamie with the running of the Junior Choir. Callum is studying for a Masters’ degree in Historical Performance (harpsichord) at the Royal Academy of Music.

The musical highlight of 2018 was The St Marylebone Festival which ran from 21-27 July. As usual, Elizabeth Queenan, aided by her team of volunteers excelled themselves as we experienced yet
another week of musical and theatrical delights. We continued the tradition of seeking sponsorship and support (financial, inbibable and edible) from our local community. This was the third festival we have staged at the church, which celebrated the rich cultural history of the church and the many personalities connected with it. In the sweltering July heat, we kicked-off with a ‘Come and Sing’ day with the nation’s favourite composer, John Rutter (our new Festival Patron, and who was born above the nearby Globe Pub), attended by some 200 singers. The rest of the week saw us celebrate our connections with other famous figures such as Lord Byron, Ethel Smyth and Gerald Finzi, as well lesser-known locals, such as Noel Mewton-Wood and Joseph Woeill (a recreation of a piano duel between Beethoven and the lesser-known Marylebone resident Woeill, where themes for improvisation were chosen by the audience!). We witnessed the two-piano version of Holst’s Planets, and we recreated the Marylebone of the past at a Fête Galante Masquerade, a concert of music from the 18th Century Pleasure Gardens of Old Marylebone, as well as an 1870s-style dinner and soirée on the final evening, entertainingly led by members of our parish choir. The festival continues to be an excellent way to explore new ways of reaching out to our local community, chiming perfectly with our Changing Lives project. All this fantastic work is made possible by the continued 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 more than 30 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 and Maths Hub, 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. Alongside our two schools we 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 continues to be at the 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
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congregation and newcomers to find welcome and safe space in which they can reflect, pray and grow.

5.1 Open Door

Open Door continues to grow in number and impact. The fortnightly gathering of around 17-20 is a wonderful mixture of Sunday congregation, their friends, isolated people who have wandered off the street and become friends, international students from the University, asylum seekers, people suffering with poor mental health who have been referred to Open Door for company etc. The sessions provide a combination of friendship, support, food, conversation, Christian discussion and learning, prayer and light-hearted hymn singing. Topics have included 'The Eucharist', 'The Jesus Prayer', 'Hands in worship' and 'Loneliness'. Amongst the often isolating and dehumanising nature of city centre life, Open Door is a quirky but powerful expression of the Body of Christ at St Marylebone. Jackie Keses, Fr Jack and Lucy Hodges facilitate Open Door as a team. Thanks to Dom and Elena for their practical help too.

5.2 Music for the Moment

This simple but effective collaboration between the Royal Academy of Music, Resonate Arts Westminster, St Marylebone Parish Church and The St Marylebone CE School continues to grow in popularity. A very wide constituency of attendees continues to grow month by month. Attendees primarily include people living with dementia, their supporters, people living with complex mental health, and social isolation. Publicity and word of mouth now mean that our draw is wider than ever, including the Royal Hospital Chelsea. The programmes have been varied, rich and high quality. The Year 9 girls who serve as stewards and hosts have been a credit to our school. People arrive in various states of disorientation and weariness, but very soon the infectious atmosphere is one of heart-warming hospitality, conviviality across ages and backgrounds, and a shared appreciation of beautiful music. St Marylebone Parish Church and The St Marylebone CE School are rightly proud of this simple but effective service of our community as an outworking of our dignity as children of God.

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

On behalf of St Marylebone Parish Church, Fr Jack has continued Fr Edward’s role of liaising between our schools and these two important local centres of Christian ministry to homeless and vulnerable people. Harvest Offerings and collections have been a major part of this. Fr Jack has also begun to explore the practicality of The St Marylebone CE Schools’ children conveying left over sandwiches for use at the West London Mission.

5.4 Food for Thought

The momentum for Christian fellowship among 20 – 30 year olds in small groups has been growing, after the natural break of Fr Edward’s departure and Fr Jack’s arrival. This is an area of special focus for Fr Jack in 2019.

5.5 Carol Services

The number of requests from national charities, universities, schools and other organisations to hold Carol Services in the parish church in the run up to Christmas continues to grow. Indeed demand now outruns supply with many institutions and charities booking two or even three years ahead. These services place huge additional burdens on clergy, the parish office and Buildings’ team as well our
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Director of Music, Assistant Director of Music, Organ Scholar and Parish Church Choir. The annual Lords’ Taverners service was, once again, recorded and broadcast by Classic FM. In 2018, 13,000 people attending our carol services raising an estimated £230,000 for the charitable causes promoted.

5.6 The St Marylebone CE School

Fr Jack Noble succeeded Fr Edward Thornley as Chaplain in September 2018 and got off to a flying start quickly building on the firm foundations Fr Edward had laid. The SIAMS (Statutory Inspection of Anglican and Methodist Schools) inspection took place in May 2018 and the school was, once again rated Outstanding in every category. Inspectors reported that St Marylebone is a vibrant warm-hearted community which lives out its Christian vision and has a profound effect and positive impact on all aspects of students’ development. There is a palpable sense of St Marylebone as an exceptionally harmonious and inclusive school. Their experience of the school’s ethos unifies a diverse community. Exemplary pastoral care based on Christian values, with highly effective systems for tracking and supporting students’ progress, enable learning and achievement to flourish. The chaplain plays a key role in developing and expressing the school’s Christian character. 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. Students are empowered by high quality experiences and positive relationships within this inspirational Christian environment. 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. A pair of screens and projectors installed in the parish church (funded by the St Marylebone Educational Foundation) has greatly enhanced the students’ experience of worship by allowing students to see what is going on wherever they sit in the building.

5.7 The St Marylebone CE Bridge School

The Bridge continues to provide innovative education for students with statements or EHC plans for Speech, Language and Communication needs. Kate Miller was appointed Headteacher in succession to Dominic Sunderland who has assumed the role of Senior Leader (Strategic and Statutory Operations). Summer 2018 saw the first through cohort of students sit public examinations and move on to sixth form education. Whilst the search for permanent premises continues, huge progress has been made on this front with an exciting announcement awaited. Fr Jack has already become a big ‘hit’ with staff and students.

Both schools value their growing links with the other schools of the Woodard Corporation, a relationship strengthened by the welcome and active participation of our Woodard Provost, the Rt Revd Alan Lacids, SSC, at school events and as Confirming Bishop each January.

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. During 2018, the Superintendent Minister, the Revd Sue Keegan von Allmen, was replaced as Superintendent Minister by the Revd Peter Cornick.
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

The St Marylebone Changing Lives project has continued to shape the work of the parish church throughout 2018.

During 2018 the project has faced many severe challenges. In the spring of 2018 the project was discovered to be £2.2 million over budget and this blow was very quickly compounded by news that the roof structure and covering had both failed. As a result of the investigations carried out to the roof, the parish church was placed on the Historic England Buildings at Risk National Register.

Permission was obtained by the Heritage Lottery Fund (since February 2019 the National Lottery Heritage Fund) to rescope the project so that the main focus of work would be replacing the roof. Rescoping works continued throughout 2018 to prepare for a new submission, still in the sum of £8.6 million in March 2019. This submission removes the café, community hall lift, staircase and pavilion extensions to the east of the parish church along with the major reordering of the crypt but provides for a new slate roof covering with reformed lead gutters/flat roofs, with repaired supporting timber structure and roof insulation; secures the 1883 and 1813 ceilings; carries out the most urgent necessary repairs to the historic fabric of this building including rainwater goods, clock tower repairs and stonework; provides a new staircase and compliant lift to ensure this building’s sustainability and improved access, including an east-west crypt corridor, for all users of the parish church; engages the public with the story of “St Marylebone the great city north of Oxford Street”; carries out associated necessary re-ordering of the MHC to compensate for loss of space caused by relocating lift and staircase; carries out necessary M&E work to include heating, lighting, ventilation to crypt, Browning
Room and ancillary spaces; refurbishes the crypt toilets and provides draft-proofing to the 3 Entrance Lobbies/Vestibules.

The Development Phase has continued under the direction of Dr Stuart Page assisted by Giany Walton in her role as the Activity Coordinator. Penny Jonas was employed as the Development Director until the end of March 2018 and has been supported by Peta McRedmond in her role as Grants, Trusts and Foundations Director. The other members of the Changing Lives team are: Project Directors: Focus Consulting (Ellie Clarke, Florence Andrews); Multidisciplinary Design Team: Caroe Architecture Architects (Oliver Caroe, Touseer Ahmed, Mark Hammond (Project Lead); Construction Design Management: Philip Waller Consulting; Furniture & Fittings Design and Manufacture: Luke Hughes & Co (until June 2018); Urban Landscape Design: Robert Myers Associates (until June 2018); Construction Logistics and Constraints: Alan Baxter Associates; Mechanical & Electrical Services: CBG; Accessibility Consultants: IDACS; Fire Engineering: LWF; Building Control: OCULUS; Wayfinding, Signage & Exhibition Design: PLB; Acoustics: Lee Cunningham Partnership; Visitor Flow: Crowd Dynamics; Heritage Management Consultant: Donald Insall Associates (Hamish Parham, Megan Hari, Frances Halahan); Quantity Surveyors: Huntly & Cartwright (until autumn 2018), Synergy (Duncan and Victoria (from autumn 2018); Capital Project Manager: Focus Consulting (Mike Lee (until spring 2018), Ellie Clarke, Florence Andrews); Activity & Evaluation Consultants: CCN (Katie Norgrove, Sophia Mirchandani, Alix Slater); Catering Consultant: Kendrick Hobbs (Mike Hobbs) (until June 2018); Business Plan Consultant: DCA (David Clark, Lucy McCall, Julia Thomason, Susan Carter).

It is still hoped that the rescoped Changing Lives project will: tell the fascinating urban, medical, artistic and literary story of St Marylebone "the great city north of Oxford Street; improve the parish church’s provision of community, meeting, display and performance space; continue to work with the Church Army and other community stakeholders, enable fully-accessible access to our monumental Grade I-listed parish church and conserve and consolidate the parish church’s historic fabric for future generations.

We have continued to benefit from the input of an Advisory Panel involving Mr Wyndham Lloyd-Davies, FRCS, Deputy Church Warden; Dr David Haynes, Academic Archivist; Andrew Hine, Solicitor; Tom Alexander, Architect; Jenny Hancock, Creative Director, Howard de Walden Estate Company; Colin Dix Hotelier/Hospitality Consultant; John Bornholt, Business Representative; Dianna Evans, Historic England, Head of Places of Worship and Advice and Margaret Pollock, Community Entrepreneur. In 2018 Mark Harris, Architect, Caroline Morton, Project Manager, and Andrew Edwards, Development Consultant, also joined the team.

In the autumn of 2018, the parish church became the first parish church in England to be assisted by the Association of English Cathedrals through a peer review and mentoring programme.

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

5.12 The Crypt Art Exhibitions

The parish church’s association with Contemporary British Painting has continued in the Crypt Hall throughout 2018 with several excellent exhibitions during the year. (www.contemporarybritishpainting.com)
5.13 The Website

A major compromise of the website in 2018 meant that the website had to change platforms and be completely rebuilt. The improved website has been well received and receives 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 300 people. During 2018, 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.

5.14 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 hireings bring in much-needed income.

5.15 Pastoral Assistant

Lucy Hodges joined the staff team as Pastoral Assistant in September 2018 in succession to Ross Marshall who left us in June. Lucy has been a great addition to the team and brought many gifts. The Pastoral Assistant continues to work along Jane Gray with Young Church and Junior Choir, assists the Finance Office and the Chaplain and preaches and serves at the 8.30 am Holy Communion, and occasionally acts as Subdeacon and preaches at the 11.00am Choral Eucharist. We are delighted that Lucy plans to stay with us into 2020. Lucy’s skills continue to grow, her Christian formation deepens, and her discernment of God’s call on her life gains traction.

5.16 The St Marylebone Festival

The 2018 Festival was a great success with some very memorable performances and events. The week of outstanding music, film and performance is proving an ideal way of reaching new audiences and telling 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.

5.17 Hospital & Healthcare Chaplaincy

The Rector continues to provide on-call chaplaincy services to King Edward VII’s Hospital, The London Clinic and the Princess Grace Hospital. The Rector is also a member of the Research Governance and Ethics Committee of The London Clinic and King Edward VII’s Hospital and a Trustee of The Guild of Health and St Raphael.

5.18 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, 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
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Aid Foundation and is a Member of The Church Commissioners for England’s Mission and Pastoral Committee.

6.0 Schools and University Chaplaincy

6.1 Chaplaincy to The St Marylebone CE School – Highlights

Fr Edward’s time at the The St Marylebone CE Schools ended very well indeed. In Activities Week in July 2018, thirty students and three staff travelled to New York, to sing and learn about worship at St Thomas, Fifth Avenue, The Cathedral of St John the Divine, and then travel to Newport, Rhode Island, to stay with The Newport Choir School, which visited St Marylebone in August 2018. This brought to a close another four terms of imaginative and high quality school worship and chaplaincy engagement. Fr Edward’s qualities as a priest left the chaplaincy in exceptionally good health in summer 2018. This is evident in remarkably good and life-giving relationships between the Chaplaincy and senior leadership, staff, students, the spread of school activities, school worship, Thought for the Day and other theological content provision.

In September, Fr Jack inherited this enviable situation and has worked hard to maintain excellence and begin to develop new growth. Highly successful Harvest, Advent and Remembrance Eucharists and the excellent Festival of Nine Lessons and Carols have involved multiple departments and new Chapel Team members. This has been especially pleasing when girls with Special Educational Needs have found a place at the forefront of worship. One example is a Hearing Impaired student now regularly reading Scriptures and Prayers in front of the whole school.

The projector screens that Fr Edward worked hard to obtain via The St Marylebone Educational Foundation have proved a great asset to school worship in weekly assemblies and Eucharists. The screens allow for text, image and video projection, and also ensure complete visibility from every seat in the parish church. We continue to maximise this new capability.

Confirmation classes were well underway by the end of 2018. Numbers of student communicants has steadily increased by a considerable margin at each of the school Eucharists in autumn 2018. Thanks to Fr Edward’s arranging, Fr Jack has also begun to celebrate more intimate teaching Eucharists for 6th Form year groups at Blandford Street. These have been powerful occasions that have precipitated on-going pastoral relationships and striking conversations between Fr Jack and a good number of 6th Formers. It is hoped that these ‘green shoots’ will be developed by Fr Jack’s twice weekly ‘office hours’ at Blandford Street (a pattern initiated at the end of Fr Edward’s tenure) and a Year 10 & 12 trip to the monastery at Tatze in the term 6 of 2019.

Fr Jack continues to work closely and very positively with the Senior Leadership of the School, and the Senior Student Leadership. Fr Jack has intentionally created opportunities for building relationships with staff and students on projects, and in simple daily encounters in school and on the High Street.

Once again, The St Marylebone CE School was rated Outstanding by the Statutory Inspection of Anglican and Methodist Schools (SIAMS) under Section 48 of the Education Act 2005 in 2018.

6.2 Chaplaincy to The St Marylebone CE Bridge School – Highlights

Fr Edward worked hard to cement a rich pattern of Eucharistic and non-Eucharistic worship at The St Marylebone CE Bridge School. Since September Fr Jack has inherited termly Eucharists in addition to themed services (e.g. Remembrance) as an established pattern. The students and staff have (thanks to Fr Edward’s ministry) been open and engaged with the chaplaincy. This is evident in organised
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events such as every year group visiting St Marylebone Parish Church, and simple things like the remarkable engagement of staff and students with worship and the Chaplain’s visits. Fr Jack continues to spend a period of time each week in the classroom, playground and staff room, as well as providing daily reflection and prayer on the theme of the week. The warmth and quality of pastoral relationships even in just the first two terms is wonderful.

6.3 Chaplaincy to The University of Westminster - Highlights

Sadly, The University of Westminster withdrew from a chaplaincy relationship with St Marylebone Parish Church in 2018 as part of their wide-ranging programme of financial cuts and restructuring. The parish Church continues to attract and support Westminster University people on Sundays, a few at Open Door and lots as a house of prayer in the week. Fr Jack will actively explore the potential for resurrecting some informal or otherwise chaplaincy to universities in the parish in 2019. In 2018 the parish church hosted the annual University of Westminster Carol Service and the memorial service for the university’s late Vice-Chancellor Professor Geoff Petts.

7.0 Young Church & Junior Choir

7.1 Young Church Report

Young Church is overseen by Jane Gray assisted by a group of dedicated parents who supervise the children and help with teaching. Ross Marshall left in July, he was succeeded by Lucy Hodges in September. Will Everitt is Safeguarding Officer and Ade Adigun is Children’s Champion. Safeguarding within Young Church remains a priority. 9 Children were confirmed in May.

The number of children attending church on Sundays has grown substantially over the year and is now on average 90 children a week. At the 11am Choral Eucharist children and young people worship with the congregation until before the first lesson and re-join at the communion distribution. In 2018 Young Church continued to focus on activities and games as a way of learning. Year 6 and above have discussions alongside this. The service is relayed in the Browning Room, which is available for parents and under 4 year olds. During half term and school holidays there are activity sheets provided for children to complete in the church. Children actively participate in worship as members of the Youth Choir and Servers Team. The choir has now moved from Friday practice to Sunday after the service.

Young Church now holds regular annual picnics during the summer and a Christmas party after the nativity. Young Church contributes to the services during the year, i.e. Mothering Sunday, Harvest and the Nativity.

7.2 Junior Choir

With all the many staff changes at St Marylebone in 2018, the Junior Choir has proved itself an adaptable body of young people. Beginning the year under the able direction of Thomas Allery, they have now got used to their new Sunday rehearsal time (starting at 12:30pm, with the privilege of singing in the church itself) and are now inspiring led by our new Assistant Director of Music Jamie Rogers, ably assisted by our organ scholar Callum Anderson, who replaced Bertie Baigent in September. We are delighted to have Jamie and Callum in post, who are able to lend us their long experience of working with children in previous posts - something now very important to any musical appointment we make at St Marylebone! As 2018 ends, it is hoped this new direction will lend stability and increase numbers in the group, who perform monthly at the Sunday morning Eucharist during term time.
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The Sunday rehearsal time has enabled extra support from our Pastoral Assistant (Ross Marshall until September, and Lucy Hodges since this time). The advantage of this system has been to ensure strong links between the choir, music staff and young church. Indeed, the Young Church Nativity on December 16th was testament to the excellent singing training that Jamie had provided for the Junior Choir, but also Young Church as a whole. It is hoped to explore more ways to strengthen these bonds in 2019. The Junior Choir is an important part of the church’s musical mission, and providing a vocal and musical training that is often missing in schools. We are, as ever, grateful to the support of the clergy, parents, and Young Church and congregation.

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 has replaced Alla Murphy as the Safeguarding Officer.

8.0 The St Marylebone Healing & Counselling Centre

The year began for the Centre without a Director in post, but hopefully awaiting the arrival of The Revd Andrew Tyler as Director of the Healing and Counselling Centre and Priest Pastor of St Marylebone. He arrived on 12th February and was Licensed on 21st February. Sadly, Andrew left again at the end of his probationary period in early August. As a result, the Rector assumed the role of Director of the Centre with support from Revd Dr Andrew Walker as Associate Consultant. Repeated attempts to appoint a new priest to the role of Director proved fruitless and so a radical restructuring of the management of the Centre was proposed and agreed by the PCC in November, to commence from 1st January 2019.

This sees the Rector of St Marylebone remain as ultimately responsible for the work of the Centre, but for the day-to-day running, Suzanne Hyde joins the staff of the parish church and takes on the enhanced role of Director of Clinical Services. Margaret Sykes also assumes an enhanced role as Practice Manager. Revd Dr Andrew Walker will remain as Associate Consultant. The intention is to appoint a new Priest Pastor of St Marylebone in 2019 who will also work closely alongside the Centre. The day to day work of the Centre has continued smoothly over the year, regardless of the changes occurring around it.

We welcomed Tracy Brown to the team of therapists at the beginning of the year and Aison Bryan and Agata Psula to the team of assessors. Two of our long-standing therapists informed us that they were planning to retire and so have stopped taking on new clients once one ends. This and the ever-increasing demand for places highlighted the need to recruit more and younger therapists. It has been the policy of the Centre to employ only people accredited by the BACP or registered with UKCP. After discussion, it was decided to accept those who are fully qualified, but still working towards accreditation and consequently we interviewed and offered positions to three new people at the end of the year. We have seen a substantial increase in applications for therapy this year, but there has also been a larger number which do not proceed as far as an initial consultation.

In the course of the year we received 93 applications for therapy (79 in 2017). Of these, 39 attended for an initial consultation (the same number as 2017). The total number of people receiving therapy in 2018 was 78 (the same as 2017). About a third 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 the number of referrals coming our way has dramatically reduced. 4 candidates have been seen by our consultant psychiatrists this year. The telephone consultation service for Diocesan Directors of Ordinands (DDOs) has continued. Since April Ministry Division has paid a retainer for this service.

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 and in the course of 2018 have added Chichester and Ely to this number. We now have a team of nine therapists undertaking this work. In the course of the year 114 reports were produced (49 for London and 32 for Chelmsford, 15 for Chichester and 12 for Ely, plus 6 for other Dioceses). Candidates from the Diocese of Oxford are also seen under a slightly different arrangement, with 6 attending between February and December. Eight general psychotherapeutic assessments took place for candidates on a one-off basis. These referrals came from a variety of Dioceses and theological colleges. The Meeting with Coffee has continued through 2018, but the two facilitators, Deirdre King and Martin Taylor announced their intention to move on early in 2019. As there were no obvious successors to lead the group, it was decided that it would be better to close the group temporarily in order to find appropriate people to run it and measures were put in place to do this in such a way that current members of the group would not be left unsupported. It is hoped to reopen the group later in 2019, once there is a new and robust structure in place. We are immensely grateful to all the work Deirdre and Martin have achieved over many years and on an entirely voluntary basis. We currently have four spiritual directors who regularly use our rooms, with a few more on a more irregular basis. We rented rooms for 142 hours in the course of the year (110 in 2017).

We began 2018 with a break-even budget to which the PCC were anticipating a contribution of £29,298. At the end of the year, however, we were able to balance the books by reducing this to £28,937. The Retreat in Daily Life ran from January and concluded in June, but no seminars were held in 2018. On Remembrance Sunday there was a concert by Strictly A Cappella and the Heart of Holland Chorus in aid of the Centre's bursary fund. This raised just under £650 and we are most grateful to all who enabled this highly successful event to take place. We also remain indebted to the Guild of Health for the annual contribution to this fund, which supports those who would not otherwise be able to afford therapy. The Centre ended 2018 on a positive note with the prospect of new beginnings ahead and we look forward to a successful and prosperous 2019.

9.0 The St Marylebone Church of England School

In 2017 – 2018, 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 evident in the ‘outstanding’ graded SIAMS inspection in May 2018. The School celebrated its achievement of World Class Schools status and enjoyed a series of excellent concerts, performances and exhibitions of students’ work and creativity, including A Midwinter Night’s Dream Festival, the Year 9 Award, the CREST Award evening, the Spring Concert and the Carol Service, all of which also served as great fundraisers and a source of joy and pride in the parent community.

Significant curriculum change was handled intelligently at both GCSE and A-Level: whilst a great challenge in terms of new content, new and un-tested assessment criteria, a shortage of guidance, sample papers and grade boundary information, the staff rose to this challenge and pursued excellence. New specifications did not cloud their passion for their subjects! This too was made very clear in the SIAMS inspection, which acknowledged the excellent provision for students’ social, moral, spiritual and cultural education, the high quality of the Worship programme and the compassionate ethos of the School, which lives out its Christian values in daily action.
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In September 2017, the St Marylebone CE School increased its intake in Year 7 by 18 students. Over five years, this will increase the roll by 90 students, creating much-needed additional secondary school places in the borough and bringing increased income to the very stretched budget.

As usual, a huge number of enrichment, trips and activities took place, including an art competition in collaboration with The Marylebone Hotel, a series of Law Talks with leading legal professions, a very active Politics and History Society, the growth of Feminist Society and a very successful PRIDE week. There were also numerous theatre and gallery visits, field trips to the Lake District and Barcelona, an Art trip to New York, Reading Week, Restaurant Challenge, The Maths Factor, The STEM Lego League and many opportunities for volunteering and Community Service in the KS5 Passport and Year 9 Award.

9.1 Examination Results

2017-2018 was yet another very successful year at The St Marylebone CE School. Significant highlights include:

- 85% of students achieved the ‘pass’ grade (4) in both English and Maths GCSE
- Another high GCSE Progress 8 score of 0.6 and Attainment 8 score of 6.13
- 11% of all GCSE results were at the highest Grade 9
- 34% of all GCSE candidates achieved at least one Grade 9
- 59% of all GCSE candidates achieved at least one Grade 8 or 9 (A* or above)
- 75% of all GCSE candidates achieved at least one Grade 7, 8 or 9 (A or above)

Pupil Premium students achieved very well, achieving on average 0.4 of a grade higher across their GCSEs than students nationally with similar KS2 scores.

These GCSE outcomes place The St Marylebone CE School in the top 10% (and possibly top 5%) of schools nationally.

- 13.5% of all A Level results were at the highest Grade A*
- 70.1% of all A-Level results were at Grade A* to B
- 92.4% of all A-Level results were at Grade A* to C

The average progress (value added) of all A-Level students from their entry at Year 12 to their A-Level results was positive.

These results demonstrate that the School continues to stretch their high achievers, and make 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.

As always, our congregation remains well represented on the Governing Body, with 7 of the 23 places being filled by members of our church: The Rector, Jo Sumpter, Adé Adigun, Alla Murphy, Clare Alexander, Helen Fospero and Frances Endres.

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 2017/2018 was the fifth year of operation for the School and the first year for the school to have pupils in all year groups. The Portacabin classrooms have proved highly effective as the search for a permanent site and building continues with EPA and WCC.

11.0 Staff and Volunteers

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

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. Joe Howard and Sylvia Valdes remain as Buildings’ Assistants.

Fr Jack Noble succeeded Fr Edward Thornley as Assistant Curate Chaplain; Pastoral Assistant, Ross Noble was succeeded by Lucy Hodges and in this role continues to provide administrative support to the Finance Office. Jane Gray continues as HR Officer and Pastoral Assistant (Young Church and Families) and Juliana Bica remains as Finance Officer. After a long search, Claire Pinney was appointed Parish Administrator and Rector’s PA; Professor Gavin Roberts remains as Director of Music, with Jamie Rogers having succeeded Thomas Allery as Assistant Director of Music. Bertie Baigent, Organ Scholar, was appointed Assistant Conductor of the Colorado Symphony Orchestra and was succeeded by Callum Anderson.

The Revd Andrew Tyler succeeded the Revd Dr Andrew Walker as Director of the Healing and Counselling Centre in February 2018 but left in August 2018. The Rector assumed the duties of Director of the Healing and Counselling Centre at that point pending a review of the administration needs of the HCC. Margaret Sykes continued as Administrator and Suzanne Hyde continued in her role as Clinical Director. New psychiatrists and psychotherapists continue to be recruited as the work of the HCC continues to grow.

The St Marylebone Changing Lives project continues under the leadership of Dr Stuart Page assisted by Ginny Walon, the Project and Activity Coordinator. Penny Jonas was in post as Development Director until March 2018 and Peta McRedmond continued in her role as Trusts and Foundations Manager.

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, Stidersmen, 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 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 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 and Future Events

13.1 Chaplain

Fr Edward Thornley moved to Dallas/Fort Worth, USA in the summer of 2018. Fr Jack Noble has already proved himself to be a very worthy successor since joining the team in August 2018.
13.2 Parish Administrator and Rector’s Personal Assistant

Elizabeth Queenan’s second period of covering for Ms Smith kept the good ship Marylebone afloat during a far from straightforward search for a successor to Cherish Smith. Claire Pinney joined us from St Matthew’s Westminster and has settled into her new role with great success.

13.3 Director of the St Marylebone Healing and Counselling Centre and Priest Pastor of St Marylebone

In February 2018 we welcomed the Revd Andrew Tyler as Director of the St Marylebone Healing and Counselling Centre and Priest Pastor of St Marylebone. Sadly, Fr Andrew’s tenure with us was not a long one and Fr Andrew left us after being in post for just short of six months.

13.4 Pastoral Assistant

Lucy Hodges joined the staff team as Pastoral Assistant in September 2018 in succession to Roes Marshall who left us in June. Lucy has been a great addition to the team and brought many gifts. The Pastoral Assistant continues to work along Jane Gray with Young Church and Junior Chot, assists the Finance Office and the Chaplain and preaches and serves at the 8.30 am Holy Communion, and occasionally acts as Subdeacon and preaches at the 11.00am Choral Eucharist. We are delighted that Lucy plans to stay with us into 2020. Lucy’s skills continue to grow, her Christian formation deepens, and her discernment of God’s call on her life gains traction.

13.5 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 Safeguarding Framework, 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.

13.6 The Future

2019 will be yet another busy year for St Marylebone with the submission of the St Marylebone Changing Lives Round Two bid to the National Lottery Heritage Fund in March. A full-time Development Director will be appointed along with a restructured embedded fundraising team whose task it will be to secure the long-term viability of the parish church, its worship and its many mission and other community activities.

13.7 Structural Investigations

A full programme of structural investigations has been carried out as part of the Changing Lives project. The results will not only inform the project but all future Quinquennial inspections and the ongoing conservation and maintenance of the parish church.

During 2019 St Marylebone’s Mission Action Plan and its Response to Capital Vision 2020 will be thoroughly reviewed.
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.

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Endowment Funds</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Incoming resources</td>
<td>1,251,711</td>
<td>430,344</td>
<td>62,423</td>
<td>1,744,478</td>
</tr>
<tr>
<td>Resources expended</td>
<td>982,066</td>
<td>430,344</td>
<td>-</td>
<td>1,412,410</td>
</tr>
<tr>
<td>Surplus (deficit) for the year</td>
<td>269,645</td>
<td>-</td>
<td>62,423</td>
<td>332,068</td>
</tr>
<tr>
<td>Gain and (losses) in investments</td>
<td>-</td>
<td>-</td>
<td>90,132</td>
<td>90,132</td>
</tr>
<tr>
<td></td>
<td>269,645</td>
<td>-</td>
<td>152,555</td>
<td>422,200</td>
</tr>
<tr>
<td>Balance brought forward</td>
<td>301,491</td>
<td>1,021</td>
<td>4,426,971</td>
<td>4,729,483</td>
</tr>
<tr>
<td>Funds at 31 December 2018</td>
<td>517,136</td>
<td>1,021</td>
<td>4,579,526</td>
<td>5,151,683</td>
</tr>
</tbody>
</table>

The accounts show a net surplus before investment gains of £332,068 (2017: deficit £61,845) on an income of £1,744,478 (2017: £1,206,090). Excluding the restricted income and expenditure, the church recorded a surplus of £269,645 (2017: deficit £37,607). The restricted income and expenditure, as well as a portion of unrestricted expenditure, were associated among other items with the Changing Lives project and smaller-scale site work. These projects were funded by a combination of restricted and unrestricted donations and reserves. A detailed breakdown of income and expenditure is provided in Section 15.

Income

Reported income (including restricted income) was £538,388 higher than 2017.

Congregational giving declined relative to 2017. Donations by bank standing order and open plate decreased. This was offset by other categories of donations and grants.

Other income increased by £17,138 as the net result of various factors, most importantly increased licence and service charges income as back dated amounts not included in previous year’s income.

Investment income from interest and dividends was £62,423 in the year, while gains on investment assets totalled £90,132.
Expenditure

Unrestricted expenditure decreased by £109,044 to £982,066 in 2018. 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

The net restricted expenditure of £430,344 for 2018 was higher in comparison with recent years, again as a result of the ramp-up of the Changing Lives project.

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 £58,000 (2017: £57,839) representing a return of 1.7% (2017: 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 2018, the parish church has total reserves of £5,151,683 (2017: £4,729,483) of which unrestricted reserves amounted to £571,136 (2017: £301,491). 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 £137,941 to £136,648.

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 up by £3,000 to £96,000, representing an increase of 3.2%.

The Diocese decided some years ago that the better off parishes (like St Marylebone) should pay both their full gross costs and a supplement, based on their historic income, to support the parishes in deprived areas that are unable to pay their own quota. In the year 2018, St Marylebone's supplement was 15% of the full costs.

14.4 Post balance sheet events

There have been no major items since 1st January 2019 to report.

If the National Heritage Lottery Fund awards a grant in June 2019 (£2.9 million) relating to the Changing Lives project, the PCC intends to invest the proceeds from the sale of any capital assets while seeking grants and donations to fund the project.

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 on 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
Parochial Church Council St Marylebone
for the year ended 31st December 2018

- 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 21st April 2019
Parochial Church Council St Marylebone
for the year ended 31st December 2018

15.0 Financial statements for the year ending 31 December 2018

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 2018 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 2018, 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
Parochial Church Council St Marylebone
for the year ended 31st December 2018

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 2019

Civvals Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2005.
Parochial Church Council St Marylebone
for the year ended 31st December 2018

15.2 Statement of Financial Activities for the year ended 31 December 2018

<table>
<thead>
<tr>
<th>Notes</th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Endowment Funds</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

INCOME AND ENDOWMENTS:

Donations 409,886 430,344 - 840,230 323,521
Other Income 85,881 - - 85,881 77,872
Other Activities 662,222 - - 662,222 653,094
Investment Income 93,722 - 62,423 156,145 151,603

TOTAL INCOME 1,251,711 430,344 62,423 1,744,478 1,206,090

EXPENDITURE:

Resources expended

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Endowment Funds</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

Crypt and Other Projects - 430,344 - 430,344 244,679
Directly Relating to Church Activities 259,010 - - 259,010 272,035
Fundraising & Publicity 3,950 - - 3,950 3,988
Other Activities 143,552 - - 143,552 146,795

Church Management & Administration

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Endowment Funds</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

575,554 - - 575,554 600,468

TOTAL EXPENDITURE 982,066 430,344 - 1,412,410 1,267,935

Net incoming resources before other gains & recognised losses

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Endowment Funds</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

269,645 - 62,423 332,068 (61,845)

Gains and (Losses) on assets / investments:

Realised

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Endowment Funds</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

Unrealised

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Endowment Funds</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

Net gains / (losses) on assets/ Investments

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Endowment Funds</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

Net income/(expenditure) and Net Movement in Funds

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Endowment Funds</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

Funds Balance Brought Forward 301,491 1,021 4,426,971 4,729,483 4,476,214
Funds Balance Carried Forward 571,136 1,021 4,579,526 5,151,683 4,729,483

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

The Notes on pages 48 to 58 form part of these financial statements
Parochial Church Council St Marylebone
for the year ended 31st December 2018

15.3 Balance Sheet as at 31st December 2018

<table>
<thead>
<tr>
<th>Notes</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

**FIXED ASSETS:**

| Property          | 13 | -   | -   |
| Heritage assets   | 14 | -   | -   |
| Investments       | 15 | 3,515,947 | 3,425,815 |
| **Total**         |    | 3,515,947 | 3,425,815 |

**CURRENT ASSETS:**

| Debtor            | 16 | 556,520 | 190,583 |
| Cash and Bank Balances | 1,111,696 | 1,290,868 |
| **Total**         |    | 1,668,216 | 1,481,451 |

**CREDITORS: Amounts falling due within one year**

| 17 | 32,480 | 177,783 |
| **Total** |    | 177,783 |

**NET CURRENT ASSETS**

| 1,635,736 | 1,303,668 |

**TOTAL ASSETS LESS CURRENT LIABILITIES**

| 5,151,683 | 4,729,483 |

**FUNDS:**

**Unrestricted Income Funds**

<table>
<thead>
<tr>
<th>Designated Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Fund</td>
</tr>
<tr>
<td>Donations Fund</td>
</tr>
<tr>
<td>General Fund</td>
</tr>
<tr>
<td><strong>Total</strong></td>
</tr>
</tbody>
</table>

**Restricted Income Funds**

| 18 | 1,021 |
| 19 | 1,021 |

**Endowment Funds**

| 20 | 4,579,526 | 4,426,971 |
| **Total** | 4,515,683 | 4,729,483 |

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)
## 15.4 Statement of cash flows for the year ended 31 December 2018

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Income/(expenditure) for the year as per the SOFA</strong></td>
<td>£422,230</td>
<td>£253,269</td>
</tr>
<tr>
<td><strong>Adjustments for:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment income</td>
<td>(£156,145)</td>
<td>(£151,633)</td>
</tr>
<tr>
<td>Loss/(profit) on sale of fixed asset investments</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Gain on fair value adjustments on fixed asset investments</td>
<td>(£90,132)</td>
<td>(£315,114)</td>
</tr>
<tr>
<td>(Increase)/decrease in debtors</td>
<td>(£365,937)</td>
<td>(£110,117)</td>
</tr>
<tr>
<td>Increase/(decrease) in creditors</td>
<td>(£145,303)</td>
<td>£132,918</td>
</tr>
<tr>
<td><strong>Net cash provided by/(used in) operating activities</strong></td>
<td>(£335,317)</td>
<td>(£190,547)</td>
</tr>
<tr>
<td><strong>Cash flows from operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net cash provided by/(used in) operating activities</td>
<td>(£335,317)</td>
<td>(£190,547)</td>
</tr>
<tr>
<td><strong>Cash flows from investing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of fixed asset investments</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Proceeds from disposal of fixed asset investments</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Rents received</td>
<td>£93,722</td>
<td>£90,737</td>
</tr>
<tr>
<td>Interest received</td>
<td>£4,423</td>
<td>£3,380</td>
</tr>
<tr>
<td>Dividends received</td>
<td>£58,000</td>
<td>£57,846</td>
</tr>
<tr>
<td><strong>Net cash provided by/(used in) investing activities</strong></td>
<td>£156,145</td>
<td>£151,603</td>
</tr>
<tr>
<td><strong>Net cash provided by/(used in) financing activities</strong></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Change in cash and cash equivalents during the reporting period</strong></td>
<td>(£179,172)</td>
<td>(£38,844)</td>
</tr>
<tr>
<td><strong>Cash and cash equivalents at the beginning of the reporting period</strong></td>
<td>£1,290,868</td>
<td>£1,329,812</td>
</tr>
<tr>
<td><strong>Cash and cash equivalents at the end of the reporting period</strong></td>
<td>£1,111,696</td>
<td>£1,290,868</td>
</tr>
<tr>
<td><strong>Analysis of cash and cash equivalents</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>£1,111,696</td>
<td>£1,290,868</td>
</tr>
<tr>
<td>Total cash and cash equivalents</td>
<td>£1,111,696</td>
<td>£1,290,868</td>
</tr>
</tbody>
</table>
Parochial Church Council St Marylebone
for the year ended 31st December 2018

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
Parochial Church Council St Marylebone
for the year ended 31st December 2018

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.
Parochial Church Council St Marylebone
for the year ended 31st December 2018

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 2018: £20,415 (2017: £12,288).

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.
Parochial Church Council St Marylebone for the year ended 31st December 2018

2. INCOME AND ENDOWMENTS:

<table>
<thead>
<tr>
<th>Notes</th>
<th>Unrestricted Fund £</th>
<th>Restricted Fund £</th>
<th>Endowment Fund £</th>
<th>Total 2018 £</th>
<th>Total 2017 £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gift Aided Donations</td>
<td>30,495</td>
<td>-</td>
<td>-</td>
<td>30,495</td>
<td>30,580</td>
</tr>
<tr>
<td>Gift Aid Recovered</td>
<td>10,748</td>
<td>-</td>
<td>-</td>
<td>10,748</td>
<td>15,580</td>
</tr>
<tr>
<td>Collections</td>
<td>47,873</td>
<td>-</td>
<td>-</td>
<td>47,873</td>
<td>46,024</td>
</tr>
<tr>
<td>Other Donations</td>
<td>2,240</td>
<td>-</td>
<td>-</td>
<td>2,240</td>
<td>13,924</td>
</tr>
<tr>
<td>Counselling Donations</td>
<td>117,497</td>
<td>-</td>
<td>-</td>
<td>117,497</td>
<td>99,370</td>
</tr>
<tr>
<td>Grants, incl Guild of Health</td>
<td>201,033</td>
<td>430,344</td>
<td>-</td>
<td>631,377</td>
<td>118,013</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Income</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sale of CD &amp; Cards</td>
<td>4,836</td>
<td>-</td>
<td>-</td>
<td>4,836</td>
<td>3,899</td>
</tr>
<tr>
<td>Festival Revenue</td>
<td>12,638</td>
<td>-</td>
<td>-</td>
<td>12,638</td>
<td>9,052</td>
</tr>
<tr>
<td>Claims &amp; Other Income</td>
<td>68,407</td>
<td>-</td>
<td>-</td>
<td>68,407</td>
<td>64,922</td>
</tr>
<tr>
<td>Licence Fees &amp; Service Charges</td>
<td>462,404</td>
<td>-</td>
<td>-</td>
<td>462,404</td>
<td>479,958</td>
</tr>
<tr>
<td>Church Lettings</td>
<td>144,510</td>
<td>-</td>
<td>-</td>
<td>144,510</td>
<td>119,057</td>
</tr>
<tr>
<td>Car Park Lettings</td>
<td>47,308</td>
<td>-</td>
<td>-</td>
<td>47,308</td>
<td>44,478</td>
</tr>
<tr>
<td>Coffee Cart Licence Fee</td>
<td>8,000</td>
<td>-</td>
<td>-</td>
<td>8,000</td>
<td>9,600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>748,103</td>
<td>730,966</td>
</tr>
<tr>
<td>Investment Income</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property Income</td>
<td>6 93,722</td>
<td>-</td>
<td>-</td>
<td>93,722</td>
<td>90,737</td>
</tr>
<tr>
<td>Bond &amp; Bank Interest Received</td>
<td>-</td>
<td>-</td>
<td>4,423</td>
<td>4,423</td>
<td>3,389</td>
</tr>
<tr>
<td>Dividends</td>
<td>-</td>
<td>-</td>
<td>58,000</td>
<td>58,000</td>
<td>57,486</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>93,722</td>
<td>156,145</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>151,603</td>
</tr>
<tr>
<td>TOTAL INCOME</td>
<td>1,251,711</td>
<td>430,344</td>
<td>62,423</td>
<td>1,744,478</td>
<td>1,206,090</td>
</tr>
</tbody>
</table>
### 3. Analysis of Resources Expended:

<table>
<thead>
<tr>
<th>Notes</th>
<th>Unrestricted Fund £</th>
<th>Restricted Fund £</th>
<th>Endowment Fund £</th>
<th>Total 2018 £</th>
<th>Total 2017 £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Buildings and Crypt</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Changing Lives Project</td>
<td>-</td>
<td>430,344</td>
<td>-</td>
<td>430,344</td>
<td>244,309</td>
</tr>
<tr>
<td>Piano</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>370</td>
</tr>
<tr>
<td>Verge</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>-</td>
<td>430,344</td>
<td>-</td>
<td>430,344</td>
<td>244,679</td>
</tr>
<tr>
<td><strong>Directly relating to Church Activities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diocesan</td>
<td>136,648</td>
<td>-</td>
<td>-</td>
<td>136,648</td>
<td>137,941</td>
</tr>
<tr>
<td>Clergy &amp; Other Expenses</td>
<td>27,579</td>
<td>-</td>
<td>-</td>
<td>27,579</td>
<td>60,890</td>
</tr>
<tr>
<td>Sacristy</td>
<td>3,464</td>
<td>-</td>
<td>-</td>
<td>3,464</td>
<td>7,638</td>
</tr>
<tr>
<td>Repairs &amp; Maintenance</td>
<td>8</td>
<td>91,319</td>
<td>-</td>
<td>91,319</td>
<td>65,566</td>
</tr>
<tr>
<td></td>
<td>259,010</td>
<td>-</td>
<td>-</td>
<td>259,010</td>
<td>272,035</td>
</tr>
<tr>
<td><strong>Fundraising &amp; Publicity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advertising</td>
<td>3,950</td>
<td>-</td>
<td>-</td>
<td>3,950</td>
<td>3,958</td>
</tr>
<tr>
<td><strong>Other Activities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property Management</td>
<td>42,557</td>
<td>-</td>
<td>-</td>
<td>42,557</td>
<td>50,720</td>
</tr>
<tr>
<td>Music</td>
<td>9</td>
<td>100,995</td>
<td>-</td>
<td>100,995</td>
<td>96,075</td>
</tr>
<tr>
<td></td>
<td>143,552</td>
<td>-</td>
<td>-</td>
<td>143,552</td>
<td>146,795</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>406,512</td>
<td>430,344</td>
<td>-</td>
<td>836,856</td>
<td>667,467</td>
</tr>
</tbody>
</table>
Parochial Church Council St Marylebone
for the year ended 31st December 2018

4. ANALYSIS OF CHURCH MANAGEMENT AND ADMINISTRATION:

<table>
<thead>
<tr>
<th>Notes</th>
<th>Fund</th>
<th>2018</th>
<th>Total</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unrestricted</td>
<td>Restricted</td>
<td>Endowment</td>
<td></td>
</tr>
<tr>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Church Management &amp; Administration</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff Costs</td>
<td>10</td>
<td>261,836</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Counselling Services</td>
<td>11</td>
<td>170,327</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Office Expenses</td>
<td></td>
<td>103,867</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Utilities &amp; Services</td>
<td></td>
<td>15,821</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Insurance</td>
<td></td>
<td>18,703</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Audit Fee</td>
<td>5</td>
<td>4,758</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Professional Fees</td>
<td></td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Bank Charges</td>
<td></td>
<td>242</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>575,554</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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

Net Outgoing Resources are Stated after Charging:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Auditors' Remuneration</td>
<td></td>
</tr>
</tbody>
</table>

6. PROPERTY INCOME:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>38 Nottingham Place W1</td>
<td></td>
</tr>
</tbody>
</table>

|      |      | 93,722 | 90,737 |

7. LICENCE FEES AND SERVICE CHARGES:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>School</td>
<td></td>
</tr>
<tr>
<td>Marylebone Health Centre</td>
<td></td>
</tr>
<tr>
<td>Royal Academy of Music</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8. REPAIRS & MAINTENANCE:

<table>
<thead>
<tr>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>General repairs and maintenance to the Church</td>
<td></td>
</tr>
</tbody>
</table>

42
9. MUSIC

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Director, Assistant Director and Organist, Choir &amp; Instruments</strong></td>
<td>100,995</td>
<td>96,075</td>
</tr>
</tbody>
</table>

10. STAFF COSTS

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Salaries &amp; Wages</strong></td>
<td>201,024</td>
<td>185,149</td>
</tr>
<tr>
<td><strong>Social Security Costs</strong></td>
<td>15,404</td>
<td>13,443</td>
</tr>
<tr>
<td><strong>Pension Costs</strong></td>
<td>20,415</td>
<td>12,288</td>
</tr>
<tr>
<td><strong>Self Employed</strong></td>
<td>23,918</td>
<td>53,106</td>
</tr>
<tr>
<td><strong>Recruitment</strong></td>
<td>710</td>
<td>180</td>
</tr>
<tr>
<td><strong>Other Staff Expenses</strong></td>
<td>365</td>
<td>338</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>261,836</td>
<td>264,504</td>
</tr>
</tbody>
</table>

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 (2017: 14).

11. COUNSELLING FEES:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Healing &amp; Counselling Centre</strong></td>
<td>170,327</td>
<td>135,687</td>
</tr>
</tbody>
</table>

12. TAXATION:

The Charity is exempt from tax on income and gains falling within SS24 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:**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost</td>
<td>£Nil</td>
<td>£Nil</td>
</tr>
</tbody>
</table>

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.

15. **FIXED ASSET INVESTMENTS:**

<table>
<thead>
<tr>
<th></th>
<th>Cost</th>
<th>Market Value at 1.1.18</th>
<th>Additions / (Disposal)</th>
<th>Movement in year</th>
<th>Market Value at 31.12.18</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>CCLA</td>
<td>2,650,000</td>
<td>3,425,815</td>
<td>-</td>
<td>90,132</td>
<td>3,515,947</td>
</tr>
<tr>
<td></td>
<td>2,650,000</td>
<td>3,425,815</td>
<td>-</td>
<td>90,132</td>
<td>3,515,947</td>
</tr>
</tbody>
</table>

Unrealised gain on fixed asset investments during the year amounted to £90,132 (2017: £315,114).

16. **DEBTORS:**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent Arrears Trade Debtors</td>
<td>£423,382</td>
<td>£158,964</td>
</tr>
<tr>
<td>Other Debtors</td>
<td>£122,044</td>
<td>£30,511</td>
</tr>
<tr>
<td>Prepayments and accrued income</td>
<td>£11,094</td>
<td>£1,108</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>£556,520</td>
<td>£190,583</td>
</tr>
</tbody>
</table>
17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sundry Creditors</td>
<td>28,033</td>
<td>163,843</td>
</tr>
<tr>
<td>Accruals &amp; deferred income</td>
<td>4,447</td>
<td>13,941</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>32,480</td>
<td>177,783</td>
</tr>
</tbody>
</table>

18. UNRESTRICTED INCOME FUNDS:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Balance at 1.1.18</th>
<th>Movement in year</th>
<th>Balance at 31.12.18</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Building Fund</td>
<td>88,000</td>
<td>-</td>
<td>88,000</td>
</tr>
<tr>
<td>Donations Fund</td>
<td>30,000</td>
<td>-</td>
<td>30,000</td>
</tr>
<tr>
<td>General Fund</td>
<td>183,491</td>
<td>269,645</td>
<td>453,136</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>301,491</td>
<td>269,645</td>
<td>571,136</td>
</tr>
</tbody>
</table>

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

19. RESTRICTED INCOME FUNDS:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Balance at 1.1.18</th>
<th>Movement in year</th>
<th>Balance at 31.12.18</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Schoenlaub Donation</td>
<td>1,021</td>
<td>-</td>
<td>1,021</td>
</tr>
<tr>
<td>Other legacies and donations</td>
<td>-</td>
<td>430,344</td>
<td>(430,344)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>1,021</td>
<td>430,344</td>
<td>1,021</td>
</tr>
</tbody>
</table>

20. ENDOWMENT FUNDS:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Balance at 1.1.18</th>
<th>Movement in year</th>
<th>Balance at 31.12.18</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Endowment Fund</td>
<td>4,426,971</td>
<td>152,555</td>
<td>4,579,526</td>
</tr>
</tbody>
</table>
21. RELATED PARTY TRANSACTIONS:

Payments to the London Diocesan Fund of £136,648 (2017: £137,941) 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. £96,000 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.