



The Parish of
St Clement
and **St James**

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDING 31 DECEMBER 2018**

Registered Charity Number 1132478

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ADMINISTRATIVE DETAILS OF THE CHARITY

Charity Name: THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS

Registered Charity Number: 1132478

Vicar

The Revd Prebendary Dr Alan Everett

Church address – St James Norlands

St James's Gardens
London
W11 4RB

Church address – St Clement Notting Dale

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London
W11 4BP

Correspondence address

Parish Office
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London
W11 4EQ

Treasurer

Allen Molesworth FCA

Independent Examiner

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Bankers

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Church Architect

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New North House
202 New North Road
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TRUSTEES' REPORT

The Parochial Church Council of St Clement with St Mark Notting Dale and St James Norlands (the PCC) presents its report and accounts for the year ended 31 December 2018.

The accounts have been prepared in accordance with the accounting policies set out on page 18 of the attached accounts and comply with the PCC's governing documents, applicable laws and the requirements of the Church Accounting Regulations 2006 ('the regulations') and s.145 of the Charities Act 2011 ('the Act').

PCC STRUCTURE, GOVERNANCE AND MANAGEMENT

Charitable status

The PCC acts with the Vicar of St Clement and St James as the governing body.

The PCC's activities include:

- Regular public worship open to all.
- The provision of sacred space for personal prayer and contemplation.
- Pastoral work, including visiting the sick and bereaved.
- Teaching of Christianity through sermons, courses and small study groups.
- Taking religious assemblies of schools.
- Providing services to the community by facilitating the use of the church by local organisations.
- In partnership with its sister organisation, The ClementJames Centre, supporting its provision of educational programmes for young people and adults, and its employment programme.

Governing Documents of the Parochial Church Council

The PCC is governed by two pieces of Church of England legislation, called Measures. These are:

- The Parochial Church Councils (Powers) Measure 1956 as amended. This defines the principal function, or purpose, of the PCC as 'promoting in the parish the whole mission of the Church'. The full text of the PCC Powers Measure in its currently amended form is available on the Statute Law Database: <http://www.legislation.gov.uk/ukcm/Eliz2/4-5/3/contents>.
- The Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended). The full text of the Church Representation Rules in its currently amended form is available on the Statute Law Database: <http://www.legislation.gov.uk/all?title=Church%20representation%20rules>.

Risk Management

The trustees have assessed the major risks to which the charity is exposed, in particular those related to operational and financial matters, and have set up appropriate procedures to reduce exposure to those risks.

Trustee selection method

Charity trustees are elected at each Annual Parochial Church Meeting of the charity.

St Clement Notting Dale and St James Norlands

The Parochial Church Council (PCC)

The members of the PCC who served during the year were:

Churchwardens – St James

Tim Lee

Chris Sprague

Churchwardens – St Clement

Frederica Venn

Deanery Synod representatives

Matthew Barrett

Doreen Patterson

PCC, Deanery Synod representatives and
Churchwardens
(from March 2017)

Teresa Barclay (*to 2020*)

Matthew Barrett (*Deanery Synod to 2020*)

Rachel Carr (*to 2018*)

Mark Cazalet (*churchwarden to 2018*)

Len Court (*to 2019*)

David Deakin (*to 2019*)

St John Donald (*to 2018*)

Barbara Fernie (*to 2020*)

Maureen Gould (*to 2019*)

Tim Lee (*churchwarden to 2018*)

Lala Manners (*to 2019*)

Allen Molesworth (*treasurer; co-opted; to 2018*)

Doreen Patterson (*Deanery Synod to 2020*)

Laura Radley (*to 2018*)

Merrilees Smiley (*to 2020*)

Kemi Soyeye (*to 2019*)

Angelica Steward (*to 2020*)

Frederica Venn (*churchwarden to 2018*)

PCC, Deanery Synod representatives and
Churchwardens
(from March 2018)

Teresa Barclay (*to 2020*)

Matthew Barrett (*Deanery Synod to 2020*)

Rick Brown (*to 2021*)

Rachel Carr (*to 2021*)

Mark Cazalet (*churchwarden to 2019*)

Len Court (*to 2019*)

David Deakin (*to 2019*)

Cynthia Edun (*to 2019*)

Barbara Fernie (*to 2020*)

Maureen Gould (*to 2019*)

Michelle Harris (*to 2021*)

Tim Lee (*churchwarden to 2019*)

Lala Manners (*to 2019*)

Allen Molesworth (*treasurer; co-opted; to 2019*)

Doreen Patterson (*Deanery Synod to 2020*)

Merrilees Smiley (*to 2020*)

Kemi Soyeye (*to 2019*)

Angelica Steward (*to 2020*)

Frederica Venn (*churchwarden to 2019*)

Parish staff

The Rev'd Prebendary Dr Alan Everett, Vicar: *full time*

The Rev'd Mary Clarke, Associate Vicar: *Sunday and two days a week*

The Rev'd Robert Thompson, Associate Vicar SSM: *Sunday and two days a week; resigned July 2018*

The Rev'd Margaret Ayo, Assistant Curate SSM: *Sunday and one day a week; training post*

REVIEW OF ACTIVITIES

Review of Achievements and Performance

PCC Report

The congregations of the two churches continue to seek to express the love of God in the parish and beyond. The two Victorian churches have been greatly adapted over the years. As places of worship and beautiful sacred spaces, they are also in heavy demand for community activities.

Public benefit

The trustees have discussed the issue of public benefit and are confident that the breadth and scope of the work undertaken, as disclosed in this report complies with Section 17 of the Charities Act 2011 and has due regard to the Charity Commissions general guidance on public benefit.

Worship

The usual Sunday pattern is as follows: 8.00 am Holy Communion (BCP) at St James; 9.45 am Parish Eucharist (Common Worship) at St James; 11.30 am Parish Mass (CW) at St Clement. There is a weekday Eucharist (CW) at St James on Wednesdays at 10.30 am. Morning Prayer is said at St James, Monday – Thursday at 8.45 am.

The annual cycle of seasons and festivals is well established. The pattern for the All Age Eucharists may need reviewing, as there has been a decline in attendance from families and young people. Congregational participation is relatively high in all services, through reading, leading prayers and serving.

There is a monthly meeting for Christian Meditation at 7.30 pm on a weekday evening in term time, St Clement, supported by a pool of about 20 people. There are also Eastertide and pre-Advent quiet mornings.

Christian Education

The PCC has continued to help nurture the faith of both adults and young people

- In Lent and before Advent, a weekly discussion group at St James after the mid-week Eucharist
- Also in Lent, participating in the Kensington Council of Churches evening Lent course
- Through a Lent book
- In the summer, a speaker programme at St James
- Through Sunday Schools (Junior Church) at both churches, although numbers of young people have declined at St Clement to the extent that it is not always possible to have classes
- Confirmation classes for children and adults in the early autumn. There were 3 confirmations in 2018

The Church Buildings

Fabric reports 2018 – some developments

St Clement

- Gutters, hopper and downpipes cleared as part of an annual cycle
- Heating system serviced
- Gas inspection
- Fire extinguishers tested and serviced
- Pest control interventions
- Plumbing repairs in the toilets and kitchen
- Lighting conductor improved to conform to current safety standards

St Clement Notting Dale and St James Norlands

- Development of the Treadgold Street frontage: removal of railings, installation of cycle racks, planting, installation of a Garden for Peace and Healing, with a memorial stone, two benches, and an anchor sculpture – dedicated by the Mayor of London and Bishop of London on 10 June 2017
- Access secured to former boiler room below the church entrance
- Six large candlesticks by the reredos renovated by a donor, at no cost to the parish
- In addition to The ClementJames Centre, church rentals included those by IntoUniversity – which moved into LC2 (the former chancel of St Clement’s church), while also remaining in the old vestries – and an Eritrean church. The Eritrean church has given notice that it will cease to rent the church from February 2019
- The church is used extensively by The ClementJames Centre to support its wide ranging programmes
- There are rotas for refreshments, flowers, Junior Church, reading in church, stewarding and leading intercessions
- Freddie Venn is the only churchwarden; there is a vacancy

Works needed: North east porch storage (Quinquennial); new carbon monoxide alarm in sacristy (Q); some window repairs (Q); replace damaged brick in north porch (Q); review discharges from boiler in sacristy (Q); electrical report and recommendations (Q)

Frederica Venn

St James

- Gutters, hopper and downpipes cleared as part of an annual cycle
- Heating system serviced
- Fire extinguishers tested and serviced
- Pest control interventions
- Plumbing repairs in the toilets and kitchen
- New guttering and associated works on south west side, resolving a major water ingress problem, supported by a Norland Ward CLLL grant
- Tower thoroughly cleaned and sanitised
- Clock repaired
- Vestry door replaced
- Piano tuned
- Rotten noticeboard in south west garden removed by Thames Water, and replaced with shrubs, at no cost to the parish
- Front gardens maintained
- Church rentals included those by Potter’s House church, W11 Opera and orchestras. W11 Opera storage arrangements have changed, giving the parish an opportunity to tidy up gallery storage. Rent negotiations with W11 and Potters are underway. The church is rented out to such an extent that it is sometimes difficult to make bookings for church activities. However, lettings make an essential contribution to the financial stability of the church

Works needed: various works to the entrance porch; minor decorative works in the church and back rooms; walling repairs (Q); obtain specialist report on windows (Q); minor works in kitchen and toilets (Q); replace gas meter (Q); undertake electrical code 2 inspection works (Q); replace broken tiles in chancel (Q); fix guards to windows by Calvary garden (Q); repair the organ’s memory control system; high level LED lighting scheme; repair the red altar frontal.

Tim Lee, Mark Cazalet

The PCC records its thanks to Jon Bolter, who offers prompt advice and support.

Mission and Ministry

St Clement

- Rotas for refreshments, flowers, reading in church, stewarding and leading intercessions are reasonably well supported; however, the church needs more leaders for Junior Church
- Wider support by the congregation for occasional cleaning and polishing days would be welcomed

St James

- Flowers and other decorations and cleaning are provided by a small group which would welcome further help, especially at main festivals. Prior to the Carol Service, however, there is now a splendid turn out to prepare the church for Christmas
- The rota for readers, prayers and stewards continues to be extended, creating a strong team spirit
- Tim Lee and Mark Cazalet have continue to work effectively as churchwardens
- The small church choir continued, for much of the year, with occasional church practices on Thursday evenings. The choir mainly sings at St James, but also sings at St Clement at its Patronal Festival, and on Maundy Thursday and Good Friday. The choir provided much needed and significant support at St Clement's at the Garden Dedication Eucharist on 10 June and the Grenfell Anniversary Eucharist on 14 June
- The weekly Sunday School at St James is organised by a member of the congregation, with a strong rota of parishioners leading on different weeks. Usual attendance is 10-15 children. Extra Sunday school teachers would be warmly welcomed

St Clement garden project

The gardens around St Clement's church were completed, along with some significant window repairs by 10 June 2018, at the beginning of the Grenfell memorial week, when the Garden for Peace and Healing on Treadgold Street was dedicated by the Bishop of London and the Mayor of London, with a congregation of around 300 people.

The PCC is very grateful to all those who have helped us make this wonderful garden a reality. We received support in cash or in kind over a period of eighteen months from All Churches Trust, the Big Lottery through Awards for All, the Heritage Lottery Fund, several departments of the Royal Borough of Kensington and Chelsea, the Shanly Foundation, and from many generous parishes and private individuals.

The PCC especially wants to thank the support of local councillors – Judith Blakeman, Robert Atkinson, Marwan Elnaghi and his predecessor Beini Lasharie – from Notting Dale Ward: the parish received two generous grants from the City Living Local Life programme, specifically for the development on Treadgold Street, of which the Garden for Peace and Healing is a part.

The PCC would also like to thank all those who have worked so hard to bring the garden projects to fruition: Jon Bolter, our architect, Martin Cook who designed and carved the dedicatory stone and bench inscription, Donna McDonald, our project manager, Tim Sunderland of Well Tempered Garden, Frederica Venn who designed the mosaic anchor and worked with the ClementJames Centre staff and volunteers who made it, and many others from the parish and beyond.

St Clement's church can be accessed during the week through the back door opening onto the Sirdar Road gardens.

Open church and the gardens at St James

St James is usually open unattended Monday to Thursday during daylight hours. There has been a steady flow of visitors to the church, and many positive comments in the guest book. The PCC view this initiative as a hugely significant act of outreach, which has re-calibrated the church's relationship with the wider community, and given many people a much needed opportunity for peace and quiet, prayer and reflection. Occasional use of the piano for practice, by students of the Royal College of Music, has further enhanced the ambience.

St Clement Notting Dale and St James Norlands

The Calvary church garden to the right of the church entrance (south east) is an important amenity to the neighbourhood, and is much used in fine weather by the elderly, local workers and tourists. There is an annual Shakespeare performance in the Gardens, with the west end of the church forming an impressive backdrop. Shakespeare in the Squares will return this summer.

Grenfell Tower Fire Anniversary Week

As the first anniversary of the Grenfell fire approached, there were reports of the 're-traumatization' of local residents. Many were dreading the week.

The dedication of the Garden for Peace and Healing on Sunday 10 June was an unexpectedly joyful occasion, attended by members of the emergency services, figures from local and national government, and supported by the church choir, St Clement and St James school choir and a gospel group. There was significant media coverage. The Bishop of London celebrated the Eucharist, and the Bishop of Kensington preached. The garden was dedicated by the Bishop of London and the Mayor of London. This was in many ways a helpful start to a terrible week.

On the following day, Monday 11 June, an hour's silent vigil was attended by around 90 people, many from Grenfell United. The Prime Minister laid a wreath in the Garden for Healing, attended vigil and spent some time speaking to those present afterwards.

The anniversary itself was marked by a 24 Hour vigil, beginning at 6.00 pm on Wednesday 13 June, and concluding with a Eucharist at 5.00 pm, at which the Bishop of Kensington celebrated and the Rev'd Mike Long (the local Methodist minister) preached. Ecumenical guests were present and contributed in different ways, reflecting the ecumenical nature of the Vigil: it was planned and supported by the parish, Notting Hill Methodist Church, St Francis of Assisi Catholic Church, and Latymer Community Church. These churches form part of an interfaith core group which meets regularly and also includes Al Manaar Cultural Heritage centre and Mosque. The names of the 72 who died in the Tower were read out at 1.30 am on 14 June, and at the church was rung 72 times at the beginning of the 5.00 pm eucharist, which around 270 people attended.

Alongside other events offered by other groups and organisations throughout the area, the parish provided much needed support through a very bad time for very many people, in the form of a moving liturgical journey.

Foodbank

The parish has had a strong relationship with the North Paddington Foodbank, with collecting points in both churches and at Harvest Thanksgiving (when our donations are combined with our church school). However, from October 2018, the PCC decided to support the newly opened Kensington and Chelsea Foodbank, at the nearby Notting Hill Methodist Church, which is used by many local people. A member of the congregation at James delivers goods to the Foodbank after the Wednesday Eucharist at St James. Many thanks to all who support this worthwhile and vital project.

Lent Appeal

The Lent appeal for Iraqi Christians in Need (ICIN) showed a continuing high level of support for this, into its second year. With Gift Aid, approximately £12,000 was given directly to the charity by private donors, to support those returning to Iraq, and its re-building.

Clergy

The Rev'd Robert Thompson left the parish in July, to be the incumbent of St Mary with All Souls Kilburn and St James Hampstead. Many from the parish supported him at his licensing. Since then, continuing ministry has been provided by Alan Everett and Margaret Ayo, with the Sunday support of visiting preachers, especially from the United Benefice of St George Campden Hill with St John Holland Park, for which the parish is very grateful.

Other matters

The extended Holy Week programme continued for its second year, with two Eucharists each day from Monday to Wednesday, in addition to the usual Triduum pattern, creating a profound and cumulative sense of liturgical journey.

In the summer, there was a bowling trip for young people, a fete, music events and a speaker programme – for more detail, see the Mission Action Group report below. The 100th anniversary of the World War One Armistice was marked by a concert performance on Saturday 10 November by Norlands Chorale, organised by Robert Carlin, alongside the usual Remembrance Sunday services. In November, a new church website was launched.

The PCC membership is large, and meetings are well-attended. Church attendance on Sunday has somewhat dropped, as part of the longer term impact of the Grenfell Tower fire. This underlines the continuing need for outreach programmes: see the report below of the Mission Action Group, which reports to the PCC.

The parish participates in monthly Prayer Lunches, an annual Christian Unity Service and other ecumenical activities.

The parish ensured it became GDPR compliant by May 2018.

Safeguarding

Children's Champions, and an Evidence Checker were appointed. The PCC once again adopted the Diocesan Child Protection Policy.

The PCC complies with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishops' guidance on safeguarding children and vulnerable adults, as follows:

Child Protection

The Church of England, in all aspects of its life, is committed to and will champion the protection of children and young people both in society as a whole and in its own community. It fully accepts, endorses and will implement the principle enshrined in the Children Act 1989, that the welfare of the child is paramount. The Church of England will foster and encourage best practice within its community by setting standards for working with children and young people and by supporting parents in the care of their children. It will work with statutory bodies, voluntary agencies and other faith communities to promote the safety and well-being of children and young people. It is committed to acting promptly whenever a concern is raised about a child or young person or about the behaviour of an adult, and will work with the appropriate statutory bodies when an investigation into child abuse is necessary. The Church of England is committed to encouraging an environment where all people and especially those who may be vulnerable for any reason are able to worship and pursue their faith journey with encouragement and in safety. Everyone, whether they see themselves as vulnerable or not, will receive respectful pastoral ministry recognizing any power imbalance within such a relationship.

Safeguarding Adults

All church workers involved in any pastoral ministry will be recruited with care including the use of the Criminal Records Bureau disclosure service when legal or appropriate. Workers will receive training and continuing support. Any allegations of mistreatment, abuse, harassment or bullying will be responded to without delay. Whether or not the matter involves the church there will be cooperation with the police and local authority in any investigation. Sensitive and informed pastoral care will be offered to anyone who has suffered abuse, including support to make a complaint if so desired: help to find appropriate specialist care either from the church or secular agencies will be offered. Congregations will often include people who have offended in a way that means they are a continuing risk to vulnerable people. The risks will be managed sensitively with the protection of adults and children in mind.

The Mission Action Group

The Mission Action Group was set up in 2017 to help make the parish more outward-facing. In particular we wanted to make the parish more relevant to the lives of those in our local community who either may not want to or are unable to attend our Sunday services. It originally consisted of Matthew Barrett as chair, Kemi Soyege, Rachel Carr, Mary Clarke and Alan Everett, with regular input from Robert Thompson and Robert Carlin, organist at St James.

In 2018, our plan was to continue with the activities that had proved successful in attracting large numbers of non-churchgoers in the previous year, and to strengthen our digital presence.

The single biggest project of 2018 was the relaunch of the website. The original website was designed to be viewed primarily on desktops and had become outdated in the age of the smartphone and the tablet. As the website is likely to be most people's first point of contact with the parish, we felt it was critical that it was made fit-for-purpose in the modern age.

Thanks to Ruth Twort, we identified and recruited a Cambridge-based company, Church Insight, to overhaul the website entirely. They completed their work just before Christmas and we now have a fully operational, 'responsive' website which works across all platforms.

The Annual Fete, with Kemi Soyege acting as co-ordinator, ran very smoothly this year, drawing a very large and cheerful crowd from all over the community. The collaboration with the church school is proving particularly fruitful in widening our reach. We were very fortunate to have the support of the estate agents Marsh & Parsons, which gave £1,500 towards the event. A date has already been set for 2019.

We also ran a second Summer Speaker programme – again sponsored by Marsh & Parsons to the tune of £1,500. We only had two speakers in 2018 – the Revd Richard Coles and Nick Robinson – and we had to cope with England's success in the World Cup – forcing us to reschedule one talk at short notice. Numbers were slightly down on the previous year, and we will look to see how we can improve our marketing in 2019. However, the talks still drew good numbers from across the community.

Both the Fete and the Speaker Programme were superbly supported by members of the congregation, who manned the stalls and the bars and did so much to make attendees feel welcome.

Though it was not the primary intention, both events continue to raise significant amounts of money for the parish. However, we are unlikely to have sponsorship in 2019, so Kemi has begun working on alternative ways of raising financial support locally.

Separately, Robert Carlin continued with his series of free summer concerts at St James, which were notable for the very high quality of the musicianship. Robert also put on a fabulous concert on the Saturday before Remembrance Sunday and masterminded one of the finest performances by the choir at the Carol Service that we have ever had.

There were no MAG meetings from the summer onwards. This was in part because huge amounts of effort went into the Grenfell Anniversary, and also because a number of us - including me – were often unavailable or unable to make meetings. I hope we can revitalise it in the coming year.

Matthew Barrett

The Church School

St Clement and St James Church of England Primary School is closely linked to the church and we continue to be proud of our strong links to such a vibrant local community. We have extended these links to St Thomas', our sister school, near Golborne Road.

St Clement Notting Dale and St James Norlands

The school has been through great changes in its senior leadership team in the last year. Mrs Ellie Dowthwaite is the new head of school and Miss Sarah Bouette is the executive head teacher, working at both St Clement and St James and St Thomas'. However both schools share some very clear aims which we aspire to achieve for the benefit of all our wonderful children:

- We aim for all our children to make outstanding academic progress regardless of their starting points or backgrounds
- We aim to create a happy, loving school where everyone feels welcome and pupils, parents and staff speak of their own and the school's achievements with pride
- Our children will be confident, articulate, creative individuals who have a strong moral compass informed by our Christian values
- We aim to uphold and promote Christian virtues and beliefs by maintaining daily acts of Christian worship and teaching Christian spiritual and moral values
- We aim to provide a very rich, special curriculum which captures the interests of the children and celebrates their achievements
- We will recruit and retain exceptional teachers and grow future leaders in education

The school has its challenges at the moment as pupil numbers have dropped from 230 to 185 in the past two years. This is mainly due to people moving out of the area and the expansion of school places in North Kensington. We value the support our churches give us, and hope parishioners will visit us and recommend our school to their family and friends.

It is important to us to maintain the family feel of our school, where every child is loved and has a role to play. We have a governor from each of the two the churches, including the Vicar. Church involvement in 2018 has included:

- Regular acts of worship in school
- Worship at St James: Leavers' Service, Harvest, Christmas, Easter, termly Key Stage Two Eucharist
- Involvement of the clergy in teaching classes in religious education

The ClementJames Centre

The partnership with The ClementJames Centre, our sister charity (which is independently funded), continued to grow during 2018, with parishioners involved in the Centre's projects as trustees, volunteers and service users. We also share two members of staff. The Centre situated on the St Clement's site, with a shared reception space with the parish office, by the garden at the back of the church on Sirdar Road.

The majority of the charity's beneficiaries live in the North Kensington wards Notting Dale, Golborne, St Helen's and Dalgarno. Over 6,600 North Kensington residents do not have any qualifications, making it difficult for them to find employment or progress with their careers. In our local ward of Notting Dale alone, 76% of households suffer from at least one form of deprivation around income, education, health or housing. There are also over 1,800 households around the Centre where no occupant speaks English as their main language. Free School Meal entitlement in the north of the borough is 41%, and child poverty ranges from 30% to 40%.

The ClementJames Centre's vision is for everyone in our community to release their potential and live fulfilled lives. The charity achieves this through education, employment and wellbeing support in a safe and compassionate space:

- **Employment Support** - Helping people to gain meaningful and sustainable employment. This enables clients to improve their quality of life, security and independence. ClementJames offers tailored advice and support, mentoring and work skills activities

St Clement Notting Dale and St James Norlands

- **Children & Young People's Education (IntoUniversity North Kensington)** - Helping children and young people to learn, flourish and achieve their potential. This allows them to feel fulfilled and have the opportunities to build the future that they choose. ClementJames provides academic support, mentoring, intensive literacy & numeracy support and aspirational activities. As a result of the successful **IntoUniversity** programme at The ClementJames Centre, the IntoUniversity charity was created to provide a network of **IntoUniversity** centres across London and further afield. IU North Kensington, which is still run by The ClementJames Centre, is also part of the wider **IntoUniversity** network, a national charity, whose head office is located at St Clement
- **Adult Learning** - Supporting adults to improve their English, Maths and ICT skills. This gives our students the confidence and knowledge to help them succeed and strengthens their place in the community. ClementJames offers a wide range of Functional Skills courses and intensive Literacy and Numeracy support
- **Wellbeing & Support** - Empowering people to overcome barriers and challenges and to engage with their own wellbeing. This enables clients to pursue their goals. ClementJames achieves this through the provision of Information, Advice and Guidance, and wellbeing support and activities

Overall, The ClementJames Centre supported 1,796 children and young people and 1,162 adults; in total 2,958 people benefited from the charity's programmes in 2017/18 (2,543 in 2016/17). Many of its students and clients took advantage of multiple programmes.

The Centre also maintains an impressive community garden, offered for this use by the church.

Highlights of 2018 included:

- 70% of Employment Support clients gaining training or employment
- 82% of Year 13 students from the Young People's Education programme entering into university
- 93% of Adult Learning students from accredited Functional Skills English courses passing their exams

The PCC sees the work of the Centre as part of the social mission of the church. This vision is also shared by the Diocese of London, which in 2005 granted a 25 year lease for the Institute Building to The ClementJames Centre at a peppercorn rent, to enable it to run and develop its programmes for both young people and adults.

Grenfell Tower Fire

Prior to the fire, the charity supported over 300 families from the estate (which includes and surrounds Grenfell Tower). Because of their long history of community service, local people instinctively identified the church and Centre as a place where they could find practical and compassionate care.

Since the fire, ClementJames has continued to provide support to those affected through its regular provision and has provided more intensive support wherever possible.

This includes:

- Delivering its Employment Support programme at Grenfell United (the organisation representing the survivors and bereaved) two days per week, to provide survivors and bereaved with tailored employment support
- Providing intensive literacy and numeracy support to children and young people who have been struggling with their academic work since the fire
- Employing a Young People's Counsellor to deliver counselling support on-site twice a week
- Offering young people's creative courses during the holidays, enabling them to come together, support each other and express their feelings
- Extending the weekly drop-in Wellbeing Clinic – providing NADA ear acupuncture, relaxation and health and wellbeing advice with a qualified practitioner
- Offering regular therapeutic gardening sessions in our beautiful community gardens

St Clement Notting Dale and St James Norlands

A member of the charity's senior leadership team was seconded to Grenfell United and has since left The ClementJames Centre to support them full-time. A member of the delivery team worked for ClementJames and the Rugby Portobello Trust between December 2017 and June 2018, providing a Community Links service to support Grenfell survivors to access financial support and wellbeing services, to resettle into new permanent accommodation and to rebuild their lives.

The ClementJames Centre has hosted a number of specialist services on site, such as Crosslight debt advice, Latimer Art Therapists and Child Bereavement UK – Adult and Children workshops.

The charity is committed for as long as it takes to serving this community, and will remain a place of care and service.

Office staff

Two members of staff support the parish part time at the office. In 2018, Jonny Godfrey was the part time finance officer and receptionist, on two days a week. (He was replaced by Charlotte Devitt in February 2019). On one and a quarter days a week, Marie Casey is the receptionist and administrative assistant.

Electoral Roll

Following the 2019 renewal, the electoral roll stands at 77.

FINANCES

Statement of the PCC's financial responsibilities

Charity law requires the PCC to prepare accounts for each financial period which give a true and fair view of the charity's state of affairs at the end the year and of its income and expenditure for the year.

In preparing those accounts, the PCC is required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that it will continue in its activities.

The PCC is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the entity and to enable them to ensure that the accounts comply with the Charities Act 2011 and other relevant legislation. It is also responsible for safeguarding the assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Reserves Policy

It is the policy of the PCC to build up unrestricted free cash reserves to a level equivalent to three months expenditure. At current levels, excluding the expenditure on repairs to St Clement and expenditure on the memorial garden, this amounts to a target of about £60,000. On 31 December 2018, the unrestricted and undesignated free cash reserves stood at about £16,600.

The PCC considers that it is necessary to hold reserves at the target level in order to

- Ensure continuity of services.
- Provide a cash balance to cover delays in the receipt of income.
- Provide cover for unexpected items of expenditure of which the most likely are repairs to the church buildings.

While most of the cost of the repairs to St Clement's roof has been met through grants and donations the PCC has set up a Church Repair & Improvement Fund with a current balance of £40,000 to meet any part of the cost of the repairs not covered by grants and donations and the cost of further capital works to the churches over the next five years.

Review of Financial Position

The PCC ended the year with a deficit of £32,000. This resulted from a number of exceptional items of expenditure, some of which are restricted and were funded by grants and donations received last year and this year. These include a number of donations arising as a response to the Grenfell tragedy. If these exceptional items are excluded the deficit would be about £15,000.

St Clement Notting Dale and St James Norlands

The PCC's income for the year was £233,000. The exceptional items include restricted grants for St Clement's garden, including Grenfell memorial features, amounting to £22,000, and £13,000 given by the diocese for a Ministry Support Fund. The position of the various funds is set out at note 25 in the accounts. The largest source of income was £109,000 from the hire of premises. Regular voluntary income and donations accounted for £59,000, £8,000 less than last year. £8,000 was raised through the fete and from speaker evenings.

Expenditure for the year totaled £263,000. The main item of routine expenditure is the diocesan parish share, £88,000. Salaries, wages and honoraria amounted to £44,000, about £3,000 more than 2017. Church running expenses, including utility bills, accounted for £57,000, about £16,000 more than last year. Some of this is accounted for by repairs to St James's guttering costing £6,000. Major capital expenditure included £40,000 on repairs to St Clement's windows.

The Parish ended the year with cash balances totaling about £99,000 of which £83,000 relates to restricted and designated funds. The detailed figures are set out in the statements on pages 16 to 22.

Alan Everett

Revd Prebendary Dr Alan Everett
PCC Chair

11 March 2019

THE PARISH OF ST CLEMENT WITH ST MARK NOTTING DALE AND ST JAMES NORLANDS
REGISTERED CHARITY No: 1132478
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2018

	Note	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2018 £	TOTAL 2017 £
INCOME AND ENDOWMENTS						
Voluntary Income	3	56,943.64		2,594.91	59,538.55	67,004.98
Other Voluntary Incoming Resources	4	7,431.29		48,270.09	55,701.38	96,164.37
Activities for Generating Funds	5	8,198.87			8,198.87	14,534.93
Income from Investments	6	1,238.55			1,238.55	1,191.47
Church Activities	7	108,876.29			108,876.29	102,416.70
TOTAL INCOME AND ENDOWMENTS		182,688.64		50,865.00	233,553.64	281,312.45
EXPENDITURE						
Costs of Generating Funds	8	2,284.45			2,284.45	6,483.38
Charitable Activities	9	515.75		211.30	727.05	1,128.33
Church Activities						
Diocesan Parish Share		88,000.00			88,000.00	85,500.00
Salaries Wages & Honoraria	10	37,193.90		6,730.13	43,924.03	40,573.99
Clergy Expenses	11	698.97			698.97	550.30
Clergy House	12	1,374.63			1,374.63	1,080.35
Assistant Staff (Administration)	13	4,770.96			4,770.96	5,942.60
Sunday School Expenses	14	450.29			450.29	288.62
Church Mission	15	1,926.55			1,926.55	50.00
Church Running Expenses	16	34,940.38		9,601.28	44,541.66	28,883.25
Church Utility Bills	17	11,995.77			11,995.77	11,650.16
Major Capital Expenditure	18	42,906.62		17,383.06	60,289.68	7,490.16
Governance Costs	19	1,890.00			1,890.00	2,226.00
TOTAL EXPENDITURE		228,948.27		33,925.77	262,874.04	191,847.14
NET INCOME/(EXPENDITURE)		- 46,259.63		16,939.23	- 29,320.40	89,465.31
DEPOSITS RECOVERABLE		195.54			195.54	
TRANSFER		- 2,094.84		2,094.84	0.00	0.00
GAIN/(LOSS) ON INVESTMENT		- 3,321.32		-	3,321.32	1,629.28
NET MOVEMENT IN FUNDS		- 51,480.25		19,034.07	- 32,446.18	91,094.59
BALANCES BROUGHT FORWARD AT 1.1.18/17		103,412.91	40,000.00	54,577.28	197,990.19	106,895.60
BALANCES CARRIED FORWARD AT 31.12.18/17		51,932.66	40,000.00	73,611.35	165,544.01	197,990.19

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	2018 £	2017 £
RECONCILIATION OF RESOURCES RETAINED TO NET CASH FLOW					
NET MOVEMENT IN FUNDS	- 51,480.25		19,034.07	- 32,446.18	91,094.59
(Decrease)/Increase in Creditors	- 1,609.10		1,381.06	- 2,990.16	4,842.87
Decrease in Retention			4,623.26	- 4,623.26	
(Increase)/Decrease in Debtors	21,928.24		1,039.99	20,888.25	32,995.97
Depreciation	732.60		3,701.28	4,433.88	732.60
Deposits Recoverable	- 195.54			195.54	
Income from investments	- 1,238.55			1,238.55	1,191.47
Gain/(Loss) on Investment	3,321.32			3,321.32	1,629.28
Cash used in operating activities	- 28,541.28	-	15,691.04	- 12,850.24	60,853.34
Cash flows from investing activities					
Deposits Recoverable					195.51
Purchase of fixed assets			- 37,012.80	- 37,012.80	
Income from investments	1,238.55			1,238.55	1,191.47
Cash used in investing activities	1,238.55	-	- 37,012.80	- 35,774.25	1,386.98
Cash flows from financing activities					
Loan from Diocese Area Council repayment			- 3,333.33	- 3,333.33	3,333.33
Cash provided by financing activities	-	-	- 3,333.33	- 3,333.33	3,333.33
NET CASH INFLOW (OUTFLOW)	- 27,302.73	-	- 24,655.09	- 51,957.82	58,906.99

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2018

NET CASH INFLOW (OUTFLOW)	- 27,302.73		- 24,655.09	- 51,957.82	58,906.99
Cash at 31.12.17/16	44,049.19	40,000.00	67,245.27	151,294.46	92,387.49
Cash at 31.12.18/17	16,746.46	40,000.00	42,590.18	99,336.64	151,294.48

BALANCE SHEET AT 31ST DECEMBER 2018

Fixed Assets						
Tangible Fixed Assets	20	1,466.80		33,311.52	34,778.32	2,199.40
Investment	21	21,631.02			21,631.02	24,952.31
Total Fixed Assets		23,097.82		33,311.52	56,409.34	27,151.71
Current Assets						
Debtors		27,378.15		1,042.99	28,421.14	49,309.39
St. Clement's Roof Account				5.00	5.00	17,326.29
St. Clement's Garden Funds		0.00			0.00	48,250.00
Church Repair & Improvement Fund			40,000.00		40,000.00	40,000.00
Bank: Deposit Account		6,603.10		19,100.00	25,703.10	25,664.56
Banks: Current Accounts		10,057.65		23,485.18	33,542.83	19,848.08
Cash in Hand		87.71			87.71	205.53
		44,126.61	40,000.00	43,633.17	127,759.78	200,603.85
Current Liabilities						
Retention						4,623.26
Deposits Recoverable						195.51
Creditors		15,289.77			15,289.77	18,279.93
		15,289.77	0.00	0.00	15,289.77	23,098.70
Net Current Assets		28,836.84	40,000.00	43,633.17	112,470.01	177,505.15
Loan from Diocese Area Council				3,333.34	3,333.34	6,666.67
NET ASSETS		51,934.66	40,000.00	73,611.35	165,546.01	197,990.19
FUNDS						
Unrestricted		51,934.66			51,934.66	103,412.91
Designated			40,000.00		40,000.00	40,000.00
Restricted				73,611.35	73,611.35	54,577.28
TOTAL FUNDS		51,934.66	40,000.00	73,611.35	165,546.01	197,990.19

Approved by the PCC on 11th March 2019 and signed on their behalf by

Rev Dr Alan Everett (PCC Chairman)

Alan Everett

Allen Molesworth FCA (PCC Hon Treasurer)

A.H.N. Molesworth

NOTES TO THE FINANCIAL STATEMENTS

1. Funds

Funds

General funds represent the funds of the PCC that are not subject to any restrictions regarding their use and are available for the general purposes of the PCC. Funds designated for a particular purpose by the PCC are also unrestricted.

The Designated Funds of the PCC are set out below.

Recognising the need for extensive provision for repair and improvement to its two churches, the PCC resolved to set up a

Church Repair & Improvement Fund

This fund replaces the two funds below which were under the custodianship of the London Diocesan Fund but which have now been repaid to the PCC

St Clement Maintenance Fund (Joint Maintenance Fund)

This fund represented the remaining balance of the net sale proceeds of the St James, Norlands Church Hall in Wilsham Street in November 1992

The Trust deed requires the LDF to hold these monies upon trust and to permit them to be used by the PCC for any ecclesiastical purpose within the meaning of the PCC (Powers) Measure 1956 affecting the parish.

St Mark's Church Hall

Capital and income are held for the benefit of the Church of St Mark Notting Hill and may be disbursed in such manner as the incumbent and churchwardens of St Mark's shall from time to time appoint or direct. The PCC had designated this fund to be for the benefit of St Clements.

The Restricted Funds of the PCC are set out below.

St Clement's Roof

A major fund has been set up to facilitate the repair of St. Clement's roof

Additional Ministry Fund (Previously known as The Curate Fund)

This fund represents amounts donated or collected to fund the stipend of an additional priest or curate for the parish.

The Community Fund

The objective of the Fund is to fund local activities and projects that promote education, alleviate deprivation or otherwise contribute to the welfare of the local community.

Youth Work, Sunday School & Youth Trip

The PCC receives grants and raises funds to support youth work in the community.

Other funds arise from time to time as a result of special appeals (see Note 25)

2. Accounting Policies

Basis of Preparation

The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 together with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice, Accounting and Reporting by Charities preparing their accounts in accordance with FRS 102.

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard 102.

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

The presentation currency of the financial statements is the Pound Sterling (£).

Incoming Resources

Collections are recognised when received by or on behalf of the PCC.

Planned giving receivable under Gift Aid is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the related income is recognised.

Rental income is recognised when the rent is due.

Dividend and interest income is accounted for when received.

Funds raised from the summer fair and other events are accounted for gross.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Resources Expended

The diocesan parish share is accounted for when paid. Any parish share unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the balance sheet and the amount outstanding included in expenditure.

Capital Commitment

There were no capital commitments at 31.12.2018.

Investments

Investments are valued at market value. The market valuation is obtained from the investment fund which manages the investment on behalf of the Charity.

Gains and losses are recognised as movements in unrestricted funds.

Fixed Assets

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

Moveable Church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected at any reasonable time.

For inalienable property acquired prior to 2001 there is insufficient cost information available and therefore such assets are not valued in the accounts.

All expenditure incurred in the year on consecrated or beneficed buildings on individual items under £500, or on the repair of moveable church furnishings is written off.

Heaters are depreciated on a straight line basis over five years

Office equipment costing £500 or over is depreciated on a straight line basis over three years.

Office Fixtures & Fittings costing £500 or over are depreciated on a straight line basis over ten years.

The memorial garden has been depreciated on a straight line basis over ten years.

Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Estimates are based on historical experience and other assumptions that are considered reasonable in the circumstances. The actual amount or values may vary in certain instances from the assumptions and estimates made. Changes will be recorded, with corresponding effect in profit or loss, when, and if, better information is obtained.

Information about assumptions and estimation uncertainties that have a significant risk of resulting in material adjustment within the next financial year are included below.

Critical judgments that management has made in the process of applying accounting policies disclosed herein and that have a significant effect on the amounts recognised in the financial statements relates to the following:

Provisions

In recognising provisions, the charity evaluates the extent to which it is probable that it has incurred a legal or constructive obligation in respect of past events and the probability that there will be an outflow of benefits as a result. The judgements used to recognise provisions are based on currently known factors which may vary over time, resulting in changes in the measurement of recorded amounts as compared to initial estimates.

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	2018 £	2017 £
INCOMING RESOURCES					
3 Voluntary Income					
Planned Giving (Gift Aided)	33,287.70			33,287.70	39,758.69
Income Tax Recoverable	8,321.93			8,321.93	9,939.67
Planned Giving (Non Gift Aided)	1,310.00			1,310.00	0.00
Additional Ministry Fund (Gift Aided Planned Giving)			1,659.96	1,659.96	1,659.96
Income Tax Recoverable			414.99	414.99	414.99
Additional Ministry Fund (Non Gift Aided)			519.96	519.96	519.96
Pink Envelope Collections	4,497.96			4,497.96	4,663.81
Income Tax Recoverable	1,124.49			1,124.49	1,165.95
Collections and Other Giving	6,629.92			6,629.92	6,985.56
Income Tax Recoverable	1,671.64			1,671.64	1,746.39
Cash Collections not Eligible for GASDS	100.00			100.00	150.00
	<u>56,943.64</u>		<u>2,594.91</u>	<u>59,538.55</u>	<u>67,004.98</u>
4 Other Voluntary Incoming Resources					
Donations (Gift Aided)	2,750.00			2,750.00	24,610.00
Income Tax Recoverable	687.50			687.50	5,840.00
Donations (Non Gift Aided)	2,044.85			2,044.85	3,012.00
Grants for St. Clement's Roof				0.00	0.00
LPOW Grant Scheme - VAT Reclaim			5,668.54	5,668.54	0.00
Grant for Relief of Poverty			635.22	635.22	1,161.32
Grants for St Clement's Memorial Garden			17,223.00	17,223.00	23,250.00
St Clement's Garden Capital Fund			1,600.00	1,600.00	10,000.00
Income Tax Recoverable				0.00	2,500.00
St Clement's Garden Maintenance Fund			2,935.00	2,935.00	10,000.00
Income Tax Recoverable			625.00	625.00	2,500.00
St James Roof			5,000.00	5,000.00	
Grenfell Memorial Donations				0.00	7,691.71
Grenfell Relief			1,250.00	1,250.00	
Other non-recurring grants	1,912.33			1,912.33	6,000.00
Diocesan Grant: Ministry Support			13,333.33	13,333.33	
Lagacies	36.61			36.61	0.00
Pilgrimage				0.00	180.00
	<u>7,431.29</u>		<u>48,270.09</u>	<u>55,701.38</u>	<u>96,745.03</u>
5 Activities for Generating Funds					
Music Nights	0.00			0.00	818.75
Speakers Program	1,925.28			1,925.28	5,783.92
Summer Fair	6,273.59			6,273.59	7,932.26
	<u>8,198.87</u>			<u>8,198.87</u>	<u>14,534.93</u>
6 Income from Investments					
Bank Interest	38.54			38.54	56.01
Other Interest and Dividends	1,200.01			1,200.01	1,135.46
	<u>1,238.55</u>			<u>1,238.55</u>	<u>1,191.47</u>
7 Church Activities					
Fees	4,029.00			4,029.00	4,347.50
Hire of Church Buildings	98,515.38			98,515.38	93,240.95
W 11 Opera	4,752.00			4,752.00	4,752.00
Miscellaneous Sales	1,579.91			1,579.91	76.25
	<u>108,876.29</u>			<u>108,876.29</u>	<u>102,416.70</u>

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	2018 £	2017 £
RESOURCES EXPENDED					
8 Costs of Generating Funds					
Fundraising Event	871.14			871.14	3,421.87
Summer Fair	1,413.31			1,413.31	3,061.51
	<u>2,284.45</u>			<u>2,284.45</u>	<u>6,483.38</u>
9 Charitable Activities					
Grenfell Tower Relief			211.30	211.30	848.69
Churches Together in Notting Hill	10.00			10.00	5.00
Christmas Presents for the Poor					49.64
Other Gifts	505.75			505.75	225.00
	<u>515.75</u>		<u>211.30</u>	<u>727.05</u>	<u>1,128.33</u>
Church Activities					
10 Salaries Wages and Honoraria					
Assistant Priest	13,439.78		6,094.91	19,534.69	8,705.45
Youth Work			635.22	635.22	8,715.52
Administrators (Note 22)	15,217.54			15,217.54	14,446.77
Organists' Fees	7,240.00			7,240.00	8,256.25
Other Wages & Fees	1,296.58			1,296.58	450.00
	<u>37,193.90</u>		<u>6,730.13</u>	<u>43,924.03</u>	<u>40,573.99</u>
11 Clergy Expenses					
Travel & Transportation	10.40			10.40	73.77
Locum Fees	0.00			0.00	50.00
Hospitality	688.57			688.57	426.53
	<u>698.97</u>			<u>698.97</u>	<u>550.30</u>
12 Clergy House					
Clergy Expenses	564.40			564.40	564.40
Repairs & Redecoration	83.00			83.00	65.81
Clergy House Utilities	727.23			727.23	450.14
	<u>1,374.63</u>			<u>1,374.63</u>	<u>1,080.35</u>
13 Assistant Staff (Administration)					
Minor Office Equipment	144.47			144.47	926.76
Telephone & Internet	804.28			804.28	1,436.31
Office Utilities	996.52			996.52	604.52
Printing, Stationery & Postage	1,917.80			1,917.80	2,158.74
Travel & Transportation	0.00			0.00	533.57
Training	772.77			772.77	95.62
Miscellaneous	135.12			135.12	187.08
	<u>4,770.96</u>			<u>4,770.96</u>	<u>5,942.60</u>
14 Sunday School Expenses					
Other	450.29			450.29	288.62
	<u>450.29</u>			<u>450.29</u>	<u>288.62</u>
15 Church Mission					
Grenfell Memorial Service	1,926.55			1,926.55	
Other				0.00	50.00
	<u>1,926.55</u>			<u>1,926.55</u>	<u>50.00</u>
16 Church Running Expenses					
Events	213.18			213.18	574.73
Website	1,914.00			1,914.00	806.98
Advertising	477.60			477.60	0.00
London Diocese: Share of Fees	1,878.00			1,878.00	2,464.00
Weddings & Funerals	154.50			154.50	620.00
Sanctuary	3,031.72			3,031.72	2,536.73
Cleaning	3,786.55			3,786.55	3,431.53
Insurance	9,014.67			9,014.67	7,431.82
Minor Equipment under £500	155.45			155.45	364.80
Depreciation of Fittings & Equipment	732.60			732.60	732.60
Depreciation of Garden	0.00		3,701.28	3,701.28	0.00
Equipment Repairs and Maintenance	5,026.11			5,026.11	2,045.55
Church Repairs & Maintenance	6,833.20		5,000.00	11,833.20	6,492.12
Organ Repairs & Maintenance	230.00			230.00	0.00
St James's Garden	1,492.80			1,492.80	0.00
St Clement's Garden	0.00			900.00	1,382.39
	<u>34,940.38</u>		<u>9,601.28</u>	<u>44,541.66</u>	<u>28,883.25</u>
17 Church Utility Bills					
Gas	4,961.14			4,961.14	4,413.65
Electricity	6,197.00			6,197.00	6,997.85
Water	837.63			837.63	238.66
	<u>11,995.77</u>			<u>11,995.77</u>	<u>11,650.16</u>

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	2018 £	2017 £
18 Major Capital Expenditure					
Repairs to St. Clement's Roof	300.00			300.00	
Repairs to St. Clement's Windows	32,212.98		7,922.86	40,135.84	
Grenfell Memorial Garden	9,616.04		9,460.20	19,076.24	1,438.54
Church Repairs	777.60			777.60	6,051.62
	<u>42,906.62</u>		<u>17,383.06</u>	<u>60,289.68</u>	<u>7,490.16</u>
19 Governance					
Examination Fees	1,890.00			1,890.00	2,226.00
	<u>1,890.00</u>			<u>1,890.00</u>	<u>2,226.00</u>

20 Tangible Fixed Assets

	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Cost at 1 January 2018	19,107.65	10,000.00	29,107.65
Additions		37,012.80	37,012.80
Cost at 31 December 2018	<u>19,107.65</u>	<u>47,012.80</u>	<u>66,120.45</u>
Accumulated Depreciation at 1 January 2018	16,908.25	10,000.00	26,908.25
Charge for the Year	732.60	3,701.28	4,433.88
Accumulated Depreciation at 31 December 2018	<u>17,640.85</u>	<u>13,701.28</u>	<u>31,342.13</u>
Net Book Value at 1 January 2018	2,199.40	0.00	2,199.40
Net Book Value at 31 December 2018	<u>1,466.80</u>	<u>33,311.52</u>	<u>34,778.32</u>

21 Listed Investments

	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	TOTAL £
Market value at 1 January 2018	23,322.73	0.00	23,322.73
Revaluation loss for the year	- 1,691.71	0.00 -	1,691.71
Market value at 31 December 2018	<u>21,631.02</u>	<u>0.00</u>	<u>21,631.02</u>

22 Employees

The PCC has two part time employees engaged on administration.
The employees are paid by the Community Project which is reimbursed by the PCC.

2018 £	2017 £
<u>15,217.54</u>	<u>14,446.77</u>

No employees received remuneration in excess of £60,000 during the year.

23 Trustees Remuneration

No trustee received any remuneration (2017 Nil)

24 Independent Examiner's Remuneration

The Independent Examiner's Remuneration constituted a fee of £1,800 (2017: £1,800).

25 Movements on Funds

	Balances at 1.1.18 £	Income £	Interest £	Total Incoming £	Expenditure £	Transfers £	Balances at 31.12.18 £
Designated							
Church Repair & Improvement	40,000.00						40,000.00
Total Designated	<u>40,000.00</u>		<u>0.00</u>	<u>0.00</u>		<u>0.00</u>	<u>40,000.00</u>
Restricted							
Additional Ministry Fund	0.00	2,594.91		2,594.91	2,594.91		0.00
Ministry Support Fund	0.00	13,333.33		13,333.33	3,500.00		9,833.33
St Clement's Roof	0.00	5,668.54		5,668.54		-5,668.54	0.00
St Clement's Windows	2,254.32			0.00	7,922.86	5,668.54	0.00
St Clement's Garden	29,250.00	17,223.00		17,223.00	13,161.48		33,311.52
St Clements Garden Capital Fund	12,500.00	1,600.00		1,600.00			14,100.00
St Clements Garden Maintenance Fund	12,500.00	3,560.00		3,560.00	900.00		15,160.00
St James's: Lighting	167.80			0.00			167.80
St James Roof		5,000.00		5,000.00	5,000.00		0.00
Grenfell Relief		1,250.00		1,250.00	211.30		1,038.70
Youth Work	0.00	635.22		635.22	635.22		0.00
Total Restricted	<u>56,672.12</u>	<u>50,865.00</u>		<u>50,865.00</u>	<u>33,925.77</u>	<u>0.00</u>	<u>73,611.35</u>

26 Prior Period Comparative SOFA
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2017

	UNRESTRICTED FUNDS £	DESIGNATED FUNDS £	RESTRICTED FUNDS £	TOTAL 2017 £
INCOME AND ENDOWMENTS				
Voluntary Income	64,410.07		2,594.91	67,004.98
Other Voluntary Incoming Resources	47,153.71		49,010.66	96,164.37
Activities for Generating Funds	14,534.93		0.00	14,534.93
Income from Investments	1,191.47		0.00	1,191.47
Church Activities	102,416.70		0.00	102,416.70
TOTAL INCOME AND ENDOWMENTS	229,706.88		51,605.57	281,312.45
EXPENDITURE				
Costs of Generating Funds	6,483.38		0.00	6,483.38
Charitable Activities	1,078.69		49.64	1,128.33
Church Activities				
Diocesan Parish Share	85,500.00		0.00	85,500.00
Salaries Wages & Honoraria	37,398.42		3,175.57	40,573.99
Clergy Expenses	550.30			550.30
Clergy House	1,080.35			1,080.35
Assistant Staff (Administration)	5,762.60		180.00	5,942.60
Sunday School Expenses	288.62			288.62
Church Mission	50.00		0.00	50.00
Church Running Expenses	28,187.13		696.12	28,883.25
Church Utility Bills	11,650.16		0.00	11,650.16
Major Capital Expenditure	7,490.16		0.00	7,490.16
Governance Costs	2,226.00		0.00	2,226.00
TOTAL EXPENDITURE	187,745.81		4,101.33	191,847.14
NET INCOME/(EXPENDITURE)	41,961.07		47,504.24	89,465.31
TRANSFER	-3,905.26		3,905.26	
GAIN/(LOSS) ON INVESTMENT	1,629.28			1,629.28
NET MOVEMENT IN FUNDS	39,685.09		51,409.50	91,094.59
BALANCES BROUGHT FORWARD AT 1.1.17/16	63,727.82	40,000.00	3,167.78	106,895.60
BALANCES CARRIED FORWARD AT 31.12.17/16	103,412.91	40,000.00	54,577.28	197,990.19

Ultimate Controlling Party

27 The Charity is controlled by the trustees.

Independent Examiner's Report to Parochial Church Council (PCC) of St Clement with St Mark Notting Dale and St James Norlands

This report on the financial statements of the PCC for the year ended 31 December 2018, which are set out on pages 16 to 22, is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 ('the Regulations') and s.145 of the Charities Act 2011 ('the Act').

Respective responsibilities of the PCC and the examiner

As members of the PCC you are responsible for the preparation of the financial statements; you consider that the audit requirement of the Regulations and s.144(2) of the Act does not apply. It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the Act; and
 - to prepare financial statements, which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Graham Jennings

Mr GMD Jennings FCCA CTA
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Berkshire
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Date: 04-10-2019