



St Marylebone
Parish Church

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

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

for the year ended 31st December 2021

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

www.stmarylebone.org

Registered Charity Number: 1129435

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

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Notes to the Financial Statements

The Notes on pages 41 to 51 form part of these financial statements

Annual Report for Year Ending 31st December 2021

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 Archdeacon of Charing Cross. The area of the parish is approximately half a mile across by one and a half miles North to South in London districts W1 and NW1. It extends from Baker Street and Park Road in the West to (approximately) Great Portland Street and The Broad Walk (Regent's Park) in the East, and from Prince Albert Road in the North to (approximately) George Street and Queen Anne Street in the South. Regent's Park (including the Central London Mosque, US Ambassador's residence (Winfield House) and part of the London Zoo) comprise just over half of the area of the parish; the remainder is medical, office and residential buildings and streets with a resident population of more than 7,500 (including Harley Street, many hospitals, corporate head offices, the Royal Academy of Music, Madame Tussaud's, Baker Street, Regent's Park and Great Portland Street Underground stations and several parts of Westminster University as well as Regent's University).

Public Benefit and Object of the Charity

The PCC ("the Trustees") have had regard to the Charity Commission guidance on public benefit; the principal function of St Marylebone's PCC is co-operating with the Rector in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It also has responsibility for the St Marylebone Healing & Counselling Centre (St Marylebone HCC) based in the crypt of the parish church, direct maintenance responsibilities for the parish church, 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 ("the Council") 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. In addition, up to five members of the Deanery Synod are elected for a triennium. Membership of the Deanery Synod enables members to be ex officio members of the Council.

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

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

Employees of the PCC in receipt of remuneration are not generally allowed also to be on the PCC, an exception to this is if they are members of Archbishops' Council, General Synod or Deanery Synod. In 2021, one employee, Rosie Bonser, was elected to Deanery Synod.

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 Covid pandemic, most meetings of the Council and Standing Committee took place online in accordance with regulations introduced to manage the conduct and operation of PCCs nationally.

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

| Name, Office Held | Appointing Office | Term of Office |
|---|-------------------|----------------|
| The Revd Canon Dr Stephen Evans | | |
| <i>Rector of St Marylebone with Holy Trinity, St Marylebone</i> | The Crown | Ex officio |
| | | |
| The Revd Jack Noble | | |
| <i>Assistant Curate of St Marylebone with Holy Trinity, St Marylebone, Chaplain</i> | The Rector | Ex officio |

| | | |
|--|-------------------------------------|--|
| The Revd Katy Hacker Hughes | | |
| <i>Assistant Curate of St Marylebone with Holy Trinity, St Marylebone, Priest Pastor</i> | The Rector | Ex officio from 1 September 2019 |
| | | |
| Emeka Onah | | |
| <i>Crown Warden</i> | The Crown | Ex officio |
| | | |
| Brenda Elise Ormerod | | |
| <i>Churchwarden</i> | Vestry | Ex officio until Vestry 2022 |
| <i>Hon. PCC Secretary</i> | PCC | Ex officio until PCC 2022 |
| <i>Deanery Synod Representative 1</i> | APCM | Until 2023 |
| | | |
| Frances Endres | | |
| <i>Churchwarden</i> | Vestry | Ex officio until Vestry 2022 |
| | | |
| | | |
| Andrew Hine | | |
| <i>Crown Sidesman</i> | The Crown | Ex officio from 30 th April 2019 |
| | | |
| R Wyndham Lloyd Davies | | |
| <i>Deputy Churchwarden</i> | APCM on the advice of the Rector | Ex officio |
| | | |
| Rosie Bonser | | |
| <i>Deanery Synod Representative 2</i> | APCM | Ex officio until 2023 |
| | | |
| Caroline Morton | | |
| <i>Deanery Synod Representative 3</i> | APCM | Ex officio until 2023 |
| | | |
| Ann Marie Johnson | | |
| <i>Deanery Synod Representative 4</i> | APCM | Ex officio until 2023 |
| | | |
| Samantha Gunasekera | | |
| <i>Deanery Synod Representative 5</i> | APCM | Ex officio to 2023 |
| | | |
| Beth Kostick | APCM | Until APCM 2022 |
| <i>Treasurer</i> | PCC | |
| | | |
| Thomas F Moore | APCM | Until APCM 2022 |
| | | |

| | | |
|-------------------------------|------|-----------------|
| Roger Lee | APCM | Until APCM 2023 |
| | | |
| Gordon Rider | APCM | Until APCM 2023 |
| | | |
| Ferdinand Achom | APCM | Until APCM 2024 |
| | | |
| Alex Endres | APCM | Until APCM 2022 |
| <i>Electoral Roll Officer</i> | PCC | |
| | | |
| Paul Humberstone | APCM | Until APCM 2022 |

2.2 The Parochial Church Council

The PCC met six times during the year from 1st January 2021 to 31st December 2021 in person and by video conferencing and one consultation took place via email (seven times in the previous year). The following were invited as ex officio observers because of their roles within the Parish Church: Adé Adigun (Children's Champion), Jo Sumpter (Adults at Risk Champion), Stuart Page (Operations' Director), Suzanne Hyde (Director of Clinical Services of the St Marylebone Healing and Counselling Centre), Margaret Sykes (Practice Manager of the St Marylebone Healing and Counselling Centre), Matthew Butler (Families Ministry Lead), Gavin Roberts (Director of Music); William Everitt to 22nd September, 2021 (Safeguarding Officer); Ginny Walton (Activity Manager, *Changing Lives*), Rachael Church (Development Director); Yodry Vasquez (Finance Manager); Claire Southern from 22nd September, 2021 (Safeguarding Officer).

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 of 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 five times in person and by video conferencing in 2021 (2020 five). Attendance 94% (2020 average 91%).

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 Banking Barclays Leicester LE87 2BB |
| 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 | Azets Audit Services 2nd Floor, Regis House 45 King William Street London EC4R 9AN |

3.0 Electoral Roll, Sidesmen and Registers

3.1 Electoral Roll

There were 495 (2020: 458) individuals on the Electoral Roll for 2021. Of these, 34 were residents and 461 non-residents. This was the third year of the current cycle. The year 2022 starts the beginning of a 4th year of 6-year cycle for the Electoral Roll.

3.2 Sidesmen

The calendar year 2021 saw a strong and enthusiastic team of sidesmen welcomers operating throughout the year, given that the Church remained open for public worship throughout the period. The team has continued, with the Church Wardens, to implement the necessary Covid protocols when these were necessary to enable worship to take place in a socially distanced manner and some of these changes remain in place, particularly in relation to the organisation of the congregation for the taking of Holy Communion. In addition, the sidesmen and welcomers have taken on the additional responsibility of processing the registration of Young Church members each Sunday and those members of the team who are parents of those who attend Young Church have been extremely helpful in this regard.

Of the 27 people named in the last report as regular sidesmen, 6 have now stepped down, namely Lucy Quick, Francis Roodt, Sarah Kutner, Carol Lewis, Vernoika Seifert and Kaynoosh Pouyamajd have resigned and they are all thanked for their time of service. A further 8 new people have joined the panel of sidesmen and welcomers and these are Valentin Bontjes Van Beek, Yasmin Eady, Mina Dragojevic, Daren Hall, Tim Parker, Antonia and Partha Bose and Regina McKenzie. These new recruits all have children who attend Young Church and their support is much appreciated.

The list of regular sidesmen and welcomers has grown over the last couple of years to reflect the increasing size of the congregation at the 8.30am service, where two sidesmen and welcomers are now required to be on duty. A new rota is prepared every 6 weeks and the hope and intention is that each member of the team only has to cover one duty in that 6-week period, although sometimes it is necessary for people to cover more than one duty and over the period covering the Christmas services, a number of people covered multiple duties and that is gratefully acknowledged. Some of the names still on the list have been unable to serve over the last year for various reasons, including those resulting from the Covid pandemic, and it is hoped that they will be able to do so in 2022.

In 2022 therefore, there is a total of 29 people for appointment as regular sidesmen and welcomers and they are Natasha Back, Roy Bennett, Matthew Denny, Colin Dix, Mary Dix, Julia Flower, Leanne George, Paul Humberstone, Tina Onah, Ngozi Onyiagha, Elizabeth Queenan, Cecilia Tjornby, Rob Wijeratna, Kathryn Wycoff Gross, Paul Loosley, Gordon Rider, Ann Marie Johnson, Sam Gunasekera, Yang Jie, Clare Beckford, Rafaela Perera, Valentin Bontjes Van Beek, Yasmin Eady, Mina Dragojevic, Daren Hall, Tim Parker, Antonia and Partha Bose and Regina McKenzie.

The reserve sidesmen to be appointed this year remain the same as last year and are five in number. They are Adé Adigun, Kingsley Emovon, Jordan Bell, Vesta Burgess and Anne Hamilton. We are grateful for their continuing support.

The team has had to continue to manage without the incentive of the annual reception for the last couple of years, because of the pandemic, but we hope that this will be reinstated in 2022.

The Crown Sidesman is grateful, once again, to Dominykas Samsonas, St Marylebone's Assistant Buildings Manager, who has on occasion taken up sidesman duties at the early morning services and he is also grateful to Matthew Butler, the Families and Young Church lead, who has also helped on occasion with the registration process and with the recruitment of Young Church parents to the panel.

As ever, St Marylebone and the Crown Sidesman warmly thank all those who voluntarily undertake the duties of a sidesman and welcomer. 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 very much appreciated.

3.3 Servers

Last year's report said that this important ministry remains a priority and will be restored as soon as safely possible. This has been the case, and more. There is a lovely range of people – young and not, new and established, from every part of our global church family helping to lead our worship by serving at the altar. Several are very active members of SMPC, others are helped to maintain their worshipping life (slightly more intermittently, unfortunately) by their commitments on the serving rotas. This only further highlights the gift and importance of this ministry as a means of mission and evangelism as well as enhancing the worship we offer God.



4.0 Music and Special Services

After a brief taste of liturgical and musical normality on the first Sunday in January, with a Choral Eucharist and Epiphany Carol Service led by a choral quintet, the country was plunged, yet again, into lockdown. Naturally, this had its impact upon the musical activities of the Parish Church. Sunday services were led by a cantor and organist up until Pentecost (23 May), aside from the occasional use of a trio of singers for Holy week and Easter (three singers was the Government guideline at the time), and a quintet of singers for the visit of The Bishop of London for our confirmation service on 25 April. From Pentecost through to December the choir sang as a quintet (or fewer singers during our 'residence' in Blandford Street Hall in October and November), with a few brief outings for the full choir of ten-voices for occasional weddings, funerals, and at our annual Festival.

One exception was the Festival Eucharist on 19 July, when the full choir sang Louis Vierne's Messe Solennelle for two organs, accompanied by Jamie Rogers, our Assistant Director of Music, on the Rieger Organ (albeit wrapped in plastic to protect it from dust from the building project), and Joshua Simoes, our Organ Scholar, on the newly purchased Škrabl chamber organ. Finally, December saw a return to regular services led by our full choir, and the long process of building up our fine musical standards and traditions has begun again. Nonetheless, the musical restrictions have called for great creativity in researching and performing music suitable for all sorts of combinations of voices and instruments, not least when last minute changes needed to be made in the face of the pandemic. The funerals of two of our long-standing parishioners, Princess Joyce Adigun and Constance Saynor were particular triumphs of creativity and determination over musical resource, where the requests of the families were met with just three singers. We are always much more than the sum of our parts!

We should pay particular tribute to soprano Clare Hoskins, who is also a professional oboist, for regularly enlivening our musical offering with her playing, most especially throughout the Blandford Street weeks, when our only keyboard instrument was the school's rather battered Young Chang upright! Furthermore, Jamie Rogers, and Joshua Simoes, our Organ Scholar have coped admirably with the demands made by instruments both great and small. That said, it has been a joy to make use of our specially commissioned Škrabl chamber organ, which arrived in June. The new instrument is a colourful and versatile five-stop, two-manual instrument, which will help us through the period building works, but also be a huge musical asset for the parish in the future. December saw Jamie appointed as Assistant Director of Music at Canterbury Cathedral, a great credit to his talent and development as a musician. Huge thanks to all our musicians for working tirelessly to keep music at the heart of St Marylebone through this challenging period.

The dates falling fortuitously at the end of pandemic restrictions, The St Marylebone Festival was able to take place from 18-23 July, and proved a great 'beacon of hope' to all the talented artists we employed, as well as to all the audiences we could welcome back into the parish church. The festival, as a central part of the Changing Lives project, is a great vehicle for bringing to life the many wonderful stories of St Marylebone's cultural heritage, as well as a way of inviting in new audiences. Highlights included Madeleine Holmes and The London Dance Orchestra leading a tribute to Dame Cleo Laine and Sir John Dankworth; a deeply moving performance of 'Creative Minds in Song', where new songs had been created from the poems of mental health service users; a piano recital by Joanna MacGregor, a performance of the inter-faith project 'One Creation'; and a Gerald Finzi concert presented by members of our music department, generously supported by The Finzi Friends.

Rosamund Shelley brought her show 'Novello & Son' (the story of Ivor Novello's mother Clara); sopranos Amanda Pitt and Helen Semple led us in a bawdy romp through Lord Byron's Italian love affairs, curated and supported by Dr Emily Paterson and the Byron Society; a 'Battle of the Keyboards' concert saw our two organs featured in duet, and trio with our Blüther grand piano; and we looked to the outside world in a concert on Climate Change.

As ever, the work undertaken by our music department is not possible without the precious support of the clergy and congregation at St Marylebone.

5.0 Mission and Local Outreach

5.1 Covid-19 Pandemic

Issue relating to the Covid-19 Pandemic have continued to affect the worship and day-to-day operations of St Marylebone Parish Church. Nevertheless, the parish church has continued to be a place of active and engaged Christian witness, set at the heart of central London. For another year, the majority of our usual hospitable, educational and cultural events were not delivered, although it was a great joy to host a scaled-back Festival in July.

With a history stretching back more than 900 years, the parish church continues, whatever the circumstance, to offer worship to almighty God. One of the many sadnesses experienced in 2021 was to continue with a reduced musical offering to support worship. The Choir has varied between 10 voices and 5 voices and, on occasion, just a single cantor.

During October and November, due to the erection of scaffolding in the nave of the parish church, the congregation had to relocate to The St Marylebone CE School Sixth Form Hall in Blandford Street for worship. Huge thanks go to the school and to the Chaplain and our Assistant Building Manager for making this possible.

Congregation numbers have still not returned to pre-pandemic levels although, numbers have been increasing. The parish church has remained open every day in 2021, and when the nave was out of use, a worshipping space was maintained in the Crypt.

For nearly 40 years, St Marylebone Parish Church has been pioneering the work of Christian healing and throughout the pandemic the internationally respected Healing and Counselling Centre (HCC) which offers low-cost psychotherapy and spiritual direction has kept operating, indeed our psychiatrists and psychotherapists have engaged in new work with widening client groups – much of the work being online via video conferencing facilities. During 2021, the HCC was able to move to a mixed-mode of online and in-person therapy and has expanded and extended its work, recruiting some very able new therapists to meet demand.

Throughout 2021 hospital chaplaincy has continued to be offered to King Edward VII's Hospital, The London Clinic and the Schoen Clinic. Chaplaincy and Spiritual Care advice has also been offered to the Cleveland Clinic London.

It was good that the Marylebone Health Centre has remained open throughout 2021, although much of its work has also moved online. The noisy and intrusive building construction has impacted the MHC's delivery but this NHS primary care service continues to flourish.

Young Church flourishes too, under Matthew Butler, our Families' lead. It was extremely good when the 8.30 am and 11 am Young Church sessions started again. Thanks are due to The St Marylebone CE School for their hospitality in providing space for YC to meet.

Fr Jack has continued his greatly valued work supporting both The St Marylebone Church of England School and The St Marylebone Church of England Bridge School, with the latter witnessing the first-ever baptism and confirmations in a Special School. 2021 witnessed the commencement of building a brand new permanent £12 million building for The St Marylebone Church of England Bridge School in Queen's Park.

School governors, at both schools, have continued to meet online as has the Marylebone Forum and the PCC.

St Marylebone Parish Church's transformative project, the St Marylebone *Changing Lives* project, funded partly by the National Lottery Heritage Fund moved into the Delivery Phase of the project in 2020 and the Construction phase of work began on site on 11th January 2021 under the project construction team led by the Sir Robert McAlpine Special Projects Team. The construction phase has proved immensely challenging and increasingly costly, with work now due to be completed in time for a September 2022 'reopening'.

Rachael Church, the Development Director, continues to raise funds through grants and donations and this work has included securing CIL funding and CRF funding.

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

5.2 Post Balance Sheet Events

There have been few items since 1st January 2022 to report, although unexpected and extensive work to stabilise the parish church's magnificent fibrous plater ceiling of 1883 has proved challenging and very expensive!

The Chaplain has been appointed Rector of the parish of St Giles-without-Cripplegate in the City of London and will leave St Marylebone on Easter Day 2022 as will the Director of Music. Bertie Bagent, a former Organ Scholar, has been appointed Assistant Director of Music in succession to Jamie Rogers who is now Assistant Director of Music at Canterbury Cathedral. A new Organ Scholar, to succeed Josh Simoes, has been appointed to commence duties in September 2022.

Other new appointments have included the appointment of a new Building Manager, Stuart Harrison, a new Finance Manager, Yodry Vasquez and a new Volunteer and Visitor Co-ordinator, Clara Pereira, who joins the Changing Lives team.

5.3 Music for the Moment

MFTM has returned after a COVID-enforced hiatus. Friendships with RAM and Resonate Arts Westminster are strong and fruitful. Numbers of guests (predominantly people living with Dementia and their carers) have been very encouraging, and growing each time towards the pre COVID average. Girls from The St Marylebone CE School continue to do us all proud with their charming hosting of guests and serving of tea and cake. One carer said recently 'this is the first time I've been out for some music/culture in over two years'. Another said 'I just felt held for an hour in this beautiful music and place' – which considering the life of a full-time carer is a very precious gift. FR Jack always tells the girls that these concerts reflect our Christian commitment to honouring every person as made in the image of God, of all life being precious. This is a rare and radical thing in today's world, and Music for the Moment is a shining example of Christian mission.

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

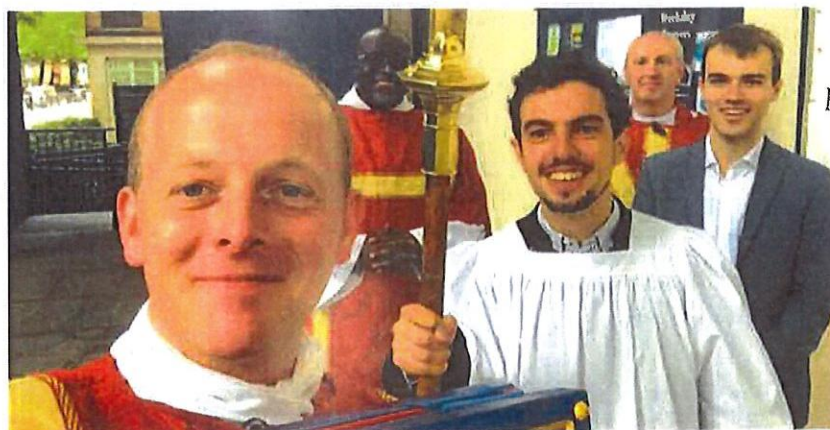
St Marylebone Parish Church and our schools have continued to support this important work in our community with considerable Harvest Offerings, warm clothing and spare sandwiches/salads from the school canteen. These relationships have further strengthened this year (and with Christ Church Bentinck and Christ Church Albany St Primary Schools, and St Paul's and St Mary Magdalene Churches) with the hugely successful Christmas and January food hamper and Christmas Dinner and Daunt Book Voucher appeal and distribution. Being the second year of this project (this year distributing £5,600 in vouchers in addition to 50+ food hampers), it continues to put down ever-stronger roots and bear good fruit. Feedback from our community partners (which also included the American Internal Church and Notre Dame de France, Leicester Square) about the value of our support and the effect it has had on enhancing their ministry and being able to relate to the people they serve was very encouraging.



5.5 20s - 30s

The adult Confirmation group was another lively and supportive group of young adults who share faith and friendship. The group was wonderfully diverse, and a beautiful expression of St Marylebone as a Parish Church for London in the best of the Church of England tradition.

Last year's growth of a sustainable and attractive contingent of young adults (studying and working) has continued. Vocation conversations, Baptism and Confirmations, pastoral relationships, friendship groups, ministries and memberships of various groups have flourished. Matters Arising and Veritas et Vino (its in-person successor) students regularly at Tuesday, Wednesday and Sunday Eucharists and Morning and Evening Prayer, reading at services and clicking slides, fielding teams and leading quizzes in our and neighbouring parishes, and lots of other things attest to this.



Veritas et Vino a relaxed discussion group in a local hostelry is not simply for 20-30s. A real joy of the Church generally and St Marylebone in particular is the value of cross-generational belonging. Noah, a young lawyer in the congregation, led a session on philosophy and T S Eliot for 'ordinary' churchgoers with people from 19-60 attending and growing together.

Many of this group, and others came on a wonderful pilgrimage weekend to the C of E monastic Community of the Resurrection in the autumn.



5.6 The St Marylebone CE School (Pastoral)

Our School continues to be an outstanding community of education, personal flourishing and deep faithful development. Extra-curricular and curricular delivery has continued despite the hugely unstable global picture. Faith in school and rich offering of worship has been undimmed. The school has enthusiastically returned to in-person church services with prayers, readings, thoughtful content and hymn-singing each week. Friday faith gatherings and faith film clubs have proved popular with students. The Eucharist continues to be at the heart of school life term by term. The Chaplaincy support of students and staff in 'holy friendship' and with more deliberate accompaniment at times of difficulty has been a real asset this year and has returned to in-person school life stronger than ever. The Governing Body, Ms Pugh and her Senior Leadership Team have once again proved themselves to be outstanding leaders in this ministry.

5.7 The St Marylebone CE Bridge School (Pastoral)

The Bridge School takes ever more challenging children and through love, expertise and perseverance is always forming a community of learning and nurture that is truly special, in every sense.

5.8 Online Ministry

The use of social media has continued to help people grow daily in faith. Levels of interaction have been variable post the return to in-person worship.

6.0 Chaplaincy to The St Marylebone CE Schools

6.1 Chaplaincy to The St Marylebone CE School – Some highlights

A trip to ZSL London zoo with the students who had suffered the death of a parent this year, to have 'normal' fun with other children in a similar situation, build supportive relationships and speak easily/without a filter knowing it will be understood. This was a lovely afternoon.

A large group of students asking to be baptized/confirmed even in the midst of on/off lockdowns. That this preparation and the service went ahead is wonderful.

Beer and Carols in Inn 1888 saw school staff and a wonderful mix of parishioners fill a Marylebone pub with the good news of the Incarnation. This simple community engagement facilitated some fantastic conversations and friendships amongst St Marylebone people, and new people too.



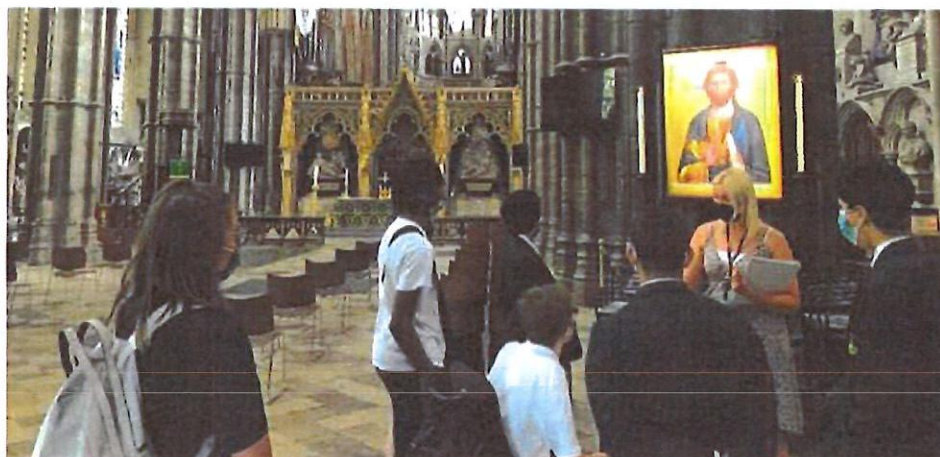
A staff service to begin the year began with a Procession of the Blessed Sacrament round into school, following Jesus and singing hymns (outside only at that stage because of COVID) into our School – itself a place of encountering Christ in each other, school worship and our teaching and learning.

6.2 Chaplaincy to The St Marylebone CE Bridge (Special) School – Highlights

The Bridge School hosted a joyful Baptism and Confirmation at the school, with the Bishop of London. This highly unusual and special event is a real credit to the school and shows the value of our vision for Church Schools and Chaplaincy.



Trips to Cecil Sharp House and Westminster Abbey, coordinated through the Parish Church have been really powerful and fruitful encounters for our young people.



Other highlights

A fun video-making walk of the Tyburn river route by members of the Parish Church staff team, available to watch on the Parish YouTube channel



7.0 Priest Pastor

Priest Pastor (half time role: Tuesday, Wednesday, Friday and 1st and 3rd Sunday)

Changing Lives through pastoral ministry, healing and wholeness

Healing Ministry

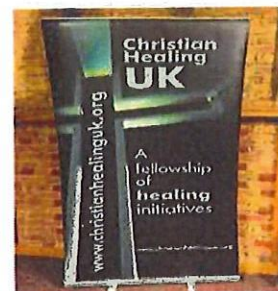
Wednesday and 1st Sunday evening services have moved around this year, the Browning Room, the Sacrament Chapel and the Church. They continue to be well supported and appreciated, and weekly online numbers for Wednesdays average around 40. The number of singers at Sunday evening services was reduced to one cantor, nevertheless the musical sensitivity and contribution of the music department is always superb.

It is very good to have the support of members of the congregation to welcome, read and lead intercessions at these services – do speak to me if you would like to be part of this



important ministry. This year it has been a joy to be joined by Lydia McClean, Hospital Chaplain at UCLH and Licensed Lay Minister. She regularly leads intercessions, talks with people and is a prayerful presence – she also appreciates support for her work, through taking the Reserved Sacrament from our services to hospital patients. We are looking forward to involving her further as her work allows.

I recently attended an ecumenical conference on the healing ministry at which practitioners shared support and ideas. A lot to consider regarding how we might grow this ministry together. After many years, St Marylebone finally became involved in the London Diocesan Eucharist with Prayer for Healing – I worked with a colleague from the Christian



Healing Mission to put on the service at St Paul's Cathedral at

which Suzanne, Margaret and Fr Stephen took part. Around 150 people came for prayer, anointing, conversation and confession. The next Diocesan service will be held at St Marylebone this year on October 16th. Do support this service – it is an opportunity to welcome a wide variety of people from across the Diocese to St Marylebone.

HCC

It has been good to be involved with the Making Sense drop in mental health support group and to work with the group analysts. Do mention this group to any you know who might welcome the chance to reflect together and support one another. 'The wisdom is in the room'!

I was delighted to attend the HCC Professional Advisory Board in November; to hear the input that the Board give to the CC and to introduce the role of the Priest Pastor. We are hoping to plan an event this year for our Spiritual Directors, however this will need to fit in around the building project.

Pastoral outreach

I continue to meet in person, by phone or email a number of people who have needed support this past year, through spiritual accompaniment, general support and prayer. Many are very isolated, come from around the country, often with complex needs. These come via our HCC and from a number of other sources and include clergy. It is very helpful in this work to be a member of the Area team for the Ministry of Deliverance and I have attended some excellent training.

Sew Social

We continue to meet and share ideas, skills and cake when we can, and hope to reschedule a delayed visit to a group of Afghan women at a new local church sewing group. Donations from the congregation were gratefully received to take along when we go. We have some ideas for a craft stall next Christmas – nothing wrong with planning ahead!

Matters Arising, Vino et Veritas, Beer & Carols

I have worked during the year with Fr Jack on these groups for discussion and fellowship. It has been good for 'the church' to be visible at local hostelrys, and it was rather fun to bash out carols on the piano at Christmas while teachers from St Marylebone school and surprisingly keen pubgoers roared away.

Interfaith Week



I attended an event at Westminster City Hall on 16th November involving Muslim, Jewish, Sikh, and Christian faith leaders, and was asked to give a presentation, along with others. People shared their experiences of the pandemic in their faith communities and issues that were of particular concern. It was very interesting to meet people from Regents Park Mosque and local Synagogues. It is hoped that we will meet again more regularly in person.

Diocese of London

I continue to be asked by the Diocese of London to assist as an assessor for those applying for lay and ordained ministry. It is good also to support those in our congregation considering ministry.

CPD

Mental Health First Aid, Diocese of London Deliverance Ministry Training Day, Church of England Webinar Theological and Biblical Issues in Deliverance Ministry, Diocese of London New Vocational Discernment Framework

8.0 St Marylebone *Changing Lives* Project

8.1 Development/Fundraising

The Development Office is pleased to report another successful year raising funds for the Changing Lives project and the general day to day activities of St Marylebone. We reached our target to raise £1,000,000 which was pledged and/or donated during this period to the parish church as one-off gifts, predominately towards the work of the Changing Lives campaign. This was in addition to our regular monthly standing orders from the congregation, which also increased with 12 new households signing up in 2021 to give via standing order.

January 2021 began with our second annual stewardship campaign, encouraging members of our congregation to support our day-to-day work. This was very well received, and over the past two years donors giving by direct debit has increased at a positive rate, for which we are very grateful.

There was also a focus on raising general funds to support the bursary fund for the St Marylebone Healing and Counselling Centre. Over £30,000 was pledged in 2021 by donors wanting to help us offer low-cost psychotherapy to people living and working in the Westminster community. The team also continued to develop a very positive supportive relationship with our neighbour The London Clinic, who have further supported the Bursary Fund whilst also offering mental health support to their own staff via our HCC.

St Marylebone also had a focus on supporting its own community through fundraising. The annual St Marylebone Christmas appeal in December 2021 enabled us to raise further funds to support those in need in our Westminster community. Hundreds of food and gift vouchers were given out, along with 80 food hampers in the week before Christmas. The feedback we received was extraordinary and thank you too all our partners and funders who enabled this success. Fr Jack continued to develop his link with the Parish of Kagera in Tanzania, and a 'soap swap community appeal' raised vital funds to support them during the pandemic.

The main focus of funding for the Development Office in 2021 continued to be the Changing Lives campaign. In August 2020, a critical issue was raised surrounding the stability of the parish church ceiling, which added substantial additional costs to the project. We were therefore delighted to secure £480,000 from the Historic England Cultural Recovery Fund, to enable us to secure the ceiling with work that is taking place across 2021/2022.

The campaign continued to secure major gifts from trust funders, local corporates and individuals, enabling the capital and community work to continue on schedule. This leaves us with just over £800,000 to raise for the campaign as we enter 2022. Despite the challenges of the pandemic, we continued to host events to thank our donors and involve the community in the project. This included a 'Red Carpet' film night in September to launch the 'What Makes Marylebone' film, a project led by the parish church.

The parish church also involved the wider community, and raised further funds, with a 'dedicate a slate' appeal. Over 350 Welsh slates were sponsored and inscribed before being placed on the parish church roof. Around 50 donors were taken on tours of the church which included a trip up to the roof to see the work in progress.

We record our thanks to our Campaign Patron Dr Tristram Hunt for his support, the National Lottery Heritage Fund for their continued support, our Development Board, PCC and all of our fundraising volunteers and donors.

8.2 Activity and Heritage

2021 has been an exciting year for activity as the delivery phase of the Changing Lives project, and the construction work have progressed steadily.

We began 2021 by continuing one of our collaborative projects with the St Marylebone CE School, 'Through the Keyhole'. This co-creative project saw GCSE Art students from the school create portraits of famous Marylebone residents past and present, and architectural elements of the parish church as part of their final grade. We also invited artists from around the country and our very own Young Church members to take part in the project.

The result was a spectacular hoarding design around the parish church and garden featuring much of the artwork created. One of the gallery walls also features a 'photo booth' where viewers can have their picture taken amongst the famous faces of Marylebone.

One of the partners we worked closely with throughout 2021 was the English Folk Dance and Song Society (EFDSS) based at Cecil Sharpe House. Based on and around folk music from the St Marylebone Workhouse, EFDSS created a wonderful online resource for schools and groups including those with special educational needs. We launched this in the Summer and subsequently held 2 workshops towards the end of the year, at Cecil Sharpe House, with students from The St Marylebone Bridge School.

2021 saw the completion of one of our major projects, 'Who Makes Marylebone'. This was a collaboration between ourselves, Fourth Feathers Youth and Community group, Chocolate Films and the Royal Academy of Music. Alongside Chocolate Films, we trained young people from Fourth Feathers in film making, interviewing and film editing through filming residents and workers in Marylebone. A 40-minute film was created, celebrating the remarkable people that make up this special part of London. In addition to this, composition students from RAM created a score, including an original song to accompany the film. Members of our Young Church also featured in a short, animated section of the film exploring Marylebone in the future. The project ended in September with a spectacular red-carpet event with over 100 people in attendance. The film can now be seen on both our main church website and the Changing Lives website.

Some major developments were made in terms of creating the interpretation that will feature throughout the parish church building and online, including a lightbox display of famous faces throughout time in the crypt corridor, a St Marylebone Family Tree in the new lift foyer, social reformers in the staff and volunteer room, various trails and guides and a gossip style magazine celebrating some of Marylebone's fascinating stories.

We have worked alongside Rhian Tritton from MTA Associates (our script writer) and Daniel Sutton (our graphic designer) to create a suite of exciting interpretation that will celebrate our heritage in new and creative ways for years to come. This also includes 'St Marylebone in 100 objects', a museum grade showcase in the crypt level of the parish church that will feature regular changing exhibitions.

The lifting of COVID restrictions in Jul 21 also allowed us to host the St Marylebone Festival live in the Parish Church. Although numbers were still understandably low compared to previous years and the programme was slightly scaled back, all those involved and in attendance were hugely grateful for the opportunity to celebrate our musical heritage together and in the building.

We continued to encourage volunteers to get involved in different areas of the project throughout 2021 and in December appointed Clara Pereira as our Visitor and Volunteer Coordinator to focus on this area of the project. This is a part time position that will last for the duration of the Changing Lives project.

9.0 Young Church

9.1 Young Church

Young Church continued its now strong tradition from last year of virtual worship, launching into a series of interactive YouTube videos on the theme of Wisdom in the Bible. These lessons brought into focus the stories of women in the Old Testament, including that of Deborah in the Book of Judges. The children continued to submit their own home videos to aid our worship, with many fresh ideas for virtual prayer.

The Quiz Night took place on Zoom on the 26th February, with 12 teams and over 50 guests taking part. This was a joyous evening, achieved during another national lockdown and lifting the spirits of those who attended.

During Lent in February and March, there was a series of reflections on Biblical gardens via Google Classroom and YouTube, with children and parents assembling “gardens” in the home to represent Eden, the Hanging Gardens of Babylon, the floral architecture designs of Solomon’s Temple and the Garden of Gethsemane. These gardens of the Bible inspired our worship throughout Lent, leading up to our online Stations of the Cross video. The Mothering Sunday performance on 14th March was filmed by families at home and presented on-screen in the parish church. Inspired by Paul’s Letter to Timothy, it focused on the faith of Timothy’s mother and grandmother, Eunice and Lois.

For Easter, we created mosaic eggs at home to decorate the parish church, and an Easter Egg hunt was included with the PowerPoint slides as a fun way of engaging children with the liturgy during services.

The Good Shepherd Easter Competition had families creating their own icons at home, to send in the post to The Good Shepherd Secondary School in the Diocese of Kagera, Tanzania.

At the Baptism and Confirmation service on 25th April, 15 Young Church children confirmed their faith in Christ, after a series of classes to prepare candidates on Zoom.

Young Church sessions resumed in the school playground from 2nd May, with support from our dedicated team of Parent Leaders. The children enjoyed inventing games inspired by the Bible, including a journey from the river Jordan to Jericho on the school’s football pitch! After this series of outdoor summer sessions, we held a picnic for our families in Regent’s Park on 11th July.

The Harvest Festival presentation was inspired by the Book of Job. The children acted out the story, from Job's suffering, the theological advice from friends, and the revelation of God's wondrous creation. Several members of Young Church showed the Harvest posters they made in preparation.

On 4th November, the new Youth Group went to see *The Prince of Egypt* at the Dominion Theatre. To continue engaging our young people after they enter secondary school, similar trips will be organized from early next year.

Several Young Church children attended the "Who Makes Marylebone" premiere as VIPs, after being interviewed by Chocolate Films to give their experience of Marylebone. The Changing Lives team visited Young Church sessions to involve the group with "Dedicate a Slate", and both parents and children volunteered on the parish church's Merry Marylebone stall to provide more information on the campaign.

The Nativity performance was produced and directed by Nick Barber, which included the singing of three carols, with piano accompaniment by Dr Hannah French. The Children's First Mass of Christmas with Christingle was a wonderful way to begin the festive season, with members of Young Church serving at the Eucharist, as well as reading the Gospel and Intercessions.

9.2 Junior Choir

Sadly the Junior Choir remains in abeyance, although, it is hoped that we shall under a new musical team be able to revivify the musical training of our young Church members as an important part of our ministry.

10.0 The St Marylebone Healing & Counselling Centre (HCC)

The Centre began the year in lockdown once again and with the corridor packed up and ready for the renovations to ensure that our rooms would be more spacious and better ventilated for the future. Otherwise, our work continued online with one-to-one therapy sessions and assessments all taking place remotely. In July we were installed in the portacabins as some face-to-face work resumed, including some spiritual direction, and has continued uninterrupted since.

In the course of the year, we welcomed Taiwo Olaiya, Jane Palmer and Clare Landgrebe to the team of psychotherapists and said farewell to Marta Sadlowska. Particular thanks go to The Revd Keven Hall, at one time a therapist and spiritual director at the Centre, who has been part of our allocation team for many years. Keven has now retired, and we are extremely grateful for all his advice, expertise, and hours of his time that he generously gave to the work of the Centre. Thanks also go to Caroline Morcom, who was tempted out of retirement for a few weeks to help us out over an especially busy period of assessments.

In 2021 we received 96 applications for therapy (77 in 2020). Of these, 51 attended for an initial consultation (59 in 2020). The total number of people receiving therapy at some time during the year was 84 (82 in 2020). The proportion of our current clients who are clergy or members of clergy families remains at around a quarter.

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

The discernment process in The Church of England has changed, and Ministry Division now requires a psychotherapeutic assessment for all candidates. Suzanne has been working closely with The Revd Carys Walsh in the lead up to this towards the end of the year and spoke at a national meeting to discuss this. In fact, the Centre had largely pre-empted the changes when it moved to online assessments in 2020. At one time we were uncertain whether the Centre would continue to be involved in this work, but it seems that our place is secure and that we are considered an example of good practice and may be called upon in an advisory capacity.

We continued to undertake psychotherapeutic assessments for those preparing for ordination. These now take place online unless a face-to-face meeting is specifically requested. At the end of 2021 we were working with the Willesden, Two Cities and Edmonton Areas of the Diocese of London, and the Dioceses of Chelmsford, Ely, Rochester and Lichfield. In addition, Oxford Diocese are now sending all their candidates, rather than just a selection, and at the end of the year we were just about to sign an agreement with the Diocese of St Albans. We also conducted assessments for prospective Permanent Deacons in the Roman Catholic Diocese of Nottingham. Once the new process really gets going in 2022, we foresee being approached by other dioceses and we need to think carefully about how far we can extend our team and build capacity. In the course of the year 97 reports were produced (46 for London, 8 for Chelmsford, 17 for Ely, 4 for Rochester, 17 for Lichfield, 23 for Oxford and 2 for Nottingham).

Three general psychotherapeutic assessments took place for candidates on a one-off basis.

Our relationship with the Church in Wales continued to thrive and resulted in Suzanne speaking at the Annual Discernment Forum in Cardiff in early November.

Through Rachael Church's contacts at The London Clinic, the HCC entered into a partnership with them. This project is called "Pathways to a Stronger Mind" and allows staff members to apply confidentially and receive six sessions of therapy, funded by the clinic who also donate £10 to the bursary fund for each session. In addition, each client is also asked to contribute £10 per session to the bursary fund. This launched as a pilot scheme to coincide with Mental Health Awareness Week at the beginning of May and over the course of the year we have had 11 applications, 9 of which have proceeded to six sessions.

The HCC has now signed a contract with the Society of Analytical Psychology, to take on four of their psychotherapy trainees. This was perhaps the most exciting initiative of 2021 and a big step for the Centre's commitment to the on-going development of the profession and investment in the future of the HCC. The candidates went through a rigorous selection process before being interviewed. Four have accepted places and were very impressed and excited by the opportunity to work at St Marylebone HCC. A supervisor has been appointed and the group met for the first time before Christmas, with a view to the trainees taking on their first clients in early 2022.

Group work has been hampered by restrictions of both Covid and available space, but "Making Sense" resumed in October. Numbers are limited but there is a loyal, if small following. Meetings now take place weekly rather than fortnightly and this has been working well.

Some spiritual directors returned to face-to-face working and a new director will begin to see clients at the Centre in early 2022.

We began 2021 with a break-even budget to which the PCC were anticipating a contribution of a little under £13,000 (£26,550 in 2020) in anticipation of some successful funding applications by Rachael Church. It turned out that 2021 still wasn't the best year for this and at the end, in order to balance the books this was increased to £21,260 (but remarkably still down on the £26,550 in 2020). We are indebted to Fr Luke Miller for a donation of £400 from the Archdeacon's Discretionary Fund and to the Ward Councillor's Fund pledge of £10,000 towards our bursary fund and thank Rachael for her hard work on behalf of the Centre

Suzanne preached at the 6pm Healing Service and again at St Luke's, when Margaret was the intercessor. Both also attended the Diocesan Service of Healing at St Paul's.

After a break of two years, the Professional Advisory Group met again in November providing some helpful insight into the Centre's current position and how we can further build on this in the future. Regular Team Meetings on Zoom have allowed us to maintain a sense of "belonging" for all the therapy team and we look forward to being together again before too much longer.

2021 has been another difficult year for everyone and not least for the Centre and we thank the PCC for its continued support. Whilst the return to face-to-face work remains slow, we anticipate an increase when we return to our improved, permanent home back in the church building. The HCC has continued to grow and prosper in spite of the challenges of Covid and temporary accommodation!

11.0 The St Marylebone CE Schools (Academic)

11.1 The St Marylebone CE School (Academic)

Our School continues to be an outstanding community of education, personal flourishing and deep faithful development. The Governance and senior leadership of the school is outstanding. This ethos is visible in the exemplary development of staff at every level, and in the attitude of our girls and 6th form boys. The faith-full heart of our school is not an 'add-on', but an integral factor of our vibrant warm-hearted community which lives out its Christian vision and has a profound effect and positive impact on all aspects of students' development. The chaplain plays a key role in developing and expressing the school's Christian character, alongside exemplary pastoral care based on Christian values; with highly effective systems for tracking and supporting students' progress, enabling learning and achievement to flourish.

The School is proud to have sustained a broad, balanced curriculum despite restrictions on-site (including mandatory use of masks, and on-site testing), the use of 'bubbles' due to Covid, and particularly the return to lockdown in January 2021. This inevitably impacted student clubs and enrichment, though some continued online. During lockdown, the School offered a mixed diet which supported students' learning, well-being, progress, independence and connection with each other. By May we were able to offer a return to more activities and enrichment, proceeding with caution. A revised schedule of Key Stage assemblies was also drawn up so that we continued to gather students meaningfully at the start of each week. Students are empowered by high quality experiences and positive relationships within this inspirational Christian environment, in which outstanding worship ensures the spiritual development of pupils of all backgrounds, and strongly contributes to community cohesion.

St Marylebone chose to base its 2021 grades on a portfolio of summer assessments, as well as non-examined assessments (coursework) where applicable. Learning loss was mitigated through trimming content, incorporating greater choice of questions and employing a 'best of' mechanism that discarded the lowest mark in a student's portfolio. In keeping with the national picture, our grades in 2021 were more positive than in 2020, which were themselves more positive than in any previous year.

11.2 The St Marylebone Church of England Bridge (Special) School (Academic)

The school continues to flourish. It has developed an exceptional track record in helping students gain mainstream GCSE qualifications, entry into colleges and training pathways, and developing staff into highly skilled and leadership roles. The 'Bridge School' is also a nurturing and loving community in which children with increasingly diverse and complex needs are cherished and helped to mature in mind, body and spirit. Seeing the transformation in each cohort of new year 7s after a time of being part of our community is striking.

The staff and students excelled in meeting the challenges of another far-from-usual year. Home visits, virtual learning, provision of computers and audio-video equipment, family support, engagement in proper pastoral care have all been managed magnificently. All of this means that high quality learning continues, characterised by joy and delight of being back in school, together and learning.

The work on the new school premises has begun and after some inevitable delays there is hope of good progress.

12.0 Staffing

The combination of building works and Covid-19 continues to present many challenges to the day to day working and operation of the parish church and those who work in and from the building. A mixed mode of working from home and in the building has now become well established.

13.0 Risk Management

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

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

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

- Accidents/First Aid – Reporting, Recording and Investigation.
- Evacuation Procedure – Fire and Terrorist Threat
- Fire Procedure
- Electrical Safety
- Gas Equipment Safety
- Hazardous Substances
- Slips, Trips and Falls
- Lighting
- Food Preparation
- Manual Handling
- Display Screen Equipment
- Hazardous Buildings – Asbestos
- Safeguarding, Child Protection and Vulnerable Adults

- Contractors
- Any activity or shared use of the parish 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

2021 has witnessed the continued provision and updating of risk assessments in connection with the Covid-19 Pandemic. These risk assessments, which have followed Government and Diocesan advice, have been constantly updated and have enabled the parish church to be open for private prayer and public worship as conditions and guidance have allowed.

During the pandemic, the parish church's Safe Capacity Number has been set at 148 individuals or households.

14.0 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 – even in a year shaped by Covid-19. There were no safeguarding issues raised during the year. Claire Southern took over from Will Everitt as the Safeguarding Officer in September 2021.

15.0 The General Data Protection Regulation (GDPR)

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

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

16.0 Mission Action Plan & Vision 2030

St Marylebone's Mission Action Plan was revised in 2019 in preparation for the triennial visitation by the Archdeacon of London in April 2019 and remains in force and will be revised as the Changing Lives Project construction phase draws to a close in 2022.

Vision 2030 is now shaping diocesan thinking and policy, although Vision 2030 will be revisited in the light of the Covid-19 pandemic. St Marylebone looks forward to continuing to work with the Bishop of London in helping discern a new vision for the Church in London.

Parochial Church Council St Marylebone for the year ended 31st December 2021

17.0 Financial Activities in the Year – Report of the PCC

17.1 Income and Expenditure

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

| | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total £ |
|----------------------------------|----------------------------|--------------------------|-------------------------|------------|
| Incoming resources | 758,774 | 1,953,259 | 63,538 | 2,775,571 |
| Resources expended | 1,534,781 | 2,203,059 | - | 3,737,840 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| (Deficit)/surplus for the year | (776,007) | (249,800) | 63,538 | (962,269) |
| Gain and (losses) in investments | - | - | 800,421 | 800,421 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| | (776,007) | (249,800) | 863,959 | (161,848) |
| Transfer between funds | (25,000) | 25,000 | - | - |
| Balance brought forward | 5,971,055 | 250,000 | 5,463,225 | 11,684,280 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| Funds at 31 December 2021 | 5,170,048 | 25,200 | 6,327,184 | 11,522,432 |
| | <hr/> | <hr/> | <hr/> | <hr/> |

The accounts show a net deficit before investment gains of £962,269 (2020: surplus £843,061) on an income of £2,775,571 (2020: £2,178,824). A detailed breakdown of income and expenditure is provided in Section 18.

Income

Reported income was £596,747 higher than 2020 due to grants and gifts raised to help fund the £12 million Changing Lives project. The reported unrestricted funds figure of £5,971,055 in 2020 included the sale of Church House (£5,044,432) in order to underwrite the costs of delivering the project whilst funding was secured from donors, trusts and grant-making bodies. The proceeds from the sale of Church House are also needed to purchase accommodation to house the parish church's assistant clergy.

Congregational giving in 2021 was at similar reduced levels when compared to 2020 due to Covid 19 impact on congregation attendance and pandemic restrictions. There was no property letting income in 2021 as a result of disposal of the freehold of the Church House. Weddings, baptisms, funeral services, and related activities were also curtailed due to the Corona pandemic, and this resulted in similar lower income during 2021 as compared to 2020.

Investment income from interest and dividends was £63,538 (2020: £64,246) in the year, while gains on fixed and investment assets disposal or valuation at year end totalled £800,421 (2020: £5,297,778).

Parochial Church Council St Marylebone for the year ended 31st December 2021

Expenditure

Unrestricted expenditure amounted to £1,534,781 compared to £1,335,763 in 2020.

Restricted Income and expenditure

During year there was £1,953,259 (2020: £250,000) received in respect of restricted income and £2,203,059 restricted expenditure (2020: £nil) incurred.

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 Investments 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 to £63,538 (2020: £64,426) representing a return of 1.4% (2020: 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 due to wider economic conditions, the attitude of the members of the PCC to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

Going Concern

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

17.2 Reserves

As at 31 December 2021, the parish church has total reserves of £11,522,432 (2020: £11,684,280) of which unrestricted reserves amounted to £5,170,048 (2020: £5,971,055). 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.

17.3 Common Fund

The Common Fund, payable to the Diocese, as well as payments for Locally Supported Ministers, increased from £148,825 to £152,029, representing an increase of 2.2% in 2021 as compared to 2020. 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 Chaplain, and the Priest Pastor.

Parochial Church Council St Marylebone for the year ended 31st December 2021

17.4 Statement of Accounting and Reporting 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 parish church including the collection and administration of all monies and the keeping of accounts, and is required to furnish to the APCM the Annual Report and the audited financial statements for each financial year, in accordance with the Church Accounting Regulations 2006, applicable law, and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards),

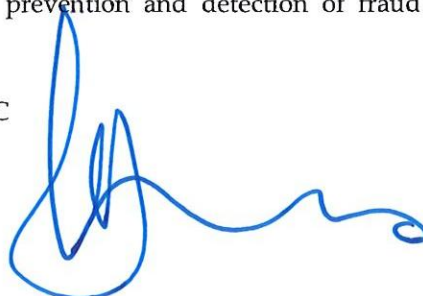
The members of the PCC must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the members of the PCC are required to:

- select the most suitable accounting policies and then to apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures required to give a true and fair view, as disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The members of the PCC are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions, disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Approved by the PCC on 11 May 2022



Parochial Church Council St Marylebone for the year ended 31st December 2021

18.0 Financial statements for the year ending 31 December 2021

18.1 Independent Auditor's report to the members of the Parochial Church Council of St Marylebone

Opinion

We have audited the financial statements of the Parochial Church Council of St. Marylebone (the 'charity') for the year ended 31 December 2021 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 charity's affairs as at 31 December 2021 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 Church Accounting Regulations 2006 and 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 charity 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

In auditing the financial statements, we have concluded that the members of the Parochial Church Council's (PCC's) use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the members of the PCC with respect to going concern are described in the relevant sections of this report.

Parochial Church Council St Marylebone for the year ended 31st December 2021

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The members of the PCC are responsible for the other information contained within the annual report. 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.

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 this gives rise to a material misstatement in the financial statements themselves. 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

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the annual report of the PCC.

We have nothing to report in respect of the following matters where 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 annual report of the PCC; or
- adequate 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 the members of the PCC

As explained more fully in the Statement of Accounting and Reporting Responsibilities on page 28, the members of the PCC are responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the members of the PCC 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 members of the PCC are responsible for assessing the charity'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 members of the PCC either intend to liquidate the charity 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 auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Parochial Church Council St Marylebone for the year ended 31st December 2021

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.

A further description of our responsibilities is available on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the charity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the charity is complying with that framework. Based on this understanding, we 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. This includes consideration of the risk of acts by the charity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the charity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. 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.

**Parochial Church Council St Marylebone
for the year ended 31st December 2021**

Use of our report

This report is made solely to the members of the PCC, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the members of the PCC 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 charity and the members of the PCC as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Azets Audit Services
Chartered Accountants
Statutory Auditor

2nd Floor, Regis House
45 King William Street
London EC4R 9AN

11 May 2022

Azets Audit Services is eligible for appointment as auditor by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Parochial Church Council St Marylebone
for the year ended 31st December 2021

18.2 Statement of Financial Activities for the year ended 31 December 2021

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Endowment Funds £ | Total 2021 £ | Total 2020 £ |
|---|----------|----------------------------|--------------------------|-------------------------|--------------------|--------------------|
| INCOME AND ENDOWMENTS: | 2 | | | | | |
| Donations | | 353,335 | 1,948,395 | - | 2,301,730 | 1,644,158 |
| Other Income | | 61,466 | 4,864 | - | 66,330 | 62,612 |
| Other Activities | | 343,575 | - | - | 343,575 | 393,556 |
| Investment Income | | 398 | - | 63,538 | 63,936 | 78,498 |
| TOTAL INCOME | | 758,774 | 1,953,259 | 63,538 | 2,775,571 | 2,178,824 |
| EXPENDITURE: | | | | | | |
| Resources expended | 3 | | | | | |
| Changing Lives and Crypt | | 592,648 | 2,203,059 | - | 2,795,707 | 454,736 |
| Directly Relating to Church Activities | | 267,248 | - | - | 267,248 | 236,541 |
| Fundraising and Publicity | | 1,500 | - | - | 1,500 | 2,880 |
| Other Activities | | 49,595 | - | - | 49,595 | 59,520 |
| Church Management & Administration | 4 | 623,790 | - | - | 623,790 | 582,086 |
| TOTAL EXPENDITURE | | 1,534,781 | 2,203,059 | - | 3,737,840 | 1,335,763 |
| Net (outgoing)/incoming resources before other gains & recognised losses | 5 | (776,007) | (249,800) | 63,538 | (962,269) | 843,061 |
| Gains on assets / investments: | | | | | | |
| Realised | 13 | - | - | - | - | 5,044,432 |
| Unrealised | 15 | - | - | 800,421 | 800,421 | 253,346 |
| Net gains on assets / Investments | | - | - | 800,421 | 800,421 | 5,297,778 |
| Net income/(expenditure) and Net Movement in Funds | | (776,007) | (249,800) | 863,959 | (161,848) | 6,140,839 |
| Transfer between funds | | (25,000) | 25,000 | - | - | - |
| Funds Balance Brought Forward | | 5,971,055* | 250,000 | 5,463,225 | 11,684,280 | 5,543,441 |
| Funds Balance Carried Forward | | 5,170,048 | 25,200 | 6,327,184 | 11,522,432 | 11,684,280 |

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

*see note on p. 31

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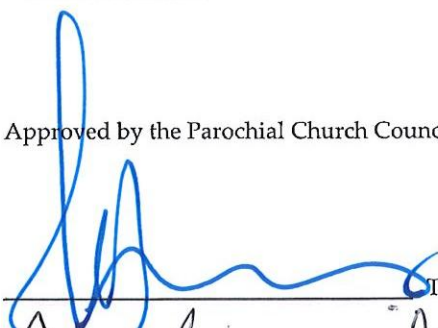
The Notes on pages 41 to 51 form part of these financial statements

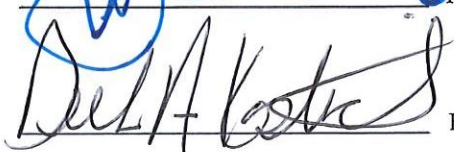
Parochial Church Council St Marylebone **for the year ended 31st December 2021**

18.3 Balance Sheet as at 31st December 2021

| | Notes | 2021 | | 2020 | |
|---|-------|------------------|-------------------|------------------|-------------------|
| | | £ | £ | £ | £ |
| FIXED ASSETS: | | | | | |
| Property | 13 | | - | | - |
| Heritage assets | 14 | | - | | - |
| Investments | 15 | | 5,446,014 | | 4,270,593 |
| | | | <u>5,446,014</u> | | <u>4,270,593</u> |
| CURRENT ASSETS: | | | | | |
| Debtors | 16 | 827,648 | | 342,957 | |
| Cash and Bank Balances | | 5,292,025 | | 7,108,419 | |
| | | <u>6,119,673</u> | | <u>7,451,376</u> | |
| CREDITORS: Amounts falling due within one year | 17 | 43,255 | | 37,689 | |
| | | <u>43,255</u> | | <u>37,689</u> | |
| NET CURRENT ASSETS | | | 6,076,418 | | 7,413,687 |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | <u>11,522,432</u> | | <u>11,684,280</u> |
| FUNDS: | | | | | |
| Unrestricted Income Funds | | | | | |
| Designated Funds: | | | | | |
| Building Fund | | | - | | 88,000 |
| Donations Fund | | | - | | 30,000 |
| General Fund | | | 5,170,048 | | 5,853,055 |
| | | | <u>5,170,048</u> | | <u>5,971,055</u> |
| Restricted Income Funds | 18 | | 5,170,048 | | 5,971,055 |
| Endowment Funds | 19 | | 25,200 | | 250,000 |
| | 20 | | 6,327,184 | | 5,463,225 |
| | | | <u>11,522,432</u> | | <u>11,684,280</u> |

Approved by the Parochial Church Council of St. Marylebone on 11 May 2022 and signed on its behalf by:


 The Revd Canon Dr S J Evans (Chairman)


 Beth Kostick (Hon Treasurer)

Parochial Church Council St Marylebone
for the year ended 31st December 2021

18.4 Statement of cash flows for the year ended 31 December 2021

| | 2021 £ | 2020 £ |
|--|-------------|-------------|
| Net Income/(expenditure) for the year as per the SOFA | (161,848) | 6,140,839 |
| Adjustments for: | | |
| Investment income | (63,936) | (78,498) |
| Profit on sale of fixed asset investments | - | (5,044,432) |
| Gain on fair value adjustments on fixed asset investments | (800,421) | (253,346) |
| Increase in debtors | (484,691) | (228,149) |
| Increase in creditors | 5,566 | 16,507 |
| Net cash provided by/(used in) operating activities | (1,505,330) | 552,921 |
| Cash flows from operating activities | | |
| Net cash provided by/(used in) operating activities | (1,505,330) | 552,921 |
| Cash flows from investing activities | | |
| Proceeds from disposals of fixed asset investments | - | 5,044,432 |
| Purchase of fixed asset investments | (375,000) | - |
| Rents received | - | 9,967 |
| Interest received | 14,574 | 18,008 |
| Dividends received | 49,362 | 50,523 |
| Net cash provided by/(used in) investing activities | (311,064) | 5,122,930 |
| Change in cash and cash equivalents during the reporting period | (1,816,394) | 5,675,851 |
| Cash and cash equivalents at the beginning of the reporting period | 7,108,419 | 1,432,568 |
| Cash and cash equivalents at the end of the reporting period | 5,292,025 | 7,108,419 |
| Analysis of cash and cash equivalents | | |
| Cash at bank and in hand | 5,292,025 | 7,108,419 |
| Total cash and cash equivalents | 5,292,025 | 7,108,419 |

**Parochial Church Council St Marylebone
for the year ended 31st December 2021**

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) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

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

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

b) Fixed Asset Investments

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

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

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

c) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired

Parochial Church Council St Marylebone for the year ended 31st December 2021

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.

**Parochial Church Council St Marylebone
for the year ended 31st December 2021**

g) Expenditure recognition

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

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

h) Pension Costs

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

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

Pension Builder Scheme

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

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

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

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

**Parochial Church Council St Marylebone
for the year ended 31st December 2021**

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 2021: £32,942 (2020: £22,578).

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 2019. This revealed, on the ongoing assumptions used, a shortfall of £4.8m. A snapshot as at 31 December 2020 showed a deficit of £13.2m. There is no requirement for deficit payments at the current time, but the employers may be required to pay deficit reduction contributions in the future.

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. The first full valuation of that section was carried out as at 31 December 2019. This revealed, on the assumptions used, a surplus of £5.5m. A snapshot as at 31 December 2020 showed a surplus of £7.2m.

The next valuation of the scheme is due as at 31 December 2022.

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 2021

2. INCOME AND ENDOWMENTS :

| | Notes | Unrestricted Fund £ | Restricted Fund £ | Endowment Fund £ | Total 2021 £ | Total 2020 £ |
|---|-------|---------------------------|-------------------------|------------------------|--------------------|--------------------|
| Donations and Grants | | | | | | |
| Gift Aided Donations | | 122,617 | - | - | 122,617 | 128,484 |
| Gift Aid Recovered | | 25,871 | - | - | 25,871 | 51,531 |
| Collections | | 37,686 | - | - | 37,686 | 30,488 |
| Other Donations | | 47,975 | 200 | - | 48,175 | 25,791 |
| Counselling Donations | | 119,186 | - | - | 119,186 | 86,356 |
| Changing Lives and Crypt | | - | 1,948,195 | - | 1,948,195 | 1,321,508 |
| | | <u>353,335</u> | <u>1,948,395</u> | <u>-</u> | <u>2,301,730</u> | <u>1,644,158</u> |
| Other Income | | | | | | |
| Sale of CD, Cards & Occasional Offices | | 11,201 | - | - | 11,201 | 1,973 |
| Festival Revenue | | - | 4,864 | - | 4,864 | 500 |
| Claims & Other Income | | 50,265 | - | - | 50,265 | 60,139 |
| Licence Fees & Service Charges | 7 | 286,936 | - | - | 286,936 | 328,570 |
| Church Lettings | | 13,421 | - | - | 13,421 | 17,327 |
| Car Park Lettings | | 43,218 | - | - | 43,218 | 40,130 |
| Coffee Cart Licence Fee | | - | - | - | - | 7,529 |
| | | <u>405,041</u> | <u>4,864</u> | <u>-</u> | <u>409,905</u> | <u>456,168</u> |
| Investment Income | | | | | | |
| Property Income | 6 | - | - | - | - | 9,967 |
| Bond & Bank Interest Received | | 398 | - | 14,176 | 14,574 | 18,008 |
| Dividends | | - | - | 49,362 | 49,362 | 50,523 |
| | | <u>398</u> | <u>-</u> | <u>63,538</u> | <u>63,936</u> | <u>78,498</u> |
| TOTAL INCOME | | <u>758,774</u> | <u>1,953,259</u> | <u>63,538</u> | <u>2,775,571</u> | <u>2,178,824</u> |

Parochial Church Council St Marylebone
for the year ended 31st December 2021

3. ANALYSIS OF RESOURCES EXPENDED :

| | Notes | Unrestricted Fund £ | Restricted Fund £ | Endowment Fund £ | Total 2021 £ | Total 2020 £ |
|--|-------|---------------------------|-------------------------|------------------------|--------------------|--------------------|
| Buildings and Crypt | | | | | | |
| <i>Changing Lives</i> Direct Costs | | 213,087 | 2,203,059 | - | 2,416,146 | 62,460 |
| <i>Changing Lives</i> Other Expenses | | 379,561 | - | - | 379,561 | 392,276 |
| | | <u>592,648</u> | <u>2,203,059</u> | | <u>2,795,707</u> | <u>454,736</u> |
| Directly relating to Parish Church Activities | | | | | | |
| Diocesan | | 152,029 | - | - | 152,029 | 148,825 |
| Clergy & Other Expenses | | 38,684 | - | - | 38,684 | 42,232 |
| Sacristy | | 2,598 | - | - | 2,598 | 915 |
| Repairs & Maintenance | 8 | 73,937 | - | - | 73,937 | 44,569 |
| | | <u>267,248</u> | <u>-</u> | <u>-</u> | <u>267,248</u> | <u>236,541</u> |
| Fundraising & Publicity | | | | | | |
| Advertising | | 1,500 | - | - | 1,500 | 2,880 |
| | | <u>1,500</u> | <u>-</u> | <u>-</u> | <u>1,500</u> | <u>2,880</u> |
| Other Activities | | | | | | |
| Property Management | | - | - | - | - | 3,795 |
| Music | 9 | 49,595 | - | - | 49,595 | 55,725 |
| | | <u>49,595</u> | <u>-</u> | <u>-</u> | <u>49,595</u> | <u>59,520</u> |
| TOTAL | | <u>910,991</u> | <u>2,203,059</u> | <u>-</u> | <u>3,114,050</u> | <u>753,677</u> |

Parochial Church Council St Marylebone
for the year ended 31st December 2021

4. ANALYSIS OF CHURCH MANAGEMENT AND ADMINISTRATION:

| | Notes | Unrestricted Fund £ | Restricted Fund £ | Endowment Fund £ | Total 2021 £ | Total 2020 £ |
|---|-------|---------------------------|-------------------------|------------------------|--------------------|--------------------|
| Church Management & Administration | | | | | | |
| Staff Costs | 10 | 324,078 | - | - | 324,078 | 305,285 |
| Counselling Services | 11 | 153,756 | - | - | 153,756 | 128,539 |
| Office Expenses | | 68,672 | - | - | 68,672 | 66,915 |
| Utilities & Services | | 22,816 | - | - | 22,816 | 22,163 |
| Insurance | | 20,607 | - | - | 20,607 | 15,618 |
| Audit Fee | 5 | 8,383 | - | - | 8,383 | 9,103 |
| Professional Fees | | 23,619 | - | - | 23,619 | 19,274 |
| Bank Charges | | 1,859 | - | - | 1,859 | 1,789 |
| Bad Debts | | - | - | - | - | 13,400 |
| TOTAL | | 623,790 | - | - | 623,790 | 582,086 |

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

Net Outgoing Resources are Stated after Charging:

| | 2021 £ | 2020 £ |
|------------------------|-----------|-----------|
| Auditors' Remuneration | 8,383 | 9,103 |

6. PROPERTY INCOME:

| | 2021 £ | 2020 £ |
|-------------------------|-----------|--------------|
| 38 Nottingham Place, W1 | - | 9,967 |
| | - | 9,967 |

7. LICENCE FEES AND SERVICE CHARGES:

| | 2021 £ | 2020 £ |
|--------------------------|----------------|----------------|
| Marylebone Health Centre | 265,634 | 293,113 |
| Royal Academy of Music | 21,302 | 35,457 |
| | 286,936 | 328,570 |

8. REPAIRS & MAINTENANCE:

| | 2021 £ | 2020 £ |
|--|-----------|-----------|
| General repairs and maintenance to the Parish Church | 73,937 | 44,569 |

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9. MUSIC

| | 2021 | 2020 |
|--|--------|--------|
| | £ | £ |
| Director, Assistant Director and Organist, Choir & Instruments | 49,595 | 55,725 |

10. STAFF COSTS

| | 2021 | 2020 |
|--------------------------|----------------|----------------|
| | £ | £ |
| Salaries & Wages | 272,684 | 268,114 |
| Social Security Costs | 24,419 | 19,487 |
| Pension Costs | 22,516 | 17,658 |
| Self Employed | 2,009 | - |
| Recruitment and Training | 2,450 | - |
| Other Staff Expenses | - | 26 |
| | <u>324,078</u> | <u>305,285</u> |

During the year the PCC employed (full time or part time), the Operations Director, Finance Manager, Buildings Manager, Assistant Buildings Manager, Parish Administrator and PA to the Rector, Families Ministry Lead, Practice Manager, Visitor and Volunteer Coordinator, Heritage Learning and Communications Facilitator, Project and Activity Manager, Director of Music, Assistant Director of Music, Organ Scholar, Finance Officer, HR Officer, Development Director, Buildings Assistant, and Buildings Cleaner.

One employee earned more than £60,000 per annum (2020 – one).

The number of employees during the year was 18 (2020: 14).

11. COUNSELLING FEES:

| | 2021 | 2020 |
|------------------------------|---------|---------|
| | £ | £ |
| Healing & Counselling Centre | 153,756 | 128,539 |

12. TAXATION:

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

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13. FIXED ASSET PROPERTY:

| | 2021 | 2020 |
|------|------|------|
| | £ | £ |
| Cost | Nil | Nil |

All expenditure incurred during the year on consecrated or beneficial building and moveable parish 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 which provided rental income for general parish church purposes was sold during the year ended 31st December 2020 and disclosed in the Statement of Financial Activities as a gain on disposal of fixed assets.

14. HERITAGE ASSETS:

Historic silver located in the parish church is considered to be heritage asset which is 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:

| | Cost | Market Value at 1.1.21 | Additions / (Disposal) | Movement in year | Market Value at 31.12.21 |
|------|------------------|------------------------------|---------------------------|---------------------|--------------------------------|
| | £ | £ | £ | £ | £ |
| CCLA | 2,650,000 | 4,270,593 | 375,000 | 800,421 | 5,446,014 |
| | <u>2,650,000</u> | <u>4,270,593</u> | <u>375,000</u> | <u>800,421</u> | <u>5,446,014</u> |

Unrealised gain on fixed asset investments during the year amounted to £800,421 (2020: £253,346).

16. DEBTORS:

| | 2021 | 2020 |
|---|----------------|----------------|
| | £ | £ |
| Other Debtors (including LPOW, Gift Aid, MHC & RAM) | 827,648 | 337,113 |
| Prepayments and accrued income | - | 5,844 |
| | <u>827,648</u> | <u>342,957</u> |

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

| | 2021 | 2020 |
|----------------------------|---------------|---------------|
| | £ | £ |
| Sundry Creditors | 2,926 | 29,600 |
| Accruals & deferred income | 40,329 | 8,089 |
| | <u>43,255</u> | <u>37,689</u> |

18. UNRESTRICTED FUNDS:

| | Balance at 1.1.21 | Movement in year | Transfers | Balance at 31.12.21 |
|----------------|----------------------|---------------------|-----------------|------------------------|
| | £ | £ | £ | £ |
| Building Funds | 88,000 | - | (88,000) | - |
| Donation Funds | 30,000 | - | (30,000) | - |
| General Funds | 5,853,055 | (776,007) | 93,000 | 5,170,048 |
| | <u>5,971,055</u> | <u>(776,007)</u> | <u>(25,000)</u> | <u>5,170,048</u> |

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

19. RESTRICTED FUNDS:

| | Balance at 1.1.21 | Movement in year Incoming Resources | Resources (Expended)/ Transferred | Balance at 31.12.21 |
|-----------------------------|----------------------|---|---|------------------------|
| | £ | £ | £ | £ |
| Changing Lives | 250,000 | 1,953,059 | (2,203,059) | - |
| Rector's Discretionary Fund | - | 200 | 25,000 | 25,200 |
| | <u>250,000</u> | <u>1,953,259</u> | <u>(2,178,059)</u> | <u>25,200</u> |

The Changing Lives Fund has been created to record income and expenditure in respect of the capital and community project as described in note 8 on page 20.

The Rector's Discretionary Fund has been created to record funds which can be used at the discretion of the Rector in cases of need or hardship within the parish.

20. ENDOWMENT FUNDS:

| | Balance at 1.1.21 | Movement in year Incoming Resources | Resources (Expended)/ Transferred | Balance at 31.12.21 |
|----------------|----------------------|---|---|------------------------|
| | £ | £ | £ | £ |
| Endowment Fund | 5,463,225 | 863,959 | - | 6,327,184 |
| | <u>5,463,225</u> | <u>863,959</u> | <u>-</u> | <u>6,327,184</u> |

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21. RELATED PARTY TRANSACTIONS:

Payments to the London Diocesan Fund of £152,029 (2020: £148,825) were made in respect of the Rector (stipend, accommodation and pension), Chaplain and Priest Pastor (stipend and pension and other diocesan cost) as well as other central diocesan costs.

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.

All trustees are expected to make regular donations every year as part of their planned giving to the mission and ministry of the parish church and some have done so. A few have made donations to the St Marylebone *Changing Lives* project.

22. CAPITAL COMMITMENTS:

The contract to deliver the parish church's £12 million transformative project, the St Marylebone *Changing Lives*, was signed during the year ended 31st December 2020. The Construction started on time and on budget on 11th January 2021 under the project construction team led by the Sir Robert McAlpine Special Projects Team.

All costs incurred during the year in relation to the project have been included in the accounts. The remaining costs are anticipated to be incurred post year end with completion anticipated June 2022.

23. POST BALANCE SHEET EVENTS:

There have been few reportable items since 1 January 2022.

It is unclear as to how the conflict in Ukraine will impact the Church going forward. This may affect the disposable income of the Church, and the Church is currently looking at ways it could help with the current refugee crisis resulting from that conflict.

