



**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 31<sup>st</sup> December 2022**

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

**[www.stmarylebone.org](http://www.stmarylebone.org)**

**Registered Charity Number: 1129435**

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

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# Annual Report for the year ending December 2022

## 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, the Former residence of the US Ambassador (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). The 2021 National Census suggests that fewer than 33% of the people living in the parish identify as Christian.

### 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 *Psychotherapy*) based in the Crypt of the parish church, direct maintenance responsibilities for the parish church Marylebone Road, London, NW1 5LT), and some maintenance responsibilities (but not ownership of) The Rectory, 21 Beaumont Street, W1G 6DQ.

## 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 seven (from 2023, five in previous trienniums) 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 (but members must be re-elected to the Deanery Synod every three years) 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 year the following served as members of the Parochial Church Council:

<b>Name, Office Held</b>	<b>Appointing Office</b>	<b>Term of Office</b>
The Revd Canon Dr Stephen Evans	The Crown as Patron	
<i>Rector of St Marylebone with Holy Trinity, St Marylebone</i>		Ex officio
The Revd Stephen Hearn		
<i>Assistant Curate of St Marylebone with Holy Trinity, St Marylebone, Chaplain</i>	The Rector	Ex officio from 1 <sup>st</sup> September 2022
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
The Revd Canon Robert Titley		
<i>Honorary Assistant Priest</i>	The Rector	Ex officio from 2 <sup>nd</sup> February 2023
Emeka Onah		
<i>Crown Warden</i>	The Crown on the advice of the Rector	Ex officio
Brenda Elise Ormerod		
<i>Churchwarden</i>	Vestry	Ex officio until Vestry 2023
<i>Hon. PCC Secretary</i>	PCC	Ex officio until PCC 2023
<i>Deanery Synod Representative 1</i>	APCM	Until 2023

Frances Endres		
<i>Churchwarden</i>	Vestry	Ex officio until Vestry 2023
Andrew Hine		
<i>Crown Sidesman</i>	The Crown on the advice of the Rector	Ex officio from 30 <sup>th</sup> April 2019
R Wyndham Lloyd Davies		
<i>Deputy Churchwarden</i>	At the invitation 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		
<i>Treasurer</i>	PCC	Until APCM 2023
Thomas F Moore	APCM	Until APCM 2023
Matthew Piper	APCM	Until APCM 2025
Roger Lee	APCM	Until APCM 2023
Gordon Rider	APCM	Until APCM 2023
Ferdinand Achom	APCM	Until APCM 2024

## 2.2 The Parochial Church Council

The PCC met seven times during the year from 1<sup>st</sup> January 2022 to 31<sup>st</sup> December 2022 with one of the meetings held by video conferencing (six times during the previous year). In addition one consultation took place via email. 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), Bertie Baigent (Director of Music); Claire Southern (Safeguarding Officer); Ginny Walton (Activity Manager, *Changing Lives*), Rachael Church (Development Director); Yodry Vasquez (Finance Manager).

## 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 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 six times in person in 2022 (2021 five). Attendance 88% (2021 average 94%).

## 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 UK 2nd Floor, Regis House 45 King William Street London EC4R 9AN info@azets.co.uk

## 3.0 Electoral Roll, Sidesmen and Registers

### 3.1 Electoral Roll

The Electoral Roll is renewed every six years and revised annually. There were 479 (2021 458) individuals on the Electoral Roll for 2022. Of these, 34 were residents and 445 non-residents. This was the fourth year of the current cycle. 2023 starts the beginning of a 5th year of 6-year cycle for the Electoral Roll.

### **3.2 Sidesmen**

The calendar year 2022 saw a strong and enthusiastic team of sidesmen welcomers operating throughout the year. The sidesmen and welcomers have continued with 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 29 people named in the last report as regular sidesmen, 8 have now stepped down, namely Julia Flower, Ngozi Onyiagha, Rob Wijeratna, Kathryn Wycoff Gross, Daren Hall, Tim Parker, Antonia and Partha Bose have resigned and they are all thanked for their time of service. A further 4 new people have joined the panel of sidesmen and welcomers and these are Simon Templeton, Maria Peakin, Lisa Thompson and Javier Labrado. These new recruits all have children who attend Young Church and their support is much appreciated.

The list of regular sidesmen and welcomers has had to maintain high numbers to reflect the increasing size of the congregation at the 8.30 am 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 on the list have been unable to serve over the last year for various reasons and it is hoped that they will be able to do so in 2023.

In 2023 therefore, there is a total of 25 people for appointment as regular sidesmen and welcomers and they are Natasha Back, Roy Bennett, Matthew Denny, Colin Dix, Mary Dix, Leanne George, Paul Humberstone, Tina Onah, Elizabeth Queenan, Cecilia Tjornby, Paul Loosley, Gordon Rider, Ann Marie Johnson, Sam Gunasekera, Yang Jie, Clare Beckford, Rafaela Perera, Valentin Bontjes Van Beek, Yasmin Eady, Mina Dragojevic, Regina McKenzie, Simon Templeton, Maria Peakin, Lisa Thompson and Javier Labrado.

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 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 a valuable one; they are part of offering the important ministry of hospitality at St Marylebone. In addition, their dedication and willingness to commit to this duty is very much appreciated.

### **3.3 Servers**

Finding Acolytes, servers and Crucifers has proved increasingly difficult through 2022, although it is good to have some regular faces from Young Church assisting at the Altar Sunday by Sunday.

## 4.0 Music and Special Services

We were very fortunate in 2022 not to see Covid restrictions placed on music at the Parish Church, and the choir often mention what a joy it has been to sing regularly with each other and for the congregation again. Nonetheless there were numerous changes to the musical activities this year, perhaps most significantly in terms of personnel: Joshua Simões concluded his tenure as Organ Scholar in August 2022; Jamie Roberts left to take up the position of Assistant Director of Music at Canterbury Cathedral in February 2022; and Gavin Roberts finished more than 20 years work at St Marylebone in April 2022. Bertie Baigent took over from Gavin Roberts; William Fairbairn joined the team as Assistant Director of Music in April 2022; and Edward Carew became Organ Scholar in September 2022. Jack Harberd also joined the choir as a tenor in September 2022, replacing Robin Bailey. As well as these changes of staffing the choir was also, like the congregation, nomadic, singing for a month or so for eucharists in the St Marylebone School Blandford Hall, and on one Sunday in June at St Cyprian's Church. We were delighted to return to the magnificent Parish Church and Rieger organ in July 2022.

Two musical highlights were Gavin's last Sunday which fell on Easter Day (where we were treated to a feast of wonderful music, including pieces by Mozart, Byrd, and Mascagni), and a busy Advent and Christmas season for the choir, during which we sang for roughly a dozen external services as well as our own Advent Carol Service and Festival of Nine Lessons and Carols. Providing music and augmenting the liturgy for the great feasts of the church year is a particular pleasure for church musicians, not least because of the wonderful music that these seasons inspired from composers.

The St Marylebone Festival took place 17–22 July, with a South American flavour to many events. As well as the 'Misatango' during the festival eucharist, there were tango workshops and performances by artists including Joanna MacGregor and the London Tango Orchestra in a busy week of music and celebration. In future years the festival will be organised on a year-round cycle, with events spread through all twelve months, and of course still with connections to the vibrant parish of St Marylebone.

We should pay special tribute to Gavin Roberts, who made an immense contribution to the musical life of St Marylebone over his 20-year stint at the church. As well as his brilliant musicianship and leadership of the choir, Gavin also founded the St Marylebone Festival and established Junior Choir. He will be missed for his thoughtful and inspiring musicality, his lively sense of humour, and constant energy and warmth. We look forward to welcoming Gavin back for various events in the coming years.

We all look forward to 2023 being a year full of music, and gratefully acknowledge the support and enthusiasm of the clergy and congregation at St Marylebone for the musical life of the parish church.

## 5.0 Mission and Local Outreach

### *School Chaplaincy*

The parish church has an unusually close relationship with its schools. Part of the reason is structural (the Rector is the Freeholder of the Land and Budlings at the High Street site (with the exception of the 1960s building)), but a great deal is due to the value that staff, students and parents see in all the church community brings to the life of the schools, from governance to the pastoral and priestly support of the chaplain.

In the middle of the academic year, Fr Jack Noble resigned as Chaplain after a hugely valued ministry here to take up the post of Rector of St Giles' Cripplegate. There was a long period without a chaplain before Fr Stephen Hearn took up the post at the start of this academic year. Father Stephen joins us

after ten years working in the University of Oxford, both in student chaplaincy and University governance, having been ordained in 2009 to a curacy in Lincoln Diocese.

### 5.1 The St Marylebone CE School (Pastoral)

It is a testament to Fr Jack in particular, but to the relationship between church and school more broadly, both that the staff and students sorely missed the ministry of a chaplain and that they coped so well in the period between Fr Jack's departure and Fr Stephen's arrival. Worship continued to be offered to a high standard, in assemblies and through the Thought for the Day broadcast to tutor groups at the start of each day. The student chapel team continued to meet for planning and mutual encouragement, writing and delivering prayers at assemblies and serving at school Eucharists.

Fr Stephen has continued to offer pastoral support to students and staff, to lead and support high-quality worship, and to support the Head, particularly in preparing for inspection (when it comes) according to the new SIAMS framework introduced this year. Pastoral care of young people has been significantly affected by the lingering effects of the pandemic and lockdown: higher anxiety, less experience of socialising, and disrupted learning are all evident in different ways for different age groups.

Fr Stephen has a much-enlarged chapel team (24 students, with around 15 at any one time participating in activities and all taking their turn serving, assisting with assemblies, reading and praying). Many younger students (especially in year 7) have signed up. Whilst this makes for a boisterous group, they are passionate, fun, and committed both to exploring and deepening their faith and to learning how to serve at the altar. At the solemn end of things, Chapel Team represented the school at the London Diocesan Board of Schools' Annual Service in St Paul's Cathedral; at the more profane, games afternoons with pizza and Nando's have promoted fellowship.



Highlights of the year have included the termly School Eucharists. The chapel choir has grown in numbers and confidence, leading to a wonderful rendition of Fauré's Messe Basse at the School confirmation. Mention must be made here of the new organ scholar, Ed Carew, whose growing confidence as a liturgical musician (as well as his already extremely fine playing) has given verve to school

worship. The music department has also been vocally appreciative of his willing input to rehearsals and performances. Most recently, we were joined by the Priest Pastor and the Honorary Assistant Priest, as well as Mother Sally Jones, Parish Priest of St Mary Magdalen Munster Square, for a splendid Ash Wednesday Eucharist. The confirmation itself was a great joy, with four students confirmed (two in year 7 and two in year 9). The confirmation class included a further three students who are considering confirmation at a future day, and one more student who has opted to be confirmed in her home church. Bishop Robert Ladds, Regional Vice-Provost of the Woodard Corporation, presided and confirmed again – and was welcomed back eagerly by students and staff who have enjoyed his ministry in the past.



Almost all members of the school music department are new – which has led to a reinvigoration of liturgical music (in addition to a richer musical education, both in the classroom and in enrichment activities outside of school). This was particularly evident at the Festival of Nine Lessons and Carols where the musical offering was of an exceptional standard, eclectic in styles and involving a huge number of students (including all of Year 7). Staff in the school as well as visitors were struck by the improvement in quality and confidence.

## 5.2 The St Marylebone CE Bridge School (SMBS) (Pastoral)

The Church of England's only Special School manages a strong Christian ethos in the context of a diverse student body with many students of other faiths (particularly Muslim children). The school is settling well into its new purpose-built home in Queen's Park. The state-of-the-art facilities in the context of a spacious and calm environment has had a palpable effect on the behaviour and psychological wellbeing of the students. The Bishop of London, along with the Rector, governors, Bishop Ladds, and the Senior Provost of the Woodard Corporation, came to bless the school at the start of the academic year – with the bishop sprinkling each space with holy water whilst chatting to students about their experience of the new space.

Father Stephen works with staff (including the wide and growing range of therapists – a new art therapy room is taking shape now) to provide accessible pastoral care to students. He produces the daily act of worship via power-point and supports staff in the planning the weekly assembly. Eucharists of necessity have a much more informal and interactive character than those at SMS, with a much greater use of visual than linguistic resources. Father Stephen has introduced the use of the authorised Children's Eucharistic prayers – the concrete language of which has been praised by staff as more accessible to the SMBS pupils than the Common Worship prayers.

Father Stephen has also begun, in concert with the lead RE teacher, a new Sanctuary Club. This club is a response to a request from students to come together to take responsibility of making sacred space. This includes caring for the regular prayer space, as well as taking responsibility for temporary displays at various religious festivals. The group represents both Christian and Muslim students (as well as some not-sures!) and is a wonderful opportunity for deepening respect and understanding, already a hallmark of this remarkable school.

## 5.3 Other Schools

The building work at All Souls Langham Place led to Queen's College School and Queen's College Prep School coming to the Parish Church for worship and donating their harvest offerings via our partnership with the Marylebone Project (more on which see below). Whilst this relationship is just beginning, we hope that it will be strengthened moving forward.

## **5.4 Parish Church Activities**

Father Stephen has continued to support the Children's and Families Worker. The annual First Mass of Christmas for Children was a joy, with numbers regaining their pre-pandemic strength (around 60 children and their carers came and took part, including a significant number who are not regular worshippers).

## **5.5 Music for the Moment**

We have continued to develop and review this excellent programme of concerts for people living with dementia, their families, supporters, and carers. Father Stephen, supported by Mother Katy, has met regularly with other stakeholders (Resonate Arts, The Wigmore Hall, and the Royal Academy of Music) to plan and refine the running of the events, and year 9 students at SMS have signed up in droves to volunteer (as part of their community service award) to serve tea and cake to concert goers and spend time in conversation. We have increased the training that the students receive (still minimal and on the afternoon itself), which has helped to manage their natural anxiety at approaching those living with serious cognitive impairment. And not one child has failed to make a difference in these sessions. One student realised that a visitor was struggling to remember English, as they were a German-speaker by birth, and began to converse in German, much to the relief and delight of the visitor.

## **5.6 Post Balance Sheet Events**

Whilst the Construction Phase of the St Marylebone Changing Lives Project reached Practical Completion on 12<sup>th</sup> December 2022, sadly, practically nothing has actually been completed. Literally, thousands of snagging items have been identified and the contractors are now attempting to rectify these items. Practical Completion meant that the parish church was able to deliver an almost pre-Covid level of events during December and these attracted almost 10,000 additional worshippers up to and including Christmas, largely through Carol Services.

The strain on clergy and members of the St Marylebone staff team caused by the project has been enormous and cannot be overestimated. Hopefully, future generations will value the work that has been done to secure the fabric and infrastructure of a monumental Grade 1-listed parish church. Furthermore, it is hoped that the works will enable the worship of almighty God to continue on the site of the parish church for many centuries to come.

Some work had to be taken out of the project itself and this work remains unfinished. This work includes stonework repairs to the Portico steps and pavement, pointing and cleaning work to the tower and cupola, the restoration of apse, the making safe and good of the internal areas of the southeast transept, the replacement of the sacristy steps and restoration of the sacristy torchieres. It is hoped, funds permitting, for at least some of this work to be completed in 2023.

Whilst the long-neglected East Bank Garden has been planted (for the first time since 1983), a great deal of garden restoration work in the Church Garden (in WCC Ownership but under faculty jurisdiction) also remains to be completed. The parish church is committed to leading a consortium of stakeholders in partnership with Westminster City Council in creating a new environmentally friendly quality space following the Changing Lives project.

Raising large amounts of money will, unfortunately, always be a burden laid upon the shoulders of those whose privilege it is to occupy a large historic building. Works costing in excess of £1 million still wait to be done, and fundraising is also needed to maintain and pay a large team of clergy and lay employees if the worship, ministry and outreach of St Marylebone Parish Church is to continue

in familiar ways. A review of revenue and staffing will be carried out in late spring 2023 with the help of the Major Parish Churches Support Group. As with almost all major parish churches, more and more financial support will be sought from fewer and fewer contributors – a real challenge in a period of increasing world financial and political anxieties.

## 6.0 Priest Pastor

*Changing Lives through pastoral ministry, healing and wholeness*

### 6.1 Wholeness and Healing

The Diocesan service of Healing was held in October for the first time at St Marylebone, with two Bishops in attendance. It went very well with good feedback: *'It was precisely what was needed. It wasn't too busy, everything was well organised and well lit...the music was precise, really well chosen and unobtrusive and the options for Healing Ministry were confidently but not aggressively organised. I found all of it really helpful and particularly to have the opportunity to leave my problems behind me in my own parish...I left the church feeling more settled, focused and balanced after a long period of lockdown problems, thank you for creating that space. I know I was not the only one who valued their time with you. I look forward to joining you again next year perhaps.'*



Cards were given out with details of healing services, and our offer of pastoral care and psychotherapy. These are available at the back of church, do share them with people who might be interested in our services.

Healing services on Wednesday lunchtimes and First Sunday evenings continue to be appreciated by a wide variety of people including newcomers. I am very grateful for the faithful, prayerful practical and pastoral contributions from Lydia McClean, Perpetual Emovon, Andrew Hine and Liz Queenan at these services. There is a regular group of people who watch the Wednesday service online once it is recorded and uploaded on Wednesday from places as far as Tanzania, Essex, Wales, USA, as well as London. Some of them I am in regular contact with. It has been good to welcome visiting preachers from local churches to some of our Evening services.



I was invited to help Chelmsford Cathedral reintroduce the ministry of healing post Covid, preaching twice and, alongside cathedral clergy, offering the laying on of hands and anointing.

I shall be helping to lead a day on Wholeness and Healing at St Asaph's Cathedral in the autumn of 2023.

I am having a conversation with our link parish in Kagera Tanzania about the possibility of visiting to do some teaching at their theological college.

Having suggested to the Rector that we tried offering the laying on of hands and anointing at the 11.00 service at SMPC once a month on the third Sunday, it is good to see that people appreciate having this opportunity; indeed it is attracting new people to that service.

I was asked this year to give a presentation to the Cathedrals Safeguarding group on the Ministry of Deliverance at St Paul's Cathedral. It was attended by representatives of a number of cathedrals and was well received.

I attended the annual meeting of Diocesan Healing advisors at Lambeth Palace this year representing the Diocese of London. A priest from the Diocese of Blackburn who I was at Westcott House with many years ago visited SMPC with the brief to research the Healing Ministry for his Diocese; he also attended this meeting. More meetings are planned with this group in 2023.

I am preparing some information for our new website about this aspect of our mission and ministry at St Marylebone.

## **6.2 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. It is helpful in this work to be a member of the Area team for the Ministry of Deliverance.

## **6.3 Sew Social**

An excellent year for Sew Social. We continue to meet and share ideas, skills and cake when we can, and had a moving visit last year to a group of Afghan women at a new local church sewing group. Donations from the congregation were gratefully received. Our Sew Social Made in Marylebone stall at the Merry Marylebone Christmas Fair was a huge success, we raised £900 for the church, but more importantly it brought together members of the Sew Social group, friends, members of the community, and members of the congregation in a creative endeavour. We raised the profile of SMPC, many people were saying our stall was the best stall on the market. It was community based and was a way of sharing skills. Sustainable, diverse and local. We will be holding a Made in Marylebone stall of edibles on 18th June 2023 as part of the summer festival. Could YOU contribute hand made contributions (with ingredients listed)? Many thanks to those who contributed or visited the stall. We would love to have more visitors to Sew Social – it is very informal and friendly.

It has been very good to have new clergy colleagues, Fr Stephen and Fr Robert to share an office with, pray with and have fellowship with. I continue to assist at Music for the Moment now that Fr Stephen has taken the lead on this excellent partnership event.

## **7.0 Honorary Assistant Priest**

The Revd Canon Dr Robert Titley joined the clergy team at SMPC in May 2022 as Honorary Assistant Priest, having recently retired as Canon Treasurer of Salisbury Cathedral. He has been offering pastoral and liturgical ministry for two days a week, and on three Sunday mornings a month, splitting his time between the parish church and the parish of Barnsbury, Islington, where his wife Caroline is Priest in Charge. In addition to general ministry, he is taking a lead on the parish's environmental profile and what the Church of England terms creation care.

Having achieved the Bronze award in the Eco Church scheme (an initiative of the environment charity A Rocha) before the pandemic, we are working towards Silver, and trying to contain our energy use in pursuit of the General Synod's target of net zero by the end of the decade. Our new, energy efficient boilers will be a significant help in that.

## 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.

Westminster CIL funding was approved to the value of £100,000 for repairs to the church nave ceiling. This brings our total CIL funding payments received to £400,000 with an additional £100,000 agreed but still to be drawn down.

City Bridge Trust pledged £100,000 to improve access to the church, specifically the new lift and stairs to the crypt. Administration is ongoing and funds will be received in 2023.

The Sacker Trust donated £50,000 and The Samworth Foundation kindly donated £10,000 to Changing Lives. Another donation of £10,000 plus gift aid came from a congregation member.

Howdens donated a kitchen for our new volunteer space and The Conran Shop also donated a beautiful table for the same space.

The Sponsor a Chair fundraising initiative was launched in March offering the wonderful opportunity for friends of St Marylebone to sponsor one of our new oak chairs. Donors had the option to have their names or names of loved ones engraved on plaques on the new seats.

The Changing Lives Team organised an afternoon tea event for International Women's Day, to thank our female staff and some of the local volunteers and individuals in local companies who work closely with us.

The parish church was awarded an 'Eco-Bronze' Church award for its sustainability and environmental work. Part of this vision included plans to refurbish the east bank in a way to support local wildlife and the environment in 2023. This was supported by a generous donation of £25,000 from the Howard de Walden Estate.

On April 5th Fr Stephen visited the Penrhyn Quarry in Bangor, Wales, original home to the 14,000 slates now on St Marylebone Parish Church roof. The quarry is also the home to world's fastest zip-wire. It is 500ft-high and just over a mile-long with panoramic views of the slate quarry and local coastline. Fr Stephen raised over £3,325 for the Changing Lives Project by completing the zipwire challenge.

In May, £30,000 was donated from the Marylebone High Street Ward Fund towards Changing Lives and to support the work of the St Marylebone HCC.

The Hobson Charity donated £50,000 towards works to ventilation and treatment rooms in the St Marylebone HCC.

The Miracles in Marylebone community appeal was launched in November. This was a partnership between St Marylebone Parish Church and The Harley Street BID with the aim of supporting the wider Marylebone and Westminster Community. We raised £9,065 which was distributed in the form of vouchers for food or clothing. We also asked members of the community to donate toys and collected over 250. Through collaboration with other churches and charities, we were able to target those who were most in need in the area.

## 8.2 Activity and Heritage

We began the year with a new member of staff in the Changing Lives team. Clara Pereira joined us as our Visitor and Volunteer Coordinator bringing a fountain of knowledge about volunteer recruitment and management with her.

In 2022 we started formal placements for students including Duke of Edinburgh students from the St Marylebone CE Girls School and Queens College 6th form students. We even had one student on a 3-week placement with us from the United States.

Numbers of volunteers steadily increased throughout 2022, with several new faces joining us both regularly and for specific projects.

We recruited a new cohort of volunteers who were trained as tour guides, to fill front of house roles and to take part in an oral history project to begin in 2023.

Also in January we began work on the recreation of the St Marylebone website. This would incorporate the St Marylebone Festival and Changing Lives websites and also create a new St Marylebone HCC website using the same visual language.

The new website was well on the way to being completed at the end of 2022 and includes a brand new 'what's on' section and new systems for booking events online.

We continued to develop our interpretation offering both online and in the building throughout 2022. This included an historical version of an OK!/ Hello magazine called 'How do you do?' which features stories and scandals about Marylebone residents from the past, a historical interactive map, a light box display of famous Marylebone faces through time, a museum style showcase, a coffin plate display, the St Marylebone Family Tree display, trade card toilet doors and a vast amount of online content.

The majority of the fixed interpretation was installed towards the end of 2022 with the rest scheduled for installation, including our donor board and project team board which will appear on the doors in the east and west vestibules will be installed in March 2023.

In July we held the annual St Marylebone Festival, the last of which to be run by our long serving Director of Music, Gavin Roberts.

This was the first year since the beginning of the COVID 19 pandemic that we offered the 'full' version of the festival, including two concerts per day, a film screening, a dance class, a bar and a cocktail party soiree.

Although numbers had improved on last year's and the feedback from those that did attend was excellent, we still felt that numbers of attendees did not reflect the amount of time and money that went in to organising and delivering the festival. We have decided that moving forward to next year then, that the festival will take on a different form and we will instead host a variety of events throughout the course of the year, under the umbrella of the music festival. It is thought that by doing this we can host a greater variety of events, appealing to a larger audience and a larger number of people will be able to attend different events throughout the year.

In June we began working with an animated film production company called The Like Minded to create a 4 minute animated film about the history of Marylebone dating back 900 years.

We developed a script with our content writer Rhian Tritton and went through a series of storyboards with The Like Minded.

The final storyboard was signed off at the end of the year ready for animation and a launch at the beginning of 2023.

Towards the end of 2022, Maddie Messenger left her role as Heritage, Learning and Communications Facilitator. We were extremely grateful for everything that Maddie achieved in her time at St Marylebone and wish her well in her new role. We began advertising for her replacement, with some slight alterations to the role and interviewed candidates in December with a January start date in mind.

## 9.0 Young Church

### 9.1 Introduction

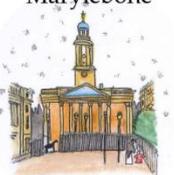
At the start of this year, Young Church sessions began at The St Marylebone CE School, which continued to provide a creative space through which to play Bible-based games and activities. For Candlemas, two young actors played Mary and Joseph taking the baby Jesus to the Temple, where they meet Simeon and Anna. The use of the school theatre helped to bring narratives like these to life for children in Young Church.

The group returned to the parish church for the new academic year 2022/23. The Samworth Hall setup has expanded the provision of activities for children aged 3-6, alongside our regular sessions for children in Year 3 and above at school.

### 9.2 Events

The Quiz Night on Friday 25th February took place in the St Marylebone CE Sixth Form Centre. There were about 60 attendees, 40 of whom were members of our congregation at St Marylebone. It was a memorable occasion, with the parish office team taking first prize.

As part of the Marylebone Summer Festival, there was a Children’s Tour of the Parish Church on Sunday 19th June. This concluded with a series of activities in the Howard de Walden Room called “The Story of a Church called Marylebone”. The children answered questions relating to the heritage of the parish church, and took part in group craft activities, such as painting their own version of Benjamin West’s Holy Family.

<p>The Story of a Church called Marylebone</p> 	<p>There was once a man called William Chambers. He was an architect ... I wonder, what does that mean? Over 200 years ago, King George III asked him to design a great big parish church ... do you know where that church might be? Once it had been built, and opened in the Year 1817 it needed decorating!</p>	 <p>This is a painting of the Holy Family, made by Benjamin West. Do you think you can make a better one?</p>	<p>Great! We finally had a magnificent church, decorated with ready for worshipping God. But for nearly 70 years something was missing ... what do people like to do in church? Yes they like to _____! So some choir stalls were needed, built in 1884 and fit for a magnificent choir to come and sing every Sunday.</p>	 <p>Heavenly angels, with harps and long, elegant wings decorate the wooden stalls where the choir sit ... shall we make some?</p>
<p>Something else is needed on a Sunday morning, to inspire the people. It's a story of sorts, told during the service ... does anybody know what it's called? Yes, it's a _____! In the brand-new 20<sup>th</sup> century, Fr William Douglas Morrison was the priest in charge. He told people about the poor, about all the people in London who didn't have enough to eat and were not being helped. People fidgeted uneasily in their linen suits and frocks, knowing they <i>should</i> do something to help their poorer neighbours.</p>	 <p>If Fr William was talking to you today, which charity would you choose to donate to? Design a piggy bank to save some pennies to give to a charity you and your family care about!</p>	<p>During the Second World War, the beautiful church building was damaged, and the windows and roof needed repairing! And that takes us to this day, when the church is being restored and protected for future generations. For this, we needed the help of people with different skills - including stonemasons who have cleaned the stone columns using special materials!</p>	 <p>These builders are plastering the ceiling of the area just behind the pews in church. This makes the ceiling stronger and gives it a smooth appearance. Can you see where you usually sit in church?</p>	<p>We have now said goodbye to all the scaffolding in church, like this bit over the choir stalls!</p>  <p>Let's get back to praising God in our beautiful parish church! After all, this building is here for you and me, to sing together and show our love for God, Father, Son and Holy Spirit. Amen!</p>

*The Story of a Church Called Marylebone, Marylebone Summer Festival 2022*

### **9.3 Baptism & Confirmation**

The Confirmation programme involved learning about prayer and the devotional use of art, with Years 5 & 6 creating their own versions of icons depicting a saint of their choice. There was a focus on Christian discipleship and community, with the students writing to their pen friends at Ngara Anglican Primary School in the Diocese of Kagera, Tanzania. 5 candidates were confirmed on 12th June by the Bishop of London.

### **9.4 Youth Group**

After seeing *The Prince of Egypt* at the theatre in November 2021, the Youth Group reconvened for a party on Sunday 27th February after the 11am Choral Eucharist. They played an “escape room” style game inspired by the Book of Nehemiah. The group then went to see *The Lion King* at the Lyceum Theatre on Wednesday 9th March. On the 13th July, they had a group picnic in Regent’s Park before seeing the 101 Dalmatians at the Open Air Theatre. This was a particularly joyous occasion, as all their parents were invited too, which resulted in a St Marylebone family day out.

The last Youth Group trip of 2022 was to see *The Lion, The Witch, and the Wardrobe* at the Gillian Lynne Theatre on Wednesday 7th December. During the intermission, the children discussed the Christian themes of the story by C. S. Lewis.

### **9.5 Parents’ Evenings and Young Church Picnics**

There continues to be an offering of one parents’ evening per-term, and the last of these events this year had over 15 parents/guardians in attendance.

On 4th July, there was a picnic for members of Year 6, followed by a picnic for all our Young Church families on 10th July.

### **9.6 Special Services**

Our Mothering Sunday performance told the story of Hannah bringing Samuel to the temple at Shiloh (1 Samuel). A cast of 11 children took part in this story about Hannah’s sacrifice and devotion.

For Good Friday, Mthr Katy, Fr Jack and Matthew filmed a Stations of the Cross video. A Young Church family joined us as we moved about the church, and the event was well-attended online with over 700 views (accessible as “Stations of the Cross 2022” via the St Marylebone Parish Church YouTube channel).

Harvest Festival was a dramatic reading of the Old Testament and New Testament readings and included a performance by the newly reformed Junior Choir.

The Nativity performance was on the 11th December, with Junior Choir performing alongside our cast members. This year’s play was written by a Religious Studies A-level student from Queen’s College, who was on a work placement at the parish church. The 11am Choral Eucharist was followed by a party in the Samworth Hall for Young Church families.

The Children’s First Mass of Christmas included an all-age sermon from Fr Stephen Hearn, and 50 Christingles (all of which were used!) made by the children from Young Church the day before.

### **9.7 Junior Choir**

Junior Choir resumed rehearsals from 18th September, with their first performance taking place during Harvest Festival. They continued to meet after the 11am Choral Eucharist, and sang during the Nativity performance on Sunday 11th December.

## 10.0 The St Marylebone Healing & Counselling Centre (HCC)

HCC began the year still working in the portacabins but seeing a steady increase in people returning to face-to-face work. There was much uncertainty about when we would be moving back into the Centre. However, finally, at the end of July we gained access to our corridor, and Margaret and Suzanne spent some of August making the beautiful new rooms client ready. We welcomed back into the Centre, clients old and new and the therapists were thrilled to be 'home,' albeit a more 'covid friendly' and spacious home.

Since then, the rooms are gradually filling up and the HCC has become a vibrant and lively place to be. We are looking forward to replacing our iconic carpet that sadly was destroyed by moths during the building project.

Our team has also greatly expanded – in part due to the increased coverage of our psychological assessments – reaching outside of London, but also taking on the whole of London, as Kensington and Stepney have come under the HCC – and we have gladly welcomed some of their assessors to our team. We now have contracts with: Chelmsford, Ely, Lichfield, London, Newcastle, Nottingham [RC: assessing people applying to be a permanent deacon], Oxford, Peterborough, Rochester, and St Albans. We also conduct independent psychotherapeutic assessments for a range of dioceses throughout the United Kingdom. We also have signed a contract with the Sisters of the Society of Bethany, an Anglican order, to offer psychological assessments to their prospective Novices.

Our team currently stands at 12 therapists who solely see clients, six therapists who offer therapy sessions and psychological assessments [making our therapy team 18] and a further 11 therapists who just offer psychological assessments [previously known as 3rd Assessments]. We therefore have 17 therapists currently undertaking psychological assessments. We also have four trainees with us from the Society of Analytical Psychology, and this work is going extremely well, with all the trainees' holding clients and enjoying their experience of HCC. We also have a group therapist, Sarah Hanchett, who facilitates our Making Sense group, as well as two psychiatrists, Marianne Hayward and Miomir Milovanovic who are available to undertake psychiatric assessments. We also have a retired therapist, Caroline Morcom, who sits on our allocation team. Several members of the team have also started doing initial consultations so that we can offer more assessments. We currently see approximately 70 clients a week, both in person and on-line. Our team of therapists are a multi-national group who each bring something of value to the Centre.

We only had one member of the team leave at the end of year, Agata Pisula who had worked with us for four years, undertaking initial consultations and psychological assessments.

We have also been delighted that some of our Spiritual Directors have returned to seeing their directees in the Centre, and this is an area which we hope to expand going forward.

### 10.1 Young People's Project

We have been in negotiations at the latter part of the year with International Students House in Portland Place, and have now signed a contract to see their students for six sessions, and we have taken on some therapists who are experienced with working with 18-25 year olds. This prompted us to consider the many general applications we receive from people in this age bracket, and we decided to create a new offering for 18-25 year olds. This involves them being seen by an experienced therapist, bypassing the initial consultation stage, and receiving six sessions of psychotherapy and then the opportunity to go into a group, or, if, appropriate to receive further therapy. Many students that come to us, are not able to make the two-year commitment that we offer, so this is a way of responding to their need for swifter, short-term help.

We were able to run two well-attended, hybrid Continuing Professional Development events during the year, which were free to the team and also attracted people from wider afield. These events take place on a Friday and are called 'Friday Food 4 Thought'.

We continue our work with the London Clinic – our Pathways to a Stronger Mind initiative, where we see members of their staff confidentially for six sessions. This work also supports our bursary fund as the clinic contributes to it.

## **10.2 Making Sense**

At the end of Summer 2022 we decided to suspend the group as it was struggling to attract participants. The portacabins, coming out of Covid and the on-going building works made it trickier to sustain. Our plan was to re-launch it when the Centre and the building works were finished. This will happen in early 2023 and we look forward to the group flourishing again.

## **10.3 DDO Helpline**

We continue to receive a steady number of enquiries from directors or assistant directors of ordinands who are seeking advice and clarification about their ordinands' often complex, psychological needs.

## **10.4 Finance**

As in the last few years, we began 2022 with a break-even budget. We had hoped to secure some funding towards the general running of the Centre, but this was not forthcoming which means that the PCC contribution to balance the books was £18,280 (down on the £21,270 in 2021). The encouraging news is that there has been a steady decrease in this contribution over the last four years and we continue to pray for a generous benefactor! We are indebted to Westminster City Council's High Street Ward budget contribution of almost £15,000 towards our bursary fund which means we have been able to continue to offer therapy to many who could not afford the market rate and thank Rachael & Ashley for their hard work on behalf of the Centre.

## **10.5 The Future**

Moving Forward we are hoping to consolidate the team and create a sense of community. All HCC team members are going to have badges, so that they can be identified around the building and in the staff room, ensuring that they get to know others in the wider St Marylebone team. We also look forward to meeting with our advisory panel to update them on our work. We still look forward to having our HCC official launch where we will invite alumni of HCC and the congregation to come and celebrate the refurbishment and also learn about HCC's growth and development.

Other developments in 2023 are the launch of our new website, which will make it easier for people to apply for therapy and to see the broad range of services that we offer.

We are delighted that the HCC is continuing to steadfastly offer hope and help to an eclectic and broad range of people from all nations, ethnicities, and religions or none. We are pleased that in our own way we are contributing to the Changing Lives project in St Marylebone.

## **11.0 The St Marylebone CE Schools (Academic)**

### **11.1 The St Marylebone CE School**

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 sixth-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.

In September 2022, we welcomed our new Chaplain, Fr Stephen Hearn, to our community and he has adapted fast in the great pace and purpose of school life. This year we have also been able to bring the community together weekly for assembly in Church, regularly and without interruption for the first steady time in over two years. This has palpable impact. Students are re-learning what it means to cohere in that space, to be part of something bigger than themselves as individuals yet which holds and values them as those individuals.

The last time the School experienced a "normal" January was in 2019, three years ago when Year 9 had just started Year 7 and Year 13 had just done GCSE mocks. The school adjusted well to the return to "usual" demands and continues to try to meet the needs of the increased safeguarding and mental health concerns which have arisen from the pandemic's effect on society.

Reassembly and Community cohesion were the motivating themes for 2022, as a way to recollect, reform and re-cohere our School community. This theme had an impact on students' personal, social, spiritual and academic development, the professional fulfilment and development of staff and the connection with parents and carers, through many events including: Church assemblies, Year group assemblies at Blandford Street, Confirmation and Baptism Eucharist, prize giving and Debating and Model United Nations: evident take up here representing the social and ethnic diversity of our student cohort.

Extra-curricular and enrichment activities have stepped back up in 2022. This has been evident in sports fixtures and regular busy use of the astroturf after school for football practice and coaching; auditions and rehearsals for the whole-school and dance productions; all the music and dance groups restarting and the Marylebone Jam; Maths Club has very good attendance and Study Clubs, which are especially important for students who need study support or need a quiet place to work after school. Behind the Brand careers trips, Music for the Moment - community service working with elderly people who suffer from dementia and History and Politics societies are all also active enrichment opportunities.

The School has been active as newly-appointed lead for the Creative Collaborative Research Project, London, a three-year project leading 12 primary and secondary schools from 10 different London Boroughs. It is one of eight national Creativity Collaboratives initiated by the Durham Commission that will build networks of schools to test innovative practices in teaching for creativity, sharing learnings to facilitate system-wide change. Working alongside existing school structures, teachers and educators will co-develop creative strategy and pedagogy, test out approaches to teaching and learning, and evaluate their impact on pupils, schools and communities.

2022 saw the return of externally marked moderated and standardised examinations for the first time since 2019. Ofqual and DfE decreed that the 2022 results would be between the 2019 results and the 2021 teacher assessed grades (TAGs).

Our A level results held close to 2021 results, with the percentage of A\* grades at A level higher in 2022 at 26.5% and increased from 12.1% in 2019. Our average grade was A-. At A level, 40 students achieved two A\* or more. Importantly, at A Level we have hit the positive value-added score, which is challenging to achieve because our GCSE entry scores are already high.

At GCSE we achieved our highest ever percentage of students achieving 4+ at English and Maths at 91.7%, up from 84% in 2019. The percentage of students achieving 5+ at English and Maths is 12% above the last examined result in 2019. All of our students completed GCSE which enabled them to move on to the best course for them; some in the face of exceptional challenges. 21 students completed 11 GCSEs.

## **11.2 The St Marylebone CE Bridge (Special) School (Academic)**

The Academy continues to go from strength to strength. We have moved into our new permanent site at Herries St, London W10 4LE in September 2022. The building is fantastic and having a specifically designed learning space that helps support the needs of the pupils has further enhanced what we are able to offer. There is scope to increase the capacity from 60 to 70 pupils. This is expected to help enable the school to operate at break-even.

The Academy continues to develop the internal spaces around our new building, ensuring that they are communication friendly and support a variety of sensory needs. Having more space to 'play' with is allowing staff to consider an even more bespoke offer for individual pupils, thus allowing pupils to reach their full potential both academically and socially.

We are continuously looking at developing our curriculum and how best to support our pupils post-16. Our transition role has developed further to a full-time teaching post, where the delivery of our Preparing for Adulthood program goes from strength to strength.

The range of complexity of our pupils continues to increase. We continue to refine and develop our knowledge and expertise to better support the wider needs of pupils joining us.

Pupils continue to sit for formal qualifications and all who did so achieved a range of qualifications in Maths, English, ICT, Science, RS, PSHE, Art & Design, History, Geography, and PE. The qualifications were awarded at GCSE, Functional Skills, and Entry level, with some excellent results and pupils progressing to a variety of KS5 provisions.

The Academy continues to make up for lost learning and the impact on mental health due to the global pandemic. We are working hard to support pupils and the demand for mental health and well-being intervention is high. We have further developed our well-being team and employ additional external practitioners to help deliver non-speaking therapies.

## **12.0 Staffing**

2022 saw the departure of the Revd Jack Noble, who was instituted as Rector of St Giles', Cripplegate on 8<sup>th</sup> may. Fr Jack brought the excitement, enthusiasm and energy we all needed to help see us through Covid and he is sorely missed. Also leaving us in 2022, Rachael Church, who had helped to secure some of the funding we had needed to deliver the Changing Lives Project, moved just next door to The London Clinic. It has been good to welcome, Fr Stephen Hearn as Chaplain, and the Revd Canon Dr Robert Titley as an Assistant Priest. Fr Stephen joins us from a college chaplaincy in Oxford and Fr Robert joined us from Salisbury Cathedral where he had served as Canon Treasurer. Ashley Nixon has replaced Rachael Church and brings with here a wealth of experience in community development. Maddie Messenger, a hugely valued member of the Changing Lives team has now been replaced by Jessica Riley and Ella McBrien has proved to be a highly effective paid Heritage Intern. Rosie Bonser stepped down as a Building Assistant in March 2023 and her colleague Sean Perry, who also volunteers in the Changing Lives,' team has taken on many of her duties. It has been very good to welcome new therapists and the Hamel Cooke Room is proving its worth not only as a Kitchen but

as a Staff and Volunteer Room where all the members of our team can meet. Rising wages and pressures on our income streams mean that a full review of staffing will be undertaken in 2023.

### 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

2022 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.

#### **14.0 Safeguarding**

The PCC is committed to safeguarding children, young people, victims and perpetrators of domestic abuse and adults, and has adopted the Church of England's/Diocese of London's policies and best practice on safeguarding. There is a safeguarding update at every PCC meeting. The PCC owes a debt of gratitude to Clare Southern for her work as the PCC's Safeguarding Officer the PCC's Safeguarding Framework is updated regularly and is published on the parish church's website and posted throughout the parish church.

The parish church's Mission Action Plan, Vision 2030 Response, Anti-Money Laundering and GDPR policies are all published on the parish church's website and made available throughout the building.

#### **15.0 The General Data Protection Regulation (GDPR)**

This statutory legislation came into force on 25<sup>th</sup> 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](http://www.stmarylebone.org) and at the parish church.

#### **16.0 Mission Action Plan & Vision 2030**

St Marylebone's Mission Action Plan was revised in May 2022 along with the parish's response to the Diocese's Vision 2030. St Marylebone looks forward to continuing to work with the Bishop of London in helping discern a new vision for the Church in London.

The parish church's response has addressed the following three headings:

Serving the Community Compassionately  
Equipping Confident Disciples  
Growing Creatively

#### **17.0 Financial Review**

The impact of the Covid-19 Pandemic continues to be felt and has, for another year, had a detrimental effect on the parish church's finances. However, the parish church has been able to fund the St Marylebone Changing Lives Project and the large sums of money, received, transferred and spend are evident in the Financial Statements.

The number of team members has continued to grow, as the building has 'come back to life' following the pandemic and the gradual opening up of spaces for hire. A thorough review of both general fund income and expenditure and staffing levels will be necessary in 2023 as non-building project-related income (General Fund income) is evidently not keeping pace with General Fund expenditure.

A number of outstanding capital projects, carried over from the Changing Lives Project, may well have to be postponed until 2024 or beyond due to insufficient funds to complete the works. Works which have been completed include the unplanned replacement of both gas boilers and flues. The costs related to the stabilisation of the south east transept will also be greater than budgeted but will be undertaken in 2023 providing much-needed safe archive, storage and research space.

The planned major overhaul of the parish church's Rieger Organ will not be carried out in 2023, as planned, as a result of Rieger Orgelbau of Austria pulling out of the project due to an overcommitted diary. It is hoped that the work will now take place in 2024. Costs will be divided between the parish church and the Royal Academy of Music on a 25%:75% basis.

A long-overdue review of investments and investment strategy is planned for 2023 which may result in a rebalancing of the parish church's endowment portfolio. The reporting of unrealised gains in previous years has given a very rosy picture of the parish church's finances, but has also highlighted the need to receive dividend and other gains as cash as people and projects cannot be paid for in unrealised paper gains. This review will be carried out in conjunction with a review of all team posts. The parish church will be helped in this task by the Major Parish Churches' Support Group.

Pledged giving continues to be a thorny issue, with a poor uptake of realistic regular giving by Standing Order among the members of the congregation. Again, an attempt was made to address this in the spring of 2023 with the rector writing to every member whose name appears on the Electoral Roll.

External event bookings, not least Advent Carol Services returned to almost pre-pandemic numbers in 2022 and the parish church also witnessed an increased use by schools and universities.

It is the PCC's policy to keep sufficient cash in bank accounts or on deposit with CCLA Investment Management Ltd (CCLA) to enable it to meet all its obligations as they fall due. That is an amount equivalent to three-months normal unrestricted expenditure. Increasingly, however, it is becoming clearer that an annual wages bill of more than £800,000.00 means that the current policy needs urgent review.

At 31<sup>st</sup> December 2022, the parish church had £2.691m in unrestricted reserves (excluding fixed assets and stock) (2021 £5.170m). Endowment Funds at 31<sup>st</sup> December 2022 were valued at £5.864m (2021 £6.327).

The PCC is aware that there is, potentially, a large General Fund budgeted deficit for 2023 (£668k). In 2022 there was a shortfall of £2.932m (2021 £162k).

Plans to utilise part of the receipts from Church House to purchase suitable housing for the Assistant Curate (Chaplain) have been put on hold until the overall post-Changing Lives Project accounts become clearer. In the meantime, the PCC continues to rent an apartment nearby Hallam Street to house the Assistant Curate (Chaplain).

### **Voluntary Income**

Voluntary giving by the congregation through planned giving, including Gift Aid, provides a small percentage of unrestricted income. Collections were taken at services, and donations were received through boxes, contactless giving points and online.

### **Major sources of finance**

The major source of unrestricted General Fund income is the Licence Fee payable in arrears by the partners of the Marylebone Health Centre, a GP Primary Care Practice situated in the Crypt.

Legacy income remains small and infrequent. The parish church was pleased to receive several small legacies in 2022 from the estates of Jennifer Stirling and Sabine Schiff. These monies will go towards the restoration of the reredos and the commissioning a new lunette to replace the degraded 1940s lunette at the top of the reredos.

Legacies are unknowable both in terms of incidence and value and, therefore, are not included in routine running cost budgets. They will normally be designated for capital projects. The Stirling legacy was left to be used at the sole discretion of the rector in office at the time of the donor's death.

### **Quinquennial Review**

A delayed Quinquennial Inspection took place in early 2023 and the results of this are awaited. The delay was caused by the overrunning of the construction phase of the Changing Lives Project.

### **Investment policy**

It is the PCC's policy that parish church's funds should be invested according to the Church of England Ethical Investment Advisory Group's advice and most of the PCC's funds are managed by CCLA.

### **Investment performance**

2022 was another extremely challenging year for investments and return on capital holdings.

The majority of the parish church's investments other than cash deposits consist of shares in the CCLA Investment Fund.

Additional shares are held in the CCLA Property Fund.

The parish church's short-term cash deposits are with the CCLA, Epworth and Barclay's Bank.

### **Principal risks and uncertainties**

Careful consideration is given to the major risks to which the parish church is exposed. The PCC is responsible for ensuring effective risk management and that internal controls are in place to appropriately manage the organisation's risk exposure. The parish church recognises that any risk management system can only manage risks and not eliminate them and can provide only reasonable, and not absolute, assurance against material misstatement or loss.

Risks are considered in a broad context and the PCC focuses on the significant matters that might prevent the PCC from achieving its vision. In 2023, the PCC will commit to undertaking an annual review to includes an assessment of such risks and opportunities. Priorities are set as part of strategic planning to respond to these risks and opportunities.

Financial Controls via the PCC Treasurer, Finance Manager, Finance Officer and Operations' Director are in place to ensure the parish church's financial activities are properly managed. These include budgetary control, account reconciliation procedures, authority levels, periodic stock counts and monitoring of the PCC's investment strategy and related risks. Following the publication of the 2022 Annual Report, proper Management Accounts will be reviewed by the Finance Committee and PCC following the end of each quarter.

Appropriate Safeguarding, GDPR and Health and Safety for our visitors, team members and volunteers are important and the PCC takes its responsibilities seriously.

The parish church's insurance cover is reviewed annually and as circumstances change. Insurance provision is currently provided by Ecclesiastical Insurance, who conduct a comprehensive survey

every five years with a follow-up visit every year. A full comprehensive post-Changing Lives' Project survey was carried out in early March 2023.

### Statement of Accounting and Reporting Responsibilities

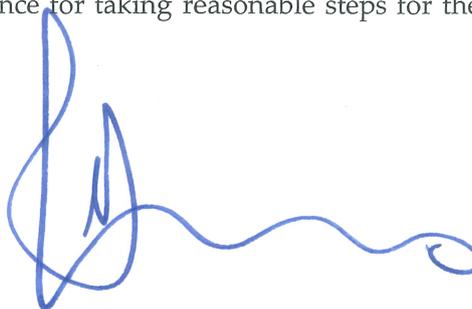
The PCC has many other powers conferred upon it and vested in it (including those as successor to predecessor bodies). As with all Church of England PCCs, its objects have been found to meet the public benefit test under the Charities Act 2011. With particular reference to this annual report and accounts 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

A handwritten signature in blue ink, appearing to be 'S J Evans', written over a horizontal line.

Approved by the PCC on 10 May 2023

## **18. 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 2022 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 2022 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.

### **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 27, 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.

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](http://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.

### **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 Chartered Accountants  
Statutory Auditor

2<sup>nd</sup> Floor, Regis House  
45 King William Street  
London EC4R 9AN

Date: 12 July 2023

*Azets Audit Services*

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 31<sup>st</sup> December 2022**

**19. Financial statements for the year ending 31 December 2022**

**Statement of Financial Activities for the year ended 31 December 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2022 £	Total 2021 £
<b>INCOME AND ENDOWMENTS:</b>	2					
Donations		371,626	3,181,861	-	3,553,487	2,301,730
Other Income		149,694	2,103	-	151,797	66,330
Other Activities		328,114	-	-	328,114	343,575
Investment Income		5,941	-	65,218	71,159	63,936
		<u>855,375</u>	<u>3,183,964</u>	<u>65,218</u>	<u>4,104,557</u>	<u>2,775,571</u>
<b>TOTAL INCOME</b>						
<b>EXPENDITURE:</b>						
<b>Resources expended</b>	3					
Changing Lives and Crypt		2,026,246	3,183,964	-	5,210,210	2,795,707
Directly Relating to Church Activities		465,145	-	-	465,145	267,248
Fundraising and Publicity		56	-	-	56	1,500
Other Activities		108,374	-	-	108,374	49,595
		<u>723,956</u>	<u>-</u>	<u>-</u>	<u>723,956</u>	<u>623,790</u>
<b>TOTAL EXPENDITURE</b>		<u>3,323,777</u>	<u>3,183,964</u>	<u>-</u>	<u>6,507,741</u>	<u>3,737,840</u>
<b>Net (outgoing)/incoming resources before other gains &amp; recognised losses</b>	5	(2,468,402)	-	65,218	(2,403,184)	(962,269)
(Losses)/gains on assets / investments:						
Unrealised	14	-	-	(528,584)	(528,584)	800,421
		<u>-</u>	<u>-</u>	<u>(528,584)</u>	<u>(528,584)</u>	<u>800,421</u>
<b>Net expenditure and Net Movement in Funds</b>		(2,468,402)	-	(463,366)	(2,931,768)	(161,848)
<b>Transfer between funds</b>		-	-	-	-	-
<b>Funds Balance Brought Forward</b>		<u>5,170,048</u>	<u>25,200</u>	<u>6,327,184</u>	<u>11,522,432</u>	<u>11,684,280</u>
<b>Funds Balance Carried Forward</b>		<u>2,701,646</u>	<u>25,200</u>	<u>5,863,818</u>	<u>8,590,664</u>	<u>11,522,432</u>

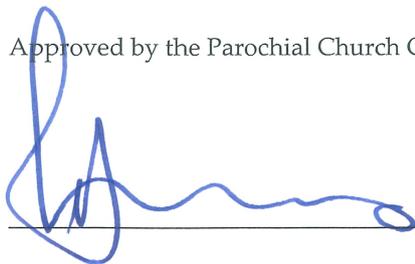
The Statement of Financial Activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

**Parochial Church Council St Marylebone  
for the year ended 31<sup>st</sup> December 2022**

**Balance Sheet as at 31st December 2022**

	Notes	2022		2021	
		£	£	£	£
<b>FIXED ASSETS:</b>					
Property	12		-		-
Heritage assets	13		-		-
Investments	14		4,917,430		5,446,014
			<u>4,917,430</u>		<u>5,446,014</u>
<b>CURRENT ASSETS:</b>					
Debtors	15	570,435		827,648	
Cash and Bank Balances		<u>3,231,029</u>		<u>5,292,025</u>	
		3,801,464		6,119,673	
<b>CREDITORS: Amounts falling due within one year</b>	16	<u>128,230</u>		<u>43,255</u>	
<b>NET CURRENT ASSETS</b>			3,673,234		6,076,418
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>8,590,664</u>		<u>11,522,432</u>
<b>FUNDS:</b>					
<b>Unrestricted Income Funds</b>					
General Fund			2,691,646		5,170,048
<b>Designated Funds:</b>					
Reredos Repair and New Painting Commission			<u>10,000</u>		<u>-</u>
	17		2,701,646		5,170,048
Restricted Income Funds	18		25,200		25,200
Endowment Funds	19		<u>5,863,818</u>		<u>6,327,184</u>
			<u>8,590,664</u>		<u>11,522,432</u>

Approved by the Parochial Church Council of St. Marylebone on 24 April 2023 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 31<sup>st</sup> December 2022**

**Statement of cash flows for the year ended 31 December 2022**

	2022 £	2021 £
<b>Net expenditure for the year as per the SOFA</b>	(2,931,768)	(161,848)
Adjustments for:		
Investment income	(71,159)	(63,936)
Loss/(gain) on fair value adjustments on fixed asset investments	528,584	(800,421)
Decrease/(increase) in debtors	257,213	(484,691)
Increase in creditors	84,975	5,566
<b>Net cash used in operating activities</b>	<u>(2,132,155)</u>	<u>(1,505,330)</u>
<b>Cash flows from investing activities</b>		
Purchase of fixed asset investments	-	(375,000)
Interest received	20,791	14,574
Dividends received	50,368	49,362
<b>Net cash provided by/(used in) investing activities</b>	<u>71,159</u>	<u>(311,064)</u>
<b>Change in cash and cash equivalents during the reporting period</b>	(2,060,996)	(1,816,394)
Cash and cash equivalents at the beginning of the reporting period	<u>5,292,025</u>	<u>7,108,419</u>
<b>Cash and cash equivalents at the end of the reporting period</b>	<u>3,231,029</u>	<u>5,292,025</u>
<b>Analysis of cash and cash equivalents</b>		
Cash at bank and in hand	<u>3,231,029</u>	<u>5,292,025</u>
Total cash and cash equivalents	<u>3,231,029</u>	<u>5,292,025</u>

# Parochial Church Council St Marylebone

## for the year ended 31<sup>st</sup> December 2022

### 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 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.

## **Parochial Church Council St Marylebone for the year ended 31<sup>st</sup> December 2022**

### **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 31<sup>st</sup> December 2022**

### **g) Expenditure recognition**

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

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

### **h) Pension Costs**

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

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

#### **Pension Builder Scheme**

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

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

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

## **Parochial Church Council St Marylebone for the year ended 31<sup>st</sup> December 2022**

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

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SOFA in the year are contributions payable 2022: £40,191 (2021: £35,587).

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 31<sup>st</sup> December 2022**

**2. INCOME AND ENDOWMENTS :**

	Notes	Unrestricted Fund £	Restricted Fund £	Endowment Fund £	Total 2022 £	Total 2021 £
<b>Donations and Grants</b>						
Gift Aided Donations		123,577	-	-	123,577	122,617
Gift Aid Recovered		26,255	-	-	26,255	25,871
Collections and Other Donations		52,098	-	-	52,098	42,186
Grants and Legacies		42,668	-	-	42,668	43,675
Counselling Donations		127,028	-	-	127,028	119,186
Changing Lives and Crypt		-	3,181,861	-	3,181,861	1,948,195
		<u>371,626</u>	<u>3,181,861</u>	<u>-</u>	<u>3,553,487</u>	<u>2,301,730</u>
<b>Other Income</b>						
Sale of CD, Cards & Occasional Offices		11,555	-	-	11,555	11,201
Festival Revenue		-	2,103	-	2,103	4,864
Claims & Other Income		138,139	-	-	138,139	50,265
Licence Fees & Service Charges	6	233,907	-	-	233,907	286,936
Church Lettings		59,561	-	-	59,561	13,421
Car Park Lettings		34,646	-	-	34,646	43,218
		<u>477,808</u>	<u>2,103</u>	<u>-</u>	<u>479,911</u>	<u>409,905</u>
<b>Investment Income</b>						
Bond & Bank Interest Received		5,941	-	14,850	20,791	14,574
Dividends		-	-	50,368	50,368	49,362
		<u>5,941</u>	<u>-</u>	<u>65,218</u>	<u>71,159</u>	<u>63,936</u>
<b>TOTAL INCOME</b>		<u>855,375</u>	<u>3,183,964</u>	<u>65,218</u>	<u>4,104,557</u>	<u>2,775,571</u>

**Parochial Church Council St Marylebone  
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**3. ANALYSIS OF RESOURCES EXPENDED :**

	Notes	Unrestricted Fund £	Restricted Fund £	Endowment Fund £	Total 2022 £	Total 2021 £
<b>Buildings and Crypt</b>						
<i>Changing Lives</i> Direct Costs		1,432,234	3,183,964	-	4,616,198	2,416,146
<i>Changing Lives</i> Other Expenses		594,012	-	-	594,012	379,561
		<u>2,026,246</u>	<u>3,183,964</u>	<u>-</u>	<u>5,210,210</u>	<u>2,795,707</u>
 <b>Directly relating to Parish Church Activities</b>						
Diocesan		166,940	-	-	166,940	152,029
Clergy & Other Expenses		63,830	-	-	63,830	38,684
Sacristy		6,572	-	-	6,572	2,598
Repairs & Maintenance	7	227,803	-	-	227,803	73,937
		<u>465,145</u>	<u>-</u>	<u>-</u>	<u>465,145</u>	<u>267,248</u>
 <b>Fundraising &amp; Publicity</b>						
Advertising		56	-	-	56	1,500
 <b>Other Activities</b>						
Music	8	108,374	-	-	108,374	49,595
<b>TOTAL</b>		<u>2,599,821</u>	<u>3,183,964</u>	<u>-</u>	<u>5,783,785</u>	<u>3,114,050</u>

**Parochial Church Council St Marylebone  
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**4. ANALYSIS OF CHURCH MANAGEMENT AND ADMINISTRATION:**

	Notes	Unrestricted Fund £	Restricted Fund £	Endowment Fund £	Total 2022 £	Total 2021 £
<b>Church Management &amp; Administration</b>						
Staff Costs	9	357,106	-	-	357,106	324,078
Counselling Services	10	168,085	-	-	168,085	153,756
Office Expenses		87,090	-	-	87,090	68,672
Utilities & Services		31,455	-	-	31,455	22,816
Insurance		17,409	-	-	17,409	20,607
Audit Fee	5	11,119	-	-	11,119	8,383
Professional Fees		3,972	-	-	3,972	23,619
Bank Charges		1,770	-	-	1,770	1,859
Bad Debts		45,950	-	-	45,950	-
<b>TOTAL</b>		<u>723,956</u>	<u>-</u>	<u>-</u>	<u>723,956</u>	<u>623,790</u>

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

Net Outgoing Resources are Stated after Charging:	2022 £	2021 £
Auditors' Remuneration	<u>11,119</u>	<u>8,383</u>

**6. LICENCE FEES AND SERVICE CHARGES:**

	2022 £	2021 £
Marylebone Health Centre	219,907	265,634
Royal Academy of Music	14,000	21,302
	<u>233,907</u>	<u>286,936</u>

**7. REPAIRS & MAINTENANCE:**

	2022 £	2021 £
General repairs and maintenance to the Parish Church	<u>227,803</u>	<u>73,937</u>

**Parochial Church Council St Marylebone  
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**8. MUSIC**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Director, Assistant Director and Organist, Choir & Instruments	108,374	49,595
	<u>          </u>	<u>          </u>

**9. STAFF COSTS**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Salaries & Wages	307,259	272,684
Social Security Costs	23,490	24,419
Pension Costs	22,260	22,516
Self Employed	1,080	2,009
Recruitment and Training	3,017	2,450
	<u>          </u>	<u>          </u>
	<u>357,106</u>	<u>324,078</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 (2), and Buildings Cleaner.

One employee earned more than £60,000 per annum (2021 – one).

The number of employees during the year was 21 (2021: 18).

**10. COUNSELLING FEES:**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Healing & Counselling Centre	168,085	153,756
	<u>          </u>	<u>          </u>

**11. 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.

**Parochial Church Council St Marylebone  
for the year ended 31<sup>st</sup> December 2022**

**12. FIXED ASSET PROPERTY:**

	<b>2022</b>	<b>2021</b>
	£	£
Cost	Nil	Nil
	<u>          </u>	<u>          </u>

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.

**13. 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.

**14. FIXED ASSET INVESTMENTS:**

	Cost	Market Value at 1.1.22	Additions / (Disposal)	Movement in year	Market Value at 31.12.22
	£	£	£	£	£
CCLA	2,650,000	5,446,014	-	(528,584)	4,917,430
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
	<u>2,650,000</u>	<u>5,446,014</u>	<u>          </u>	<u>(528,584)</u>	<u>4,917,430</u>

Unrealised loss on fixed asset investments during the year amounted to £528,584 (2021: unrealised gain £800,421).

**15. DEBTORS:**

	<b>2022</b>	<b>2021</b>
	£	£
Other Debtors (including LPOW, Gift Aid, MHC & RAM)	101,415	827,648
Prepayments and accrued income	469,020	-
	<u>          </u>	<u>          </u>
	<u>570,435</u>	<u>827,648</u>

**Parochial Church Council St Marylebone  
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**16. CREDITORS: AMOUNTS FALLING DUE  
WITHIN ONE YEAR:**

	2022	2021
	£	£
Sundry Creditors	50,284	2,926
Accruals & deferred income	77,946	40,329
	<u>128,230</u>	<u>43,255</u>
	<u>128,230</u>	<u>43,255</u>

**17. UNRESTRICTED FUNDS:**

	Balance at 1.1.22	Movement in year	Transfers	Balance at 31.12.22
	£	£	£	£
General Funds	5,170,048	(2,478,402)	-	2,691,646
<b>Designated Funds:</b>				
Reredos Repair and New Painting Commission	-	10,000	-	10,000
	<u>5,170,048</u>	<u>(2,468,402)</u>	<u>-</u>	<u>2,701,646</u>
	<u>5,170,048</u>	<u>(2,468,402)</u>	<u>-</u>	<u>2,701,646</u>

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

**18. RESTRICTED FUNDS:**

	Balance at 1.1.22	Movement in year		Balance at 31.12.22
	£	Incoming Resources	Resources (Expended)/ Transferred	£
Changing Lives	-	3,183,964	(3,183,964)	-
Rector's Discretionary Fund	25,200	-	-	25,200
	<u>25,200</u>	<u>3,183,964</u>	<u>(3,183,964)</u>	<u>25,200</u>
	<u>25,200</u>	<u>3,183,964</u>	<u>(3,183,964)</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.

**19. ENDOWMENT FUNDS:**

	Balance at 1.1.22	Movement in year		Balance at 31.12.22
	£	Incoming Resources	Resources (Expended)/ Transferred	£
Endowment Fund	6,327,184	65,218	(528,584)	5,863,818
	<u>6,327,184</u>	<u>65,218</u>	<u>(528,584)</u>	<u>5,863,818</u>
	<u>6,327,184</u>	<u>65,218</u>	<u>(528,584)</u>	<u>5,863,818</u>

## **Parochial Church Council St Marylebone for the year ended 31<sup>st</sup> December 2022**

### **20. RELATED PARTY TRANSACTIONS:**

Payments to the London Diocesan Fund of £166,940 (2021: £152,029) 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.

### **21. CAPITAL COMMITMENTS:**

The contract with Sir Robert McAlpine Special Projects Team to deliver the parish church's St Marylebone *Changing Lives* Project, signed during the year ending 31<sup>st</sup> December 2020 reached Practical Completion on 12<sup>th</sup> December 2022. Snagging and other works will continue through 2023 and it is likely that the final invoices will not be paid by the parish church to the contractor until late 2023.

All project costs incurred during 2022 have been included in the accounts.

Further works, removed from the project due to time and budgetary constraints will be carried out in 2023 and beyond.

### **22. POST BALANCE SHEET EVENTS:**

There have been no reportable items since 1 January 2023.