

The Parish Church of St John-at-Hampstead



Annual Report for 2023

For presentation to the
Annual Parochial Church Meeting
on
Monday 20th May 2024
At 7.30pm
In Church

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PARISH CHURCH OF ST JOHN-AT-HAMPSTEAD

AGENDA

For the ANNUAL MEETINGS to be held at Hampstead Parish Church,
Church Row, London NW3 6UU
at 7.30pm on Monday 20 May 2024

A. ANNUAL MEETING OF PARISHIONERS

People entitled to vote are those persons:

- a) whose names are on the Church Electoral Roll; and / or*
- b) who are resident in the parish and whose names are on the Local Government Electoral Roll*

1. Appointment of clerk to the meeting
2. Approval of minutes of the previous year's meeting
3. Election of Churchwardens
4. Election of Deputy Churchwardens
5. Any other business

B. ANNUAL MEETING OF THE VESTRY

People entitled to vote are those who are ratepayers in respect of an address within the ancient parish, which is roughly equivalent to the former North Camden Deanery

1. Appointment of clerk to the meeting
2. Approval of minutes of the previous year's meeting
3. To receive a report on the Hampstead Parochial Charities
4. Any other business

C. ANNUAL PAROCHIAL CHURCH MEETING

People entitled to vote are those whose names are on the Church Electoral Roll

1. Appointment of clerk to the meeting
2. Approval of the minutes of the previous year's meeting
3. Presentation of the Electoral Roll
4. Election of the parochial representatives of the laity to the Parochial Church Council
5. To receive the Annual Report and Financial Statements for the year ended 31 December 2023
6. Appointment of Independent Examiner
7. To note the Budget for 2024
8. To receive the Review of the Year's Activities for 2023
9. To receive a report on the fabric, goods and ornaments of the church
10. To receive a report on the London Diocesan Synod
11. To receive a report on the Camden Deanery Synod
12. Vicar's Address
13. Any other business

**THE PARISH OF ST JOHN-AT-HAMPSTEAD
CHURCH ROW, LONDON NW3
CHURCHWARDENS MEASURE 2001**

**Minutes of a meeting of the Parishioners held in Church
on Monday 24 April 2023**

1. In the absence of an Incumbent it was agreed that Martin Evans, Churchwarden and Vice-Chair of the PCC, should chair the meeting. Nicholas Walser was appointed as Clerk.
2. The minutes of the meeting held on 25 April 2022 were approved for signature by the Chairman.
3. Martin Evans and Sheena Ginnings, having been duly nominated, were unanimously elected to serve as Churchwardens for the next year.
4. Jon Siddall and Hagar Cliff were nominated, and unanimously elected, to serve as Deputy Churchwardens for the next year.
5. There being no further business, the Chairman declared the meeting closed.

**THE PARISH OF ST JOHN-AT-HAMPSTEAD
CHURCH ROW, LONDON NW3
ACT OF PARLIAMENT OF 1827**

**Minutes of a meeting of the Vestry held in Church
on Monday 24 April 2023**

1. In the absence of an Incumbent it was agreed that Martin Evans, Churchwarden and Vice-Chair of the PCC, should chair the meeting. Nicholas Walser was appointed as Clerk.
2. The minutes of the meeting held on 25 April 2022 were approved for signature by the Chairman.
3. For the reasons explained at the meeting held on 29 April 2013, no new Trustees were elected.
4. The meeting received and noted the accounts of the Hampstead Parochial Charities for the year ended 31 December 2022. Inigo Woolf reported that some professional fees had been incurred in connection with the potential sale of the agricultural land held by the Charity for residential development, and the advice received would be useful in the event of this proceeding further. However there were no active development proposals at the present time.
5. There being no further business, the Chairman declared the meeting closed.

THE PARISH OF ST JOHN-AT-HAMPSTEAD
CHURCH ROW, LONDON NW3

**Minutes of the Annual Parochial Church Meeting held in Church
at 7.30pm on Monday 24 April 2023**

1. In the absence of an Incumbent it was agreed that Martin Evans, Churchwarden and Vice-Chair of the PCC, should chair the meeting. Nicholas Walser was appointed as Clerk.
2. The minutes of the meeting held on 25 April 2022 were approved for signature by the Chairman.
3. The Electoral Roll officer's report was presented to the meeting. The number on the roll was 225 as at the date of the meeting.
4. The Secretary reported that four parochial representatives were to be elected to the Camden Deanery Synod for a three year term starting from 1 July 2023 and that John Barker, Angela Gardner, Rosemary Loyd and Inigo Woolf had been duly nominated for election. It was noted that Inigo Woolf would also continue as a member of the Deanery Synod by virtue of his membership of the London Diocesan Synod. There being no further candidates, it was declared that those named above were duly elected.
5. The Secretary reported that five representatives of the laity were to be elected to the Parochial Church Council for a three year term from the date of the meeting, and that Elizabeth Beesley, Sarah Cheriton-Jones, Jonathan Davey, Jules Lubbock and Jessica Mathur had been duly nominated for election. In addition, the Secretary reported that a casual vacancy had arisen for a term of office expiring on the date of the annual meeting in 2025 and Nicholas White had been duly nominated for election to that position. There being no further candidates, it was declared that those named above were duly elected.
6. **Report and Financial Statements.** Inigo Woolf introduced the Financial Review section of the Annual Report, and commented on the Financial Statements for the year ended 31 December 2022. He noted in particular that the General Fund was now in surplus following the resumption of activities after the ending of Covid restrictions. However a major factor in this was that we had not yet recruited a new children's worker. Income was still variable: lettings of the undercroft had resumed but collections had not yet returned to pre-Covid levels. At the same time expenses relating to the undercroft had risen due to increased electricity costs.

Inigo also commented that the Designated Fund had not received any legacies during the year, but the Restricted Fabric Repair Fund had benefited from a successful Voluntary Rate appeal.

There being no further comments, the Report and Financial Statements were formally received by the meeting and thanks were expressed to Inigo and the Finance Committee, as well as to Jon Siddall for his work on the formal Trustees' Report.

7. **Appointment of Independent Examiner.** Robert Ashdown was re-appointed as independent examiner for 2023.
8. **Budget for 2023.** The meeting noted the budget for 2023 as approved by the PCC, which indicated a deficit in the General Fund of approximately £9,000. Inigo pointed out that the budget again included an increase in the Parish's contribution to the Diocesan Common Fund, as we are in a position to pay more than the recommended amount so as to assist other parishes which are unable to meet their full share. The budget also reflected the PCC's decision not to recruit a children's worker but to appoint an assistant administrator so as to enable Courtney to provide additional support for the volunteers running the children's and young people's activities.
9. **Annual Review of Activities.** The Review of the Year's Activities in 2022 was noted by the meeting, and thanks were expressed to all those who had contributed to the report and to the activities described in it. The Chair drew attention in particular to the importance of music in the life of our church, including the work done by Aidan with the Junior Choir and Community Choir as well as our professional singers under the direction of Geoffrey. Holiday in Hampstead had again been a highlight of the year and he thanked all those involved in its organisation. Special thanks were also expressed to Sarah Cheriton-Jones for her work on the online streaming of services and organising a team of welcomers to greet visitors during the week, and to Margaret Willmer for her work on the new website.
10. **Report on the fabric, goods and ornaments of the church.** This report, which was included in the Annual Review, was introduced by the churchwardens and its contents noted.
11. **Report on London Diocesan Synod.** The report prepared by Inigo Woolf, which was included in the Annual Review, was noted.
12. **Report on Camden Deanery Synod.** The report prepared by the Area Dean, the Revd Carol Barrett Ford, which was included in the Annual Review, was noted.
13. **Appointment of a New Vicar.** The Secretary provided an outline of the process for appointment of a new Vicar following the departure of the Revd Jeremy Fletcher in January, and Jon Siddall also provided additional comments and clarification. It was noted in particular that the next step in the process was to complete the Parish Profile describing our parish and what we are looking for in our new Vicar. The concluding section of the current draft had already been made available so that members of the congregation had the opportunity to comment, and the PCC would be meeting shortly to finalise the document, taking account the comments received. This would then be discussed at a meeting in May attended by the Bishop and members of the Diocesan Patronage Board, and the vacancy would then be advertised with a view to completing the appointment process after the summer holidays.
14. **Any Other Business.**

Sheena Ginnings said that previous annual meetings had concluded by expressing thanks to the Vicar, and although Jeremy was no longer with us he had been our Vicar throughout the year 2022 and she wished to say thank you to him and to Julia for all that they had done for the parish during this time and the previous five years.

Jeremy was always willing to encourage and support new ideas. An example was his great support for the community sponsorship group and the refugee family, as well as the C4WS night shelter. He had also supported music in the church, and expanded its horizons in unexpected ways – his performance at the Jazz Café was especially memorable. And it was largely thanks to Jeremy that the parish had adapted so well to the Covid crisis and developed new online activities, especially for the children and young people.

Sheena also thanked everyone for the love and support given to her and to Martin during the past months – she felt that this showed HPC at its best.

Finally the meeting joined Sheena in thanking Jan and Graham, Handley and Andrew for all that they had done and were continuing to do to maintain our regular worship and the spiritual life of the parish during the period of vacancy.

The meeting closed at 8.15 pm.

The Parish Church of St John-at-Hampstead

Review of The Year's Activities 2023

Foreword from the Vicar

The Parish Church of St John-at-Hampstead is a place where God's presence and the joy of his life amongst us is encountered in prayer, worship, music, service and hospitality. It is demonstrated by the engagement of people of all ages in church services, events and groups and the many people who pop in to the church on a daily basis for quiet and prayer. Many people volunteer their time and energy in different ways to ensure a warm welcome for those who visit for quiet prayer or contemplation. Our church is at the heart of the community, combining creativity, care and compassion in a unique and prayerful manner.

We are blessed with many children at Hampstead Parish Church, and with a dedicated team of people who nurture and care for them. It has been a delight to be with Junior Church during Sunday's Holy Communion when the rota permits, and also to take assemblies in the school each Monday. It has been a particular joy to welcome the whole school and parents to the special Mothering Sunday, Passiontide and Easter services in church during the Spring Term.

The gap between Christmas and Easter was particularly short this year and soon after I arrived we began our Lenten journey together towards Easter. During that time we have gathered for Taize on Wednesday evenings, and for the Stations of the Cross at lunchtime on Thursdays, in addition to our regular mid-week Holy Communion service on Wednesdays. Our Holy Week and Easter Sunday services were thoughtful and prayerful, supported by wonderful music from the choir and the hard work of many volunteers who cleaned and decorated the church, offered welcome and hospitality, and enabled the liturgy to run smoothly. Our Easter reading group on Selina Stone's book *Tarry Awhile* has been stimulating and thought-provoking.

Getting to know the congregation is an important part of the first year in post for any Vicar. Already, I have had many lovely conversations with both young and old, including two events for the coordinators of our various groups of volunteers at the Vicarage. The serving team, intercessors, and choir will also have their own time of hospitality and conversation over the next few weeks and months. It has been a privilege to visit those who can no longer come to church regularly, and to bring them Holy Communion. All of these encounters are precious, because you are precious in God's sight.

Governance and administration are part of the life of a Vicar and I am hugely grateful to the PCC, the Finance Committee, and Huw and Courtney in the Office as they support me in that part of my role. Arriving in a parish as a new building project is getting underway is always a challenge! The reports in this document represent the hard work, dedication and expertise of many members of this congregation. Thank you all for everything you offer to this church and community. It is a privilege to preside, preach and teach here with you and I am immensely grateful to everyone for their support, good humour and patience. In closing, I wish to express my particular thanks to our Churchwardens—Sheena and Martin, and also to all who contribute to the ministry of this parish church— particularly Andrew, Handley, Fr Graham, Geoffrey and the music department.

And I want to leave you with a thought from the book 'Being Disciples' by Rowan Williams: *'it can't be said too often that the first thing we ought to think of when in the presence of another Christian individual or Christian community is: what is Christ giving me through this person, this group?'* We are on a journey together. Some of us know each other very well and have been praying together for years, even decades. Some of us are new, and we are all learning to behold each other in the love of God that binds us together as sisters and brothers in Christ, from the oldest to the youngest. We should receive each other as a gift and cherish

what each person brings to us of Christ. In this way, we may together be a gift to the parish more widely—a gift that in turn communicates Christ's life and love.

Best wishes and prayers,

Mthr Carol

Churchwardens Report

Last year, despite its challenges, we showed our strength as a community. We are truly grateful for the many ways in which everyone pulled together.

When Jeremy Fletcher stepped down on 23rd January 2023, we with the Area Dean, became responsible for the running of Hampstead Parish Church. It was a sharp learning curve and to quote Bishop Rob, at times there was "significant turbulence". But there was also an amazing commitment to our mission to work for the kingdom of God in this place through love and support for each other and for both of us. We'd like to think that most of the time, from the outside it looked like business as usual.

We are grateful to our talented and committed ministry team who held us together – Graham, Jan, Natasha, Handley and Andrew – ensuring that all the regular church services were held, as well as weddings, baptisms and funerals, and inspiring and encouraging us with their thoughtful sermons, especially in the first months following Jeremy's departure and as we prepared to select our new vicar. We are also grateful to all the other clergy who supported our worship – Fr John Hawkins (our Archdeacon), our former curate and now a professor at LSE Jim Walters who came to preach at our patronal festival, our neighbour Kristin Breuss, Fr Alun Ford, and Ewan King from Heath Street Baptist Church.

In October Jan Rushton wrote to the churchwardens and the PCC and said she felt that the time was right, after 12 years with us, for her to step back from her ministry at Hampstead Parish Church. We are incredibly grateful for all the many good things that Jan has done for us. After a lively Christingle service on 3rd December, we held a party to celebrate her ministry, presented her with gifts from a grateful congregation, and warmly thanked her for her valuable and caring ministry, to both young and old, over many years and especially during the vacancy.

We had an Archdeacon's visitation on 5th June. To quote from his report to the PCC he "found the parish in good heart".

Hampstead Parish Church is talented and resourceful, and we were able to end the vacancy and welcome our new vicar, Mother Carol Barrett Ford, one year less a day from its beginning. The Archdeacon said that this was "unique" in the 8 years he has served in Edmonton. That we were able to do so is due to the professionalism, energy and commitment of Nick Walser, our PCC secretary who made sure we kept to a firm timetable and followed the necessary legal requirements, Jon Siddall for his invaluable support and archive of documents from the last time the church was in vacancy, Peter Ginnings who drafted the Parish Profile and consulted widely to create a document that the congregation felt reflected who we are, and Maggie Willmer for her professional layout, especially the creative use of the many photographs she was sent.

So many people contributed much to our worship and church life. Last year the Junior Church went from strength to strength, and we are grateful to Jess Mathur and her talented

and committed team of volunteers; Sue Kirby and her racial justice research team gave us new insights into possible Hampstead connections to the slave trade; and Geoffrey, Aidan, Joshua and our three choirs delighted us with music. So many too were involved in welcome and hospitality; cleaning, decorating, and gardening; and as sidespeople, and servers. We would like to especially thank Anne Stevens who retired after the end of this year after many years coordinating the cleaning team.

We are grateful for the support and counsel of our two deputy wardens Jon Siddall and Hagar Cliff. Jon Siddall will be stepping down at the APCM and we would like to express our deepest gratitude for all he has done over nine years as both a churchwarden and deputy warden, being involved in two vacancies. We are grateful too for the support, wisdom and commitment of the Standing Committee and PCC.

Finally, we would like to thank Courtney and Huw for their hard work, flexibility and good humour in running the church office.

Report on the Fabric, Goods and Ornaments of the Church

It is the annual duty of the churchwardens to carry out, or cause to be carried out, an inspection and report their findings to the Annual Parochial Church Meeting on the fabric, fixtures, fittings and furniture of the church. The churchwardens carried out the inventory on 14th May. No items were missing. The silver gilt Steeple Cup continues to be on loan to the V & A Museum and a new loan agreement was signed in 2023.

Statistics of Mission

Electoral Roll

We are grateful to our Electoral Roll Officer, Gaynor Basse-Fish, for maintaining the electoral roll. She has reported that in January 2023 there were 233 names on the electoral roll, a review in March/April added 6 new names and removed 14 due to death or relocation giving a new total of 225. Between May and November, a further 3 new names were added and 13 removed due to death or relocation, giving a net total in December 2023 of 215.

Attendance, Baptisms, Marriages and Funerals (the figures in brackets are for 2022)

The average attendance at worship on the four Sundays in October (the period designated by the diocese for gathering statistical information) was 200 (160) for all services; 175 (136) adults and 25 (24) children with an average of 113 (100) communicants. For weekday services, there was a weekly average of 4 (4) communicants.

There were 12 (13) baptisms, 2 (2) candidates for confirmation and 0 (0) first communions and one admission to the Church of England. There were 5 (4) weddings and 16 (17) funerals

Martin Evans and Sheena Ginnings

Reports on Church Activities

Church Music

In the calendar year 2023 we welcomed two new choir members, mezzo-soprano Rebekah Jones and baritone James Geidt, replacing Catherine Backhouse and Malachy Frame respectively. We were also pleased to have contributions from two Organ Scholars: former Highgate School pupil Joe Hyman continued in post till July, and in the autumn we welcomed Matilda Johnston, a student at the Royal Academy of Music.

Musical highlights of the year included a performance of Bach's St Matthew Passion on Passion Sunday, Gounod's austere yet beautiful *Seven Last Words on the Cross* on Good Friday evening, and two 'Symphony Evensongs' featuring Purcell's anthem *My beloved spake* on St George's Day, and *My heart is inditing* on November 19th (with St Cecilia in mind), performed with baroque strings assembled by the Hampstead Collective cellist Jacob Garside.

During the London Festival of Contemporary Church Music in May we gave the first performance of a new *Missa brevis* for choir and organ composed by former Hampstead Parochial School member Toby Young, now a Professor of Composition at the Guildhall School of Music and Drama, and the church also hosted a concert of music by Lennox and Michael Berkeley which included the first performance of a new carol by Lord Berkeley, *Released by love*.

Most of these musical highlights were made possible by the generous support of the Hampstead Church Music Trust.

Geoffrey Webber, Director of Music

Racial Justice Group

The principal focus this year was the continuing work of the Building Research History Project.

In recent years, the Church of England has been researching and debating its connections to the transatlantic trade in enslaved Africans. The Racial Justice Group set up a project to explore the sources of the funding for the new church in Hampstead built in 1747, in order to find out whether money earned from the transatlantic slave trade formed some of the donations used to build HPC.

Volunteers with experience of family history and church records came forward to form a research group. We decided to research the lives and livelihoods of the first fifty subscribers listed in the Church records who subscribed sums between ten guineas and £50. According to the Bank of England, the modern equivalent of a £50 donation in the late 18th century is £10,000 today.

We reached out to others who are more familiar with this area of work for their insights and guidance including the Legacies of British Slave-ownership project created in 2009 by Prof. Catherine Hall and colleagues, which is based at UCL. We are very pleased that Keith McClelland, Honorary Senior Research Fellow for the project has been appointed as a guide and mentor for our initiative.

The group held two seminars too. In March at London Metropolitan Archives, Senior Archivist, Sally Bevan introduced the work of the LMA and showed us the originals of a number of relevant parish records. July saw a very helpful session at the Parish Rooms with 18th century and Black history specialist, Dr Kathleen Chater, sharing her research and answering the group's queries.

In October we augmented the exhibition launched the year before (October 2023) with additional posters and we published a full update online in Church Chat and in booklet form.

Here follows a brief summary of our conclusions to date.

Our mid-18th century subscribers were well-heeled but many appear to have been local farmers, tradesmen or shopkeepers. It will be landowners and merchants who are most likely to have either owned or had shares in estates using enslaved Africans. It seems likely that only a small number of our subscribers and their families had trading connections with the Americas and the Caribbean. Those obviously profiting from slavery in our list are Robert Cary (grave XE061) described by the *Daily Post*, 17 March 1739 as a tobacconist and 'a very eminent and considerable Virginia Merchant' and John James 'of Antigua, merchant' (grave XE126).

Our research involves tracing not only the occupations of the subscribers but also the origins of any inherited wealth. For example Coulson Fellowes (1696-1769), a barrister and landowner who became MP for Huntingdonshire in 1741. His wealth was inherited from his mother Mary Martyn, the daughter of Joseph Martyn (1643-1718), a sugar merchant.

The first donation to the church rebuilding fund was £1000 from a legacy from the Estate of William Langhorne, a member of the Drapers Company and an East India Company merchant. He is one of a number of subscribers to the building fund with links to the East India Company.

This year and next we are aiming to further research the connections of subscribers to the East India Company. We will also be tracking more wills, possibly examining Chancery records and looking for links to those who were compensated after the abolition of slavery.

Thanks to all those who have contributed to the project.

Sue Kirby, Project Co-ordinator

Safeguarding of Children, Young People, and Adults at Risk

The PCC has adopted the Diocese of London's recommended Safeguarding Policy and Policy Statement on the safeguarding of children, young people and vulnerable adults, which is renewed annually. By the Policy Statement we are reminded that each person who works within our church community agrees to abide by the Policy and guidelines established within it.

During the year the Safeguarding team has been appointed. James Poletylo (Safeguarding Officer) and Nicholas Walser (Deputy Safeguarding Officer) have been appointed, following the resignations of Deborah Zandstra and Vanessa Fitzpatrick. We would like to thank Deborah and Vanessa for their service and efforts.

The Safeguarding Officer is building relationships with the diocese safeguarding team and a meeting between Mother Carol Barrett Ford, Michelle Burns, James Poletyllo and Nick Walser is being organised.

The Safeguarding team are in the process of reviewing the Safeguarding Dashboard and associated Action Plan and taking immediate actions. We currently are at Level 1 on the dashboard and the team will be putting in place actions to ensure that we move towards Level 2 and Level 3. The Dashboard and action plan will be fully reviewed and updated prior to the PCC meeting in May 2024 and then managed as a live document, providing an up to date view of progress and challenges.

Additionally, steps are in place to establish a Safeguarding Working Party to ensure that Safeguarding is built into every aspect of our Church.

The implementation of the Safeguarding Policy is overseen by the PCC and by the Church Safeguarding Officer, in consultation with the clergy. A copy of the Safeguarding Policy is displayed at the back of the church, as are the names and contact details of the Safeguarding Officer and Children's Champion (James Poletyllo), and Deputy Safeguarding Officer (Nick Walser) and contact numbers of Childline, Parentline and other relevant organisations.

We follow the guidelines published by the Diocese of London in all activities involving children, such as the Creche and Junior Church as well as Junior Choir. These include aiming to ensure that all leaders and, to the extent possible, regular helpers have up to date DBS checks and that all groups are supervised by at least two adults, and carrying out regular risk assessments. The carrying out of DBS checks is an ongoing process as checks have to be refreshed periodically and new volunteers offer to help with children's activities.

The Diocese now requires certain levels of online safeguarding training to be completed by everyone involved with children, young people and vulnerable adults including PCC members and those working with these groups (in addition to the higher levels of safeguarding training required of clergy, church safeguarding officers and licensed lay ministers, for example). We are reviewing the processes by which we are ensuring this training is completed and building actions to drive compliance with training.

The Safeguarding Policy elaborated in connection with the Community Sponsorship Group's activities remains in place.

To the extent that safeguarding matters are raised or reported these are discussed by the clergy, the Safeguarding Officer and the Diocesan Safeguarding Team, as appropriate.

James Poletyllo, Safeguarding Officer

Reports on Volunteer Activities

Children and Young People

Junior Church Progress

Since my last report, Junior Church has continued to grow and rebuild after the pandemic. We have new families coming along every week and were recently forced to add another group as the room was overcrowded – a very good problem to have, of course. On average we have around 30-35 under 16s including the Junior Choir children attending during term time each week.

We now offer the following groups:

- Holy Hamsters (pre-school)
- St Matthew's (Years 1-3)
- St Luke's (Years 4-6)
- St John's (year 7 and above)
- Youth group (Year 10 and above) – now held as "Sacred Space" once a month on Sunday evening led by the Clergy

Children are also welcome as servers and we are hoping to make use of more teenage children as helpers with the Junior Church classes.

The pressure to find volunteers to lead groups is ever-present, but enormous thanks are due to the growing number of enthusiastic leaders and helpers who give up their time each week in support of our children and young people. The appointment of James Poletylo into the role of Children's Champion last year has also been a boost. There are too many helpers to thank individually in this report, but particular recognition is due to Deborah Zandstra who has kept the St John's group going through thick and thin.

Thanks are also due to Courtney Terwilliger who helps with Junior Church-related administration and has produced some really eye-catching promotional materials, including the fabulous, printed term cards.

A helpful meeting with the interim head of Hampstead Parochial School, Ben Williams, has resulted in a closer working relationship and the promotion of our Junior Church activities within the school which has no doubt contributed to the growth in numbers.

Investment

The Children's Chapel was refurbished with new toys, books and furniture and has become a real focal point for families in which children quite evidently feel very comfortable both during the services on Sundays and during the week.

A legacy from Peter Loyd has also allowed us to purchase replacement high quality tables and chairs which have improved and updated the image of our children's spaces very favourably.

Junior Church activities

Classes continue to be based on the lectionary-guided Roots online resources. This provides a bible reading and activity ideas each week. Additionally, we have had several special sessions; In May, Rupert Sheldrake led us on a very successful pilgrimage to Westminster Abbey and a repeat event, this time to St Paul's Cathedral, is planned for May this year. The

Autumn term 2023 started with another garden party in the vicarage garden on possibly the hottest day of the year. Esther has again led her Graveyard Watch sessions in Autumn and Spring. December brought a very well-attended Christingle service, a Christmas play (Little Donkey), and the ever-popular Crib Service, ably managed by Naomi Davey. Easter specials included our usual roving Passion Play and, for the first time, a "learning carousel" with several stations through which the children of all ages rotated to experience and reflect on different parts of the Easter Story.

All Age Eucharists

In consultation with the clergy team, the format for AAEs has settled on a "gently modified" full service, to be enjoyed by all. A shorter form lectionary, more diverse music choices, and proactive involvement of the children at different stages of the service should help the children to feel fully part of the church community whilst allowing parents to enjoy a full, normal service (including the beautiful choral elements) which they would often miss if accompanying young children.

Priorities for the coming year

- The re-establishment of a toddler group during the week. A team is already assembling and we hope this will go live before the end of the school year.
- Strengthening and growing the Youth Group
- Children in years 7 and 8 are currently under-catered for and we need to make sure we help them to feel engaged in the church community.
- Sowing the seeds for identifying a potential Children and Young People's apprentice to support our work
- Providing more training and resources for our volunteers to make leading a session as easy and as rewarding as possible
- Re-establishing a working party who, together with the Clergy team, will steer strategy for Children's work at HPC

Jessica Mathur

Youth Group

During the year, we have continued our work with older children through our Youth Group. The group is for those over 14 (or in school Year 9 and above). The sessions are an opportunity for our young people to get to know each other and explore their faith in a relaxed and informal setting.

Over the past year we've met together several times to explore issues including politics, the environment, identity and social action in the context of our faith.

Most recently, we've started to run 'Sacred Space @ 7' in which our young people are invited to make use of the church building itself on the first Sunday evening of the month. There will be a chance to look at issues of particular interest as well as relaxing in the midst of busy lives and exploring the sacred nature of our church space together. We are also planning regular trips out during the year.

Fr Graham

C4WS – Night Shelter

A few statistics; the Shelter in the season just ended accommodated some 80 guests compared with 64 last season, the major difference being that we had created much better communications with our main referrers and could let them know when we had vacancies as they arose. The shelter was practically full from the start. It's a little embarrassing for me that it is the capacity at St John's which limits numbers to 12 male and 4 female guests – other venues could accommodate more. The age range of the guests was predominantly under 35 and most under 25, but nearly half were over that age and 4 were over 60. The range of nationalities was wide, but well over half came from Ethiopia, Eritrea and Sudan; a quarter were British. Finding somewhere sustainable for guests to move on to after their stay (approx. 28 days) in the Shelter becomes more difficult each year but all this season's guests who were willing to accept help were found accommodation, although in some cases this was only another shelter providing longer term accommodation. The C4WS staff continued to provide welfare help, writing CVs, securing benefits, obtaining passports etc. and generally restoring confidence and self-respect in vulnerable people.

Members of the Parish reading this, who are not involved with the shelter, may not be aware that we only host it for half of the season; St George's Bloomsbury takes over in mid-January and looks after the guests on Saturday nights until the end of March. The experience at St George's is different in several respects from that at St John's; the guests sleep in the church which has underfloor heating and Hawksmoor's superb architecture above-in both respects a significant improvement on our Crypt Room. The team of volunteers at St George's, however, is drawn from various sources: some friends of Pat Day Cobb the indomitable coordinator and some foreign graduate students from Goodenough College, together with one or two from St George's congregation. As a result, the atmosphere is quite different; not all the volunteers at St John's are from our congregation, but most are, and I believe the sense of communal effort makes a difference, adding a distinctive character shared with the other venues where a congregation provides the volunteers. The youthful, kind and ethnically diverse students make a valuable contribution at Bloomsbury; but there is less sense of community.

The main volunteering drive for the Parish is manning the shelter and I am grateful for all those young and old who contribute in ways great and small (but all valuable) to the truly corporate effort. C4WS continues, however, to work for the homeless throughout the year and there are opportunities to help in its work. We run a mentoring programme, mostly for younger guests but for older ones too which involves meeting the guest fortnightly over a cup of coffee or similar, and encouraging them. For many moving from homelessness to a life where they are responsible for themselves is not easy and a regular chat with someone sympathetic can help in preventing them slipping back into despair.

There is also our Home from Home hosting programme where anyone with a spare room can take in a (carefully vetted) guest for a fixed period, usually weeks rather than months (although it can be longer if the host is willing) while a guest finds his or her feet, typically waiting for to be issued with papers by a consulate or the Home Office, or for a working guest to build up savings for a deposit on a flat or room. This is plainly helpful to guests, but I do not promote it for that reason. Just as the widespread volunteering in the Parish for the shelter is a great boost for our feeling of belonging and communal effort in doing something worthwhile, so my wife's and my experience of taking in guests has been enriching for us; we have met new people with very different backgrounds and stories and made unlikely but rewarding friendships. And learned some good recipes too!

If you want to know more about either mentoring or hosting, please ask me.

Andrew Penny

Cleaning Team

Throughout 2023 the cleaning team continued with its efforts to ensure that the main parts of the church are as free as possible from dust and cobwebs, and generally look bright and well-cared for. Other (paid for) arrangements are made for the vestries, offices and toilets. But the cleaning team is wholly and solely responsible for the nave, aisles, chancel, sanctuary, Lady chapel, galleries and stairs. This includes brushing out and vacuum cleaning the wooden floors, washing down paintwork and pews, dusting monuments and window ledges, polishing woodwork, mopping mosaic floors and cleaning brass. For the main body of the church our custom has been to divide the work into multiple separate tasks, and allocate each member of the team a specific task – for example a specific set of pews or care for the brass. However, the small and fluctuating number of volunteers means it is not always possible to maintain this arrangement and some allocation of tasks by the co-ordinator takes place on the spot. For the galleries and stairs, the work is divided up as people arrive. In order to ensure that as much as possible of the church is cleaned at the same time, we meet as a team several times a year on a Saturday morning. When a member of the team cannot manage a particular Saturday they may undertake their task on another day close to that date. With sufficient volunteers the apparently rather daunting responsibility for such a large building can be fulfilled within a couple of hours, while still allowing some time for a hot drink, cake and a chat. I am extremely grateful to the volunteers, who, in 2023, often went well beyond their allotted task to ensure that the cleaning was thorough.

Our cleaning in 2023 broadly followed our normal pattern. We met as follows:

18 February	Galleries and stairs
6 April	Main body
24 June	Main body
23 September	Main body
4 November	Galleries and stairs
16 December	Main body

The “Volunteers Sunday” on 12 March 2023 produced two or three new volunteers, but we have, for various reasons, sadly lost at least two in past few months. I remain very grateful for the dedication and hard work – and it must be acknowledged that this task does involve physical labour – of those who undertake the cleaning, and the team would, as always, be delighted to welcome anyone else who wishes to become involved. I took on co-ordinating the cleaning team “on a strictly temporary basis” at the beginning of 2014. I am standing down after Easter 2024. Long tenures result in fossilization, and it is time for some renewal.

Anne Stevens

Community Choir

The membership increased to over 60 singers by the end of the year, many of whom come from the wider community and we are also attracting a younger group of singers. As a result, we are able to take on more challenging pieces under the guidance of our music director Aidan Coburn allowing us to introduce an additional concert in March where we performed Vivaldi’s Gloria. Our usual Summer Nights Concert in June and the Christmas Lights concert in December attracted large audiences and we raised money for Foodbank Aid, Live Music Now and The Royal Free Charity. The Christmas period included Carol Singing in aid of Christian Aid at Swiss Cottage tube station as well as singing carols at the Henderson Court Christmas party.

Chris Money

Community Sponsorship Group

The Almasri family (father Monther, mother Rahaf, and their 3 children, Aseel, Mohammad and Yousef) are in their 6th year in the UK and in their 3rd and final year in Andrew and Lucy's flat in the Brunswick Centre.

In their day to day life they are very independent – using contacts they have made at the children's school and a local network of Syrian and Arabic speakers. A few weeks ago, Monther said to me with great passion how lucky they felt now to be safe in England – away from all the fighting in Syria and Lebanon and Jordan and where their children can go to school and get educated.

Monther still has medical problems. Before Christmas he was having dizzy spells and when he was helping Yousef in the shower, he fell and broke a finger. For several months he was not leaving their flat. He is going out again now. But Rahaf has stopped going to her English classes because she had to do everything – getting the children to school, shopping and cooking.

Monther and Rahaf needed to apply for indefinite leave to remain before September 2023. Through Citizens UK, I had contacted a lawyer in Oxford who was willing to help for about £1000. However Monther found an Arabic speaking contact who organised it for £100 and I went with all the family, guided by Monther, to a Home Office centre in the City. All went well, and their cards have arrived.

In February, they asked if I would be a sponsor, with Suzi Takla, for the children's applications for British Citizenship. I went with them to Croydon for interviews with Aseel and Mohammad at a Home Office centre. Only one parent was allowed in with the children, so Monther and I sat in a pub nearby drinking coffee.

Yousef has now joined Aseel and Mohammad at Argyle School. They appear to be very involved in the school activities Aseel went camping last year and enjoys singing in concerts. Before Easter Mohammad was in a dancing show. All three went in costume on the school Book Day, and Rahaf bought them noses for Red Nose Day.

Before Christmas, Aseel asked me if I would start reading with her again, and where possible I do 30 minutes, 2 times a week. She is methodical – has a notebook where she writes down the books she has read and keeps everything carefully in folders. Progress is slow. The last time I was there, Rahaf said she was reading with Mohammed and Yousef, while I was reading with Aseel. Regular reading at home would be a wonderful step forward.

A highlight last year was a holiday with friends (contacts through Peter and Sheena) at Moretonhampstead in Devon. They loved being in the countryside -walking along rural roads with paddocks of sheep and cows.

When I drop by, there are often friends' popping in – or coming for a meal. I was introduced to a couple of Syrian refugees who had been in adjoining tents in the Lebanon. They had only been in London 2 months and had a place in Camden near the canal.

The Community Group has now officially disbanded, and is now an informal group of Peter, Andrew and me. We call on others to help where necessary

The end of the year will be challenging. They will need to find new accommodation. There is some money to help, but the fact that neither of them are working and they are dependent on benefits will make it more difficult. Monther is confident they will find somewhere.

John Barker

Flower Team

An enthusiastic small flower team continues to do the regular weekly flowers and the church festivals of Easter, Christmas, and Harvest which everyone has come to enjoy.

This last year we were also asked to do flowers for the wedding of one of our young parishioners who had been a member our children's groups and for Suzanne Pinkerton's celebration of her life.

The team is still reduced so we are always looking for new members who could share the enjoyment of flower arranging.

Marilyn Brooks

Gardening Team

I can't count all the times we've been rained off in the last year! Dedicated as the volunteers are there are limits to what we can ask them to do. As it is much of the churchyard is waterlogged and the ABG (the bit across the road from the church) is largely a sea of mud. Sadly some of the bulbs we planted have succumbed to the wet conditions but in other areas they thrive – the slope behind the War Memorial, for instance, is full of daffodils and we hope to have wildflowers later in the year.

We have a rather loose plan for the volunteers. Some have a mission to clear the paths – very useful, particularly in such wet weather – some like to clear the gravestones – it seems disrespectful to let them become too overgrown – and some take on the maintenance of the War Graves. Following the last Volunteers' Fair we got a few extra people to take on the care of one or two of the more notable graves – Gilbert Scott for instance. Embarrassingly, a few years ago the BBC came to film at his grave. I found it for them – "It's a bit overgrown" I said. "We'll clear it" they replied. What happened? When it came to the programme there was the presenter burrowing through the grass exclaiming how sad it was it had been allowed to get in such a state. Never trust the media!

Our intention to prepare a piece of ground adjacent to Prospect Place for the interment of ashes has been held up by the unresolved issues surrounding the burst water main in Holly Hill (which I reported on last year). The Trustees are having to pay for an independent survey of the possible damage to trees and graves and it's not clear yet what might have to be done.

Another major concern, albeit not quite so serious, has been the state of the compost bins after a tree fell on them. We can't get the tree stump out, or install a new bin, till we've emptied the old ones, which means a lot of wheelbarrow trips down to the main gate from where Camden will take it away. It's not going well and if anyone wants any compost you've only to come with a sack and help yourself!

We are grateful to Camden as ever for whatever they can do to support our efforts. If they didn't take away the green waste I don't know how we'd cope, and they do cut the grass occasionally, even if not quite as often as some people would like.

And of course, a huge thank you to all the people who turn out in sometimes pretty awful conditions to try to make our churchyards a place people can enjoy visiting. And a haven for wildlife.

Judy East

Pastoral Care

The Friend at Church Scheme

The group of Parish Friends, coordinated by Handley Stevens, aims to keep in touch, unobtrusively, with older and more vulnerable members of the congregation, and particularly those who come to church on their own. Our arrangements build wherever possible on the natural affinity networks among groups of parishioners which already exist. We try to ensure that everyone on the list has a 'Friend at Church', who will notice if they have not been seen for a few weeks, and will either know or be able to find out whether all is well. A review was held with the clergy in June, and the list was further updated in September, when work was put in hand to improve the coverage provided by the network of Parish Friends.

Handley Stevens

Servers

We have shown great resilience as a wonderful church in this year of interregnum. And our serving team has grown from nine at the start of the year to 15 by the end. We were delighted to welcome three adult servers to our team this year in Helen Taylor, Tari Taylaur and Pascal Dubois-Pelerin, and to welcome back the Diracles family to HPC – John Michael and Andrew returned to serving and are joined by their sister Mary. Hopefully this will encourage more young servers in 2024!

We assist the clergy mostly at the Sunday morning Eucharist but also at festivals such as Holy Week and Christmas. It is a great honour to be actively involved in services with the bonus of being close to our wonderful choirs.

Serving is a team effort and part of a shared ministry and in which, this year, we have supported our Curate Graham Dunn, Associate Priest Jan Rushton, Readers Handley and Andrew, and visiting priests including Mthr Natasha Beckles. We have been kept on our toes during a year of flux, and are now excited to be working with our newly-appointed Vicar, Mthr Carol Barrett Ford!

I am grateful to Andrew Penny and Gaynor Basseby-Fish for their work as Sacristans, preparing for the Eucharist, changing altar frontals, ensuring we have sufficient supplies of wafers and wine, setting out the vessels for Communion,...

If you would like to find out more about being a Server, please speak to a member of the clergy or to me.

And there's always our Christmas party, with mulled wine and mince pies, to look forward to!

David Gardner, Head Server

Sidesmen/women and Welcomers

The Church Sidesmen/women and Welcomers team continued to play an important part in ensuring a positive initial contact for visitors to services and to making sure all the additional health and safety measures are carried out and adhered to. We said goodbye to Vanessa Fitzpatrick, a valued member of our team and thanked her for all her support and generosity. We are also pleased to welcome our new volunteers who have joined the team in 2023.

Grateful thanks as always go to all members of the team for their valued support.

Chris Money

Social Action

Fairtrade

For 15 years Hampstead Parish Church held a monthly Fairtrade Stall. We bought all the goods from Traidcraft plc, the trading arm of the Traidcraft organisation and we sent all our profits to Traidcraft Exchange, their charitable arm. When we bought goods from Traidcraft plc we were supporting the farmers and producers in developing countries by ensuring that they were paid a living wage for the goods they produced, and the profits sent to Traidcraft Exchange were used to run development projects in South Asia, East Africa and West Africa providing direct support, particularly focused on the tea sector, honey sector and climate resilient agriculture.

Sadly, in January 2023 Traidcraft plc, the trading arm, entered administration, citing the impact of price rises, foreign exchange fluctuations, and Royal Mail industrial action.

However, the charitable arm, Traidcraft Exchange has rebranded itself and changed its name to Transform Trade. It now operates independently as a multi-country charity. It provides direct support and advice to producers in developing countries, and campaigns for fair trade policies and practices. Transform Trade now works in three main areas: Fashion, Tea, and Agriculture and we at Hampstead Parish Church continued to support it. While we could no longer hold our regular monthly stall, we have been able to continue raising money for Transform Trade by running occasional stalls at the Craft Fair and in the run up to Christmas as well as providing catering at other events and, of course, holding our annual Big Brew event.

We in the Transform Trade Team are so grateful to the congregation for their continued support in helping lift people out of poverty and enabling them to build sustainable livelihoods for themselves and their families.

Sue Kwok

Christmas Hamper Project

This was the ninth year in which our parish has joined forces with Age UK Hampstead to plan and provide Christmas hampers for forty elderly men and women in our midst, many of whom are housebound, infirm or unwell.

Over the years our 'hampers' have become more eco-friendly, and big baskets, cellophane and ribbons have evolved into hand-decorated cotton tote bags, which are popular and useful.

In the early autumn our planning team (Tammy Tan, Rosanna Aruta and myself) met with Gabriel Mesquita (Age UK's co-ordinator for their NW3 Good Neighbours scheme) to share ideas for useful and fun presents (along the lines of the Christmas stocking many will recall from the olden days). In October we launched our annual appeal for funds from the congregation, who responded generously.

There followed a very busy month of acquiring and wrapping and packing: I believe there were sixteen items per person (some edible, some wearable, some everyday essentials..). Particular favourites, it seems, were pens and stamps, notelets and notebooks, handmade lavender bags and decorations, a wall calendar, the December edition of Radio Times - and the Christmas card signed by our clergy and Age UK.

Thank you to everyone for your support and practical help.

Rosemary Loyd

Holiday in Hampstead

2023 saw the eighth year of Holiday in Hampstead, which has become a regular fixture for many of the congregation and their friends and relations who are not planning on leaving London in August. The numbers attending continue to grow and this year attracted over 100 guests. Many of our speakers are also members of the congregation or have been in the past, including among them a retired vicar – Stephen Tucker, who gave a fascinating talk about Visitors to Venice – and a former curate, Jim Walters who spoke movingly about Jerusalem – One city, Three faiths. This year we were also able to call on two authors: Frances Spalding who spoke about her recently published book, *The Real and the Romantic* about English Art between the two wars and Andrew Gimson, who had the entertaining job of being Boris Johnson's biographer. One of our churchwardens, Martin Evans talked about the challenges of his day job working on national live TV projects, and Stephen Clarke, a former television producer, presented solo songs, music and poetry with his two guests, Shereen Abdallah and Dorothy Jenkins. Margaret Willmer, a long standing member of the congregation, shared her practical skills by showing us how to bind a book. She was also invaluable in helping everyone who needed IT help and organising the screen – which was sometimes a challenge that we are determined to improve in 2024.

Other participants included Moragh Gee and friends, who opened the week with a fascinating literary half hour on the subject of "Comings and Goings", Andrew Lloyd Evans, who introduced us to Neolithic Orkney and Shetland with some excellent slides and Caroline Barron, who talked about the stained glass window in the Clergy Vestry. The week finished with a bell ringing morning with Martin Clode and Alan Regin and an afternoon of art appreciation from John Iddon, who asked us to choose who was the greater artist between Lucian Freud and David Hockney.

The lunches are always a highlight of Holiday in Hampstead and enormous thanks are due to our superb cooks, Liz Cross, Chris Money and Marilyn Brooks and to our wonderful waitresses, Alice Gardner and Saria Halabi. On Friday we offered our guests a glass of sherry or elderflower cordial as a farewell treat but the week ended quietly for the organisers with a short service of thanksgiving led by the Rev. Graham Dunn. However, as we started to pack up we also think about ways in which we might improve the H in H experience, but we always hope that whatever happens, our guests will not be bored!

Diana Finning with Rosemary Loyd, Sue Kwok, Julia Scott and Margaret Willmer

Reports on Activities of Associated Charities and Organisations

The Friends of the Drama

The Friends of the Drama experienced another successful year with the summer and autumn productions once again at the heart of our activities.

Our summer production was one of Shakespeare's great problem plays, Measure for Measure. Caroline Lezny directed a talented cast in a visually arresting production that tackled the serious themes at the play's heart, whilst still entertaining a highly appreciative audience. In the autumn, Ashley Collin staged the much loved classic My Fair Lady to a delighted audience, who revelled in the familiar songs and the heart-warming performances. The two productions demonstrate the Society's versatility, delivering high standards of entertainment and also tackling meaningful themes in a considered way.

We also held a number of other events open to all, including poetry readings and a Burns Night celebration, which has rapidly established itself as an important fixture in our calendar. We were also very pleased to participate in the Christmas Lights concert together with the Community Choir and the Junior Choir.

The year's productions ran a small deficit, but we are fortunate that the Society's finances are in good shape, and the Friends of the Drama are pleased to have been able to commit a further significant charitable donation of £4,000 to Hampstead Parish Church.

As always, our grateful thanks go to all those who continue to support the group, both on and off stage, and enable us to reach out into the local community through our literary and dramatic activities. We remain indebted to Hampstead Parish Church for the ongoing use of its facilities, and to the Vicar and Churchwardens for their continued support.

Matthew Williams, Chairman

The Friends of the Music

The year started well with an Epiphany performance by our organist Joshua Ryan of Messiaen's La Nativité du Seigneur. This was the first of a series of monthly organ recitals arranged by Josh and given by organists from all over the country, as well as our own Director of Music Geoffrey Webber, who have exploited and displayed the rich resources of our fine Willis organ.

In February, for the Charming England Recital, we were delighted to welcome back our former Director of Music, James Sherlock, with his Danish wife Sofie Jensen, who gave an excellent performance of Songs from the North, followed by a rousing selection of famous opera arias.

Passion Sunday was marked with a fine performance of Bach's St Matthew Passion. Ruairi Bowen took the lead as the Evangelist, with James Geidt as Christus, whilst almost all the other soloists were past and present members of the Parish Choir, who doubled as a powerful chorus. Geoffrey Webber conducted the Baroque Collective led by Alison Bury, and the audience were invited to join in singing several of the chorales which explore the Christian's response to the passion story.

The Community Choir has grown in strength, both numerically and musically under its Director, Aidan Coburn. Their March performance was Vivaldi's Gloria. They were joined at the Summer Nights and Christmas Lights concerts by the Junior Choir, and were again a great success, with fundraising for Live Music Now and the Food Bank respectively. The Community Choir also sang at selected church services, for tea at the Ritz at Henderson Court, and for Christmas carols at Swiss Cottage Tube, raising money for Christian Aid.

The Hampstead Collective, drawing on the resources of the Parish Choir, has continued to build a growing audience for their imaginative series of *Start The Month* recitals, a major highlight this year being their much anticipated performance of Handel's opera Theodora. This year's Sidwell recital, *From Salon to Stage*, was given by Ruairi Bowen and Rebecca Hardwick.

Over the weekend of 20/21 May we were pleased to take part in the London Festival of Contemporary Church Music. The concert on Saturday, which celebrated Michael Berkeley's 75th birthday, included an interview conducted by Petroc Trelawny, as well as music by both Michael and his father Lennox Berkeley. The festival continued at our choral services on the Sunday, when the choir sang a new *Missa Brevis* by Toby Young.

This year's Come and Sing event on the Saturday of the Remembrance week-end was the Brahms Requiem, which attracted about 70 singers. We were very grateful to Josh for taking over as conductor due to Geoffrey's illness, and to Christine Buras and James Geidt who sang the solos. Geoffrey has finally had his operation and we now look forward to his return to full health after a long spell of illness.

We have enjoyed two special events kindly hosted by Maurits and Erika Dolmans – A Spring concert with a theme of nature and spring at which Geoffrey and some of the choir entertained us and Desert Island Discs when Rupert Sheldrake was the castaway.

We have been saddened by the death on 27 October of Suzanne Pinkerton, a stalwart supporter of the church's music, who had herself been a professional singer. We have greatly appreciated the reviews that Suzanne has written over the years and we miss her. Her memorial service on 6 January was a feast of great music, which she had chosen, including a moving performance of *Ständchen* (Serenade) from Schubert's *Schwanengesang* song cycle, which was sung by our former baritone Nick Mogg, who came over from Germany to deliver the eulogy and to sing.

As the year ends, we look forward to welcoming back in good health both our Director of Music and our Chairman. They are much missed but we have been extremely grateful to both Aidan and Josh for all that they have done for us during Geoffrey's illness.

The FOM Committee

Reports from Synod

Report on the London Diocesan Synod

The London Diocesan Synod met in March, July and November.

Throughout the Year, Synod has been considering how to take forward the Report on "Living in Love and Faith" which was first debated in 2022. The House of Bishops is not of one mind and a small number of parishes have withheld nearly £1m of Common Fund contributions so as to ensure that their concerns are heard. The financial outturn for 2023 has not yet been published but assuming that these parishes have or will pay, the deficit for the year is likely to be £2m – slightly more than in 2022 despite Common Fund contributions rising 5% to £22.7m. It was noted that safeguarding costs and expenditure on parsonages are rising strongly.

The Diocese has a strong balance sheet and ample reserves but incurring deficits of this size is unsustainable. Synod has requested that a financial strategy is formulated in 2024 so that annual deficits start to reduce from 2025.

The Safeguarding Team has reduced the backlog of cases and is now moving towards a proactive strategy.

In July, Synod gave thanks for the West Indians who came to London 75 years ago to relieve the labour shortages. We also received a report on the Gypsy Travellers and Roma community who do not have enough places to stay within the Diocese. We were encouraged to welcome them wherever possible.

The Synod also learnt that the Mothers' Union only has 24 branches in the Diocese and is keen to recruit new members.

Inigo Woolf

Report on the Camden Deanery Synod

Camden Deanery Synod has met three times. All meetings were in person and commenced with refreshments at 7pm. Details of business transacted in each meeting can be found in the Minutes, please see an overview of the keynote presentations below.

A new Deanery Synod was inaugurated on 8 November 2023:

The Standing Committee now consists of the Area Dean (Carol Barrett Ford), Lay Chair (Michael Royalton Kisch), Secretary (Harmen van den Hondel), Treasurer (Angela Gardner). Additionally the elected members of the Standing Committee are: Clergy: Michael Thomas (St Michael's, Camden Town), Jamie Haith (St George's, Holborn). Laity: Dorothy Connell from St George's Bloomsbury. The total Standing Committee thus consists of 3 clergy and 4 laity, preserving the convention of the laity outnumbering the clergy.

7pm for 7.30pm Tuesday 7 February 2023 at St John-at-Hampstead, NW3

7pm for 7.30pm Wednesday 17 May 2023 at St Marks' Church, Regent Park, NW1

7pm for 7.30pm Wednesday 9 November 2023 at St Martin's Church, NW5

Tuesday 7 February 2023 at St John-at-Hampstead, NW3

Keynote presentation::Ageing Gracefully by Kevin Rogers, Diocese of London

Kevin explained how he and his team aim to provide pragmatic advice about church buildings, including support on how to establish efficient fundraising and optimizing the use of church buildings in general. For the South Camden area, there are 18 buildings, 2 of which are closed and 15 listed – most Grade II. There is a major need for investment, with a staggering 25M repair bill coming up. All parishes were reminded to take great care with fire safety and their electrical systems and make sure that the mandatory 5-yr electrical test was properly conducted. Parishes that could not afford this should contact Kevin and his team for advice and support.

Wednesday 17 May 2023 at St Marks' Church, Regent Park, NW1

Summer drinks party

Fr William Gulliford kindly hosted our summer drinks party at St Mark's Regents Park on a delightful warm evening. As well as time to socialise both inside the beautiful church and in its garden, there was a short act of worship in thanksgiving for the life of the Deanery, and all those who serve it—both lay and ordained. There was also an opportunity to give thanks for the ministry of Fr David Houlding who was with us on the evening.

Wednesday 8 November 2023 at St Martin's Church, NW5 – Inauguration of the new Deanery Synod

Meeting of the House of Laity:

As Acting Chair, Angela Gardner confirmed that Michael Royalton-Kisch indicated that he was happy to serve another term as Lay Chair. No other candidates had come forward, and Michael was elected.

Full meeting of both Houses of the Synod (Laity and Clergy):

Mthr Carol confirmed that Angela Gardner and Harmen van den Hondel had indicated that they were happy to serve another term as Deanery Synod Officers and Standing Committee lay-members. No other candidates had come forward. Mthr Carol confirmed that Jamie Haith and Michael Thomas had indicated that they were willing to serve for another term in their current roles as clergy member of the Standing Committee. Joyce Florell did not stand for re-election and will resign from the Standing Committee as lay-member. Dorothy Connell from St George's Bloomsbury indicated that she was willing to join the Standing Committee as a new lay member. After being proposed and seconded by members of the Deanery, Dorothy Connell was elected by acclamation as a new lay member of the Standing Committee.

Mthr Carol Barrett Ford, Area Dean

**THE PARISH CHURCH OF
ST JOHN-AT-HAMPSTEAD**

Registered Charity No 1129264

**ANNUAL REPORT AND
FINANCIAL STATEMENTS OF THE
PAROCHIAL CHURCH COUNCIL
for the year ended 31 December 2023**

Vicar

The Reverend Carol Barrett Ford (from 21 January 2024)

Churchwardens

Martin Evans
Sheena Ginnings

Bankers

HSBC Bank plc
50-52 Kilburn High Road
Kilburn
London NW6 4HJ

Independent Examiner

Robert Ashdown ACA
75 Brookville Road
London SW6 7BH

The Parish Church of St John-at-Hampstead

Reference and Administrative Details

Full Name: The Parochial Church Council of the Ecclesiastical Parish of St John-at-Hampstead ("the PCC").

Charity Registration Number: 1129264

Address and Website: Church Row, London NW3 6UU / www.hampsteadparishchurch.org.uk

Trustees under an Act of Parliament of 1827

Ex Officio

The Reverend Carol Barrett Ford	Vicar (from 21 January 2024)
The Reverend Jeremy Fletcher	Vicar (until 23 January 2023)
Martin Evans	Churchwarden
Sheena Ginnings	Churchwarden
The Reverend Graham Dunn	Assistant Curate

Membership of the PCC

Ex Officio

The Reverend Carol Barrett Ford	Vicar and PCC Chairman (from 21 January 2024)
The Reverend Jeremy Fletcher *	Vicar and PCC Chairman (until 23 January 2023)
Martin Evans *	Churchwarden and PCC Vice Chairman
Sheena Ginnings*	Churchwarden
The Reverend Graham Dunn *	Assistant Curate

As a lay member of the London Diocesan Synod

Inigo Woolf * Treasurer (also an ex officio member and an elected member of the Camden Deanery Synod)

As lay members of the Camden Deanery Synod

John Barker
Angela Gardner
Rosemary Loyd

Elected Members

Gaynor Basseby-Fish	Electoral Roll Officer
Elizabeth Beesley	
Sarah Cheriton-Jones	
Hagar Cliff *	Deputy Churchwarden
Jonathan Davey	
Vanessa Fitzpatrick	(until 17 July 2023 and also as a member of the Camden Deanery Synod until 30 June 2023) (until 8 January 2023)
Seka Graovac	
Jean Harrison	
Jules Lubbock	(from 24 April 2023)
Jessica Mathur	(until 24 April 2023)
Margaret Pritchard Houston	Deputy Churchwarden
Jon Siddall *	
Handley Stevens	
Nicholas Walser *	PCC Secretary (from 24 April 2023)
Nicholas White	(until 13 November 2023; Safeguarding Officer until 13 January 2024)
Deborah Zandstra	

Co-opted Members

Edward Armstrong	(from 6 February 2023 until 17 July 2023 and also an elected member from 17 July 2023 until 13 November 2023)
Peter Ginnings	(from 27 March 2023)
James Poletyllo	(from 17 July 2023; Safeguarding Officer from 13 January 2024)
The Revd Jan Rushton	Associate Priest (until 19 October 2023)

(Those marked with an asterisk * served as members of the Standing Committee for all or part of the year)

The Parish Church of St John-at-Hampstead

Background

The church of St John-at-Hampstead, commonly known as Hampstead Parish Church (“the Church”), was consecrated in 1747 as the latest in a series of buildings on this site, which are believed to go back to 986.

The PCC has the responsibility of co-operating with the incumbent in the task of participation in God’s mission to the world and taking counsel together for the sake of the pastoral, evangelistic, educational, social and ecumenical ministry of the church in the ecclesiastical parish which covers a large part of central Hampstead.

Aims and Objectives

The PCC’s recent strategic direction has been guided by the Mission Action Plan for 2018-2022 following its adoption in November 2018 after a comprehensive review of the Church’s vision, mission and strategy. Since that time the plan has been kept under regular review to ensure that the Church’s activities remained in line with agreed aims and objectives.

In the autumn of 2022, the process of developing a new plan to cover the period 2023-2027 began with a Parish Survey. The survey, and the focus groups that followed, identified seven key aims or challenges to help influence and shape the PCC’s approach when setting the Church’s future direction. These were to:

- maintain a range of styles of worship that speak to different groups;
- deepen our own faith and attract and nurture others;
- celebrate and involve our younger members (teens, 18-30s) more;
- encourage a wider sense of welcome and belonging since we are one in Christ;
- build a more inclusive and diverse congregation;
- make our pastoral care more visible and accessible;
- ensure that our children and young people feel valued and are encouraged in faith;

It was also recognised that there was a need to attract and encourage new volunteers to help achieve our potential.

Following the announcement of the sudden and unexpected departure of the Reverend Jeremy Fletcher as Vicar in late January 2023, the PCC’s main focus turned to the search for his successor. A key element in this process was the preparation of a Parish Profile to capture the essence of our Church, the challenges we face, and the qualities required in our new Vicar.

As a result, further detailed consideration of the new plan was sensibly put on hold pending the appointment of the new incumbent who would rightly take the lead in shaping and implementing our strategy for mission, challenge our thinking, and inject a fresh perspective as we develop our new Mission Action Plan for 2024 and beyond.

The profile, which was drawn up in consultation with, and with input from, the then Bishop of Edmonton, the Archdeacon of Hampstead, and the Diocesan Board of Patronage, summarised the PCC’s current thinking regarding the priorities for the next Mission Action Plan. These included:

- Exploring a range of ways to better understand our faith and recognise the presence of God in our daily lives;
- Strengthening our work with children, young people and families;

The Parish Church of St John-at-Hampstead

- Developing our capacity to meet the needs of our own and the wider community for a fair, just and equal society;
- Finding more effective approaches to recruiting and using volunteers and to fundraising.

The PCC also identified the importance of reflecting the aims and priorities of the Diocese of London's 2030 Vision and taking the opportunity to draw on the resources developed for it.

Achievements and Performance

The main priority in 2023 was the search for a new Vicar. In October 2023, the Diocesan Board of Patronage ("the Board") made a recommendation to the Interim Bishop of Edmonton to offer the living of St John-at-Hampstead to the Reverend Carol Barrett Ford, the serving Area Dean of the Camden Deanery and, at that time, the Vicar of St Martin's, Gospel Oak. This followed a full and extensive consultation and recruitment process under the auspices of the Board and overseen by the Interim Bishop of Edmonton, supported by Martin Evans and Sheena Ginnings, the Church's designated lay representatives on the appointment panel. Her Institution and Induction as our Vicar took place on 21 January 2024 and marked the beginning of a new and exciting era for the Church.

The vacancy, and the challenge this presented, brought out the very best in the Church and reinforced the importance of a dedicated volunteer network to underpin and support the work of the clergy. Sincere thanks are due to the clergy, volunteer and staff teams for their considerable combined efforts in ensuring that the normal life of the Church was largely maintained. It also provided an opportunity for reflection on the current state of the parish and in preparing us for the challenges and opportunities that lie ahead.

In most respects, it was still 'business as usual' through the delivery of a regular weekly pattern of services with attendances holding up well. The policy of keeping the Church open each day, with a member of the welcoming team often on hand to offer assistance, as a place of comfort and prayer took on an added significance as the true impact of the cost of living crisis became increasingly evident. Despite being in a period of transition, the Church's full range of activities was maintained as was its support for the most vulnerable in the local community. The Church once again hosted the C4WS Winter Night Shelter and increased its contribution to local food banks. Active relationships were maintained with amongst others Age UK Camden (Henderson Court). The relaunch of our volunteer-led Junior Church programme was enhanced by additional administrative support. The installation of a new altar frontals cupboard was completed.

The PCC met eleven times during the year. There were six regular meetings (which included the customary meeting following the Annual Parochial Church Meeting in April held primarily for the purpose of electing the Officers and appointing the Standing Committee). The PCC also met on a further four occasions to address the challenges arising from the vacancy and, in particular, to develop and approve the Parish Profile. Finally, the PCC met with the Archdeacon of Hampstead on 5 June for the triennial visitation at which there was a full and constructive exchange of views. The Archdeacon was pleased to confirm that the PCC had achieved near complete compliance and no major issues had been identified. Most meetings were held in person with the remainder taking place remotely by Zoom with decisions confirmed in writing and recorded in accordance with the applicable rules and guidance. Separately, the PCC met for an Awayday in January at which the results of the parish survey and outline plans for the development of the choir vestry were discussed.

The Parish Church of St John-at-Hampstead

Future Plans

The development and adoption of a new Mission Action Plan for 2024-2027 following the arrival of our new Vicar is central to the Church's future plans over the next three to four years. A PCC Awayday is planned for the summer with a view to taking this forward.

While it would be premature for the PCC to set out detailed new plans until that process is complete, there are some specific targets that remain ongoing in the meantime which include:

- The taking of further steps towards achieving a balanced budget in the Church's General Fund through savings, the prioritised application of available funds, and a renewed focus on increasing voluntary and trading income.
- The further promotion of our work with children including our ongoing commitment to providing a safe and secure environment;
- The completion of the review of the arrangements for the use of the parish rooms and the Church by external hirers to achieve appropriate and safe levels of use and revenues in keeping with our status as a place of worship and prayer;
- The renewal of the lease for the Church's flat at 100 Frognal which expires in the spring (for which a new tenant has recently been found at an increased rent);
- The replacement of the choir vestry roof as the first phase of works designed to improve the access to and the uses of the choir vestry and parish office area;
- The further planning of a costed and funded programme to upgrade the Church's facilities to accommodate present and developing needs to serve both our membership and the wider community.

The anticipated rolling programme of capital projects to facilitate the Church's activities will be funded in part by significant legacy income received in recent years (and through other legacies as they arise from time to time) although this will need to be combined with other fundraising for specific projects if the desired or necessary level of refurbishment and improvements is to be achieved within a reasonable timescale. A growth in planned giving and other regular sources of income to meet the Church's annual running costs will be important in enabling the Church's designated reserves and legacy income to be applied to fund the programme of capital and long term projects as intended.

Public Benefit

The PCC is aware of the Charity Commission's guidance on public benefit and the advancement of religion. It believes that working with the Clergy for the promotion of the mission of the Church in the parish, and in the wider community, it benefits the public, in particular, by providing:

- 1) a variety of forms of public worship, pastoral care and spiritual, moral and intellectual development for the wide range of its members and for any member of the public wishing to take advantage of the services and opportunities which the Church offers;
- 2) space, facilities and encouragement for educational and community activities and for recreation; and
- 3) financial, moral and practical support for numerous other charities which benefit sections of the public that are in need locally and national and international charities.

The Parish Church of St John-at-Hampstead

Structure, Governance and Management

Act of Parliament relating to St John-at-Hampstead

The Church building and the Churchyard are vested in the Vicar. Under an Act of Parliament of 14 June 1827 ("the Act") a group of trustees was established in whom were vested the organ, fixtures and furniture of the Church, and who have responsibility for maintaining the Church in good repair, and insuring the buildings, fixtures and furniture against damage. The Act provides for the election of up to 21 trustees to serve for a period of nine years although the qualification for election as a trustee (being liable for poor relief rate) is now obsolete as is the trustees' source of funding (pew rents). The Vicar, churchwardens, and curate(s) are trustees *ex officio*. In 2013 it was decided to elect no new trustees which means that, since April 2019, the sole trustees under the Act are the Vicar, churchwardens, and any licensed assistant curate(s) *ex officio*.

The PCC

The PCC is a corporate body established by the Church of England. It operates under the Parochial Church Council Powers Measure 1956 (as amended) and the Church Representation Rules. It is also a registered charity.

The appointment of PCC members is governed by the Church Representation Rules. Membership of the PCC comprises: the licensed clergy, the two churchwardens, and lay members of the diocesan and deanery synods (*ex officio*); and 15 lay members elected by the Annual Parochial Church Meeting ("the APCM") who serve three year terms. In addition, the PCC may co-opt up to three members to serve annually at any one time.

The churchwardens are elected each year at the meeting of Parishioners immediately preceding the APCM and, by custom, serve a maximum of four years consecutively.

Members must be communicants of sixteen years and upwards and on the electoral roll of the parish. The PCC normally meets six times a year. At the first meeting of the new PCC after the APCM an introduction is given to the responsibilities of the PCC members and the regulations which control their conduct of business.

Joint Meetings of the Trustees under the Act and the PCC

Since the responsibilities of the trustees under the Act relating to the fabric of the building overlap with those of the PCC relating to the life of the church, it has long been the custom to agree, at the first meeting of the PCC after the APCM, that the trustees under the Act and PCC members (who are themselves registered with the Charity Commission as trustees of the charity) should meet jointly.

Electoral Roll

There were 233 names on the Electoral Roll at 1 January 2023. During the calendar year 9 new names were added and 27 removed either through death or relocation. This resulted in a total Electoral Roll of 215 at 31 December 2023.

Standing Committee

As required by the Church Representation Rules, a Standing Committee is appointed annually by the PCC. It has full power to transact the business of the PCC between its meetings, subject to such directions as the PCC may give. Its function is to support the Vicar in her role as the promoter and "guardian" of the parish's Mission Action Plan and it also monitors and encourages

The Parish Church of St John-at-Hampstead

implementation of agreed plans by the PCC's Committees and Delivery Groups. It meets between the full meetings of the PCC and in an emergency if necessary.

Committees, Delivery Groups and Development Forums

Following a review in 2021, the PCC approved a revised structure of Committees, Delivery Groups and Development Forums with the following remit:

- *Oversight / Strategy Committees* to monitor the implementation of the MAP strategy and develop ideas and proposals in response to changing circumstances.
- *Delivery Groups* to take forward the day to day implementation of plans and activities.
- *Development Forums* to develop our thinking in areas of church life where the necessary specific strategies or action plans are not yet in place to form a Delivery Group.

By the start of 2023 it had become evident that, with some exceptions (notably the Finance Committee, the Pastoral Care Group, and the Racial Justice and Inclusion Group), the new structure was not functioning effectively with some groups having outlived their useful purpose and others having not met as envisaged. At the same time, the work of the Standing Committee took on added significance in response to the vacancy, as did the weekly Operations Meeting. During the course of the year the reformed Children and Young People's Committee took significant steps towards revitalising our vital work with younger members of the church.

In the light of this, a further review of the Committees, Delivery Groups, and Development Forums is planned in 2024 following the appointment of the new Vicar with the aim of consolidating and simplifying the structure where appropriate to ensure that it more closely meets the current needs of the Church.

Annual Meetings

At the meeting of Parishioners held on 24 April 2023 Martin Evans and Sheena Ginnings were re-elected as churchwardens. This would be Martin's fifth year as churchwarden having kindly agreed to remain in office for an extra year to help see the Church through the vacancy. Hagar Cliff and Jon Siddall were re-elected as deputy churchwardens.

At the Annual Parochial Church Meeting which followed John Barker, Angela Gardner, Rosemary Loyd and Inigo Woolf were elected to serve as parochial representatives of the laity on the Camden Deanery Synod for a three year term commencing on 1 July 2023. Elizabeth Beesley, Sarah Cheriton-Jones, Jonathan Davey, Jules Lubbock, and Jessica Mathur were elected as parochial representatives of the laity on the PCC for a three year term. Nicholas White was similarly appointed to serve for a two year term to fill a vacancy that had arisen following the resignation of Margaret Pritchard Houston before the end of her term.

The churchwardens expressed their gratitude to the clergy, staff and volunteer teams who had responded so willingly to the challenges posed by the vacancy. Those present recorded their grateful thanks to Martin and Sheena for their considerable dedication and efforts in leading the Church through these challenging times.

Clergy, Lay Ministers and Staff Team

The Reverend Graham Dunn (Assistant Curate), the Reverend Jan Rushton (Associate Priest), Handley Stevens and Andrew Penny (Licensed Lay Ministers) provided excellent support to the churchwardens, Martin Evans and Sheena Ginnings, as they led the Church through the period of vacancy. Additional support and guidance was provided by the Area Dean, Carol Barrett Ford, as

The Parish Church of St John-at-Hampstead

part of her oversight role during the vacancy and, from June onwards, by the Reverend Natasha Beckles, Assistant to the Area Dean, who provided cover for services and duties as needed. In October, the Reverend Jan Rushton stepped back from her role as Associate Priest after twelve years of dedicated service. Her outstanding contribution was marked by a celebration and presentation at the Sunday morning service on 3 December 2023.

Courtney Terwilliger, the Parish Administrator, was joined in the parish office by Huw Robinson, as Assistant Administrator, in May. This followed the PCC's decision to provide additional administrative support for the Church's important work with children and young people, responsibility for which had reverted to a volunteer-led group after the retirement of the children and youth worker the previous year.

Geoffrey Webber, the Director of Music, oversaw the delivery of a full and varied programme of choral worship and music in collaboration with our excellent professional choir. Joshua Ryan, as Organist and Assistant Director, completed his first year with the Church in September and played an important part in helping maintain the high musical standards for which the Church has become known, including covering (with Aidan Coburn, the Director of the Junior Choir and the Community Choir) the temporary absence through illness of the Director of Music at the end of the year. Aidan Coburn's expert and enthusiastic direction of both the junior choir and the community choir was rewarded by an upturn in membership which enabled the delivery of more challenging repertoires. The Hampstead Church Music Trust's significant financial support was once again vital to the delivery of the choral worship and music programmes.

Financial Review

The Church recorded an in-year deficit on all funds of £62,125 before unrealised investment gains; this included a deficit of £32,318 in the unrestricted General Fund.

Expenditure of £45,174 from legacy funds earmarked for the choir vestry refurbishment project contributed to the overall deficit. The major component of this was the purchase of replacement slates for the roof ahead of the scheduled start of the project in February 2024. In addition, funds were spent on remedial works following the five yearly electrical testing undertaken at the end of 2022 and on replacing curtains in the Crypt Room.

Income from all sources increased by £17,530 to £404,565 aided by a rise in interest rates which generated an increase in investment income of £16,329. This satisfactory outturn was achieved thanks to a legacy of £10,000, recoverable VAT of £9,000, and one-off donations which offset falls in regular giving and Sunday service collections.

Unrestricted General Fund expenditure increased by £27,796 although this included £9,000 of recoverable VAT. The decision to invest in additional administrative support for our children's activities accounted for a large part of this, as did the initial purchase (in keeping with the legator's wishes) of new furniture and resources to benefit our work with children.

A transfer of £26,000 was made from the Parish Development Fund to the General Fund to support the Church's activities, an increase of £1,000 on the previous year.

The voluntary rate appeal to parishioners raised a disappointing £6,593 for the restricted Fabric Repair Fund compared to just over £15,000 in 2022. This contributed to a net reduction in that fund of £8,497 after planned expenditure leaving £39,894 to be carried forward to 2024. Expenditure included £6,159 on electrical repairs, £2,918 on new curtains for the Crypt Room, and £2,500 on new lighting for the spire.

The Parish Church of St John-at-Hampstead

Giving to Charities

For a number of years the PCC's policy has been to give 10% of some elements of the previous year's unrestricted income to an approved list of charities. During 2023 the PCC reviewed the policy and decided that the giving away target should be met from a mixture of unrestricted and restricted income, including Christmas collections. In 2023 unrestricted and restricted giving to charities is recorded at £31,226 (2022: £32,605).

In addition to this giving, the PCC has supported Traidcraft for several years, but the enterprise ceased trading in 2023. The Traidcraft Team sold off stock and was able to send £2,764 to Transform Trade which is the charity that stands behind Traidcraft.

Designated Unrestricted Fund

The policy of the PCC is to apply unrestricted legacies responsibly. Typically, this will be for capital and long term projects which support the strategic purpose of the Church rather than to meet day to day operating costs. Where a legacy has not been allocated to a particular project at the time it is received, the practice is to transfer the funds into a designated restricted fund for future use. Income is taken into the unrestricted general fund.

With the upturn in inflation in 2022, it was decided to reduce the amount held on deposit and invest funds in an open-ended investment fund where, over a five year period, there would be a better chance of the funds maintaining their real value. £175,000 was invested in the summer of 2022 in the Trojan Ethical Fund prior to the political turmoil that engulfed the UK Government in the autumn of that year; by the end of 2023 the investment had increased to £179,394. At the end of 2023 the balance of the Designated Fund, including investments, is £528,839 - which has been earmarked for future improvements and repairs to the church buildings.

Expendable Endowment Funds including the Parish Development Fund

The main assets of the Parish Development Fund are two properties. One is a leasehold flat in West Hampstead which was purchased some years ago to house a curate and the other is the freehold of 100 Frognal together with the leasehold of a flat there.

The properties are valued as rental properties and the increase in rental values has led to their combined value increasing from £1.38m to £1.466m. A transfer of £26,000 from net rental income was made to the General Fund which reduced that fund's net deficit for the year to £6,318.

Cash Management

The PCC held £503,848 in cash and on deposit at the start of the year; cash held with HSBC and with the Central Board of Finance of the Church of England at the year-end was £451,593.

Of this sum, £417,506 was held on deposit with the remainder kept as working balances for the various unrestricted and restricted funds.

In 2020 the PCC lent £57,424 to the Trustees of Holly Bush Vale (the Vicar & Churchwardens) who refurbished a house on the Parochial School site for teacher accommodation. The loan is interest free over 5 years and quarterly repayments are being made; £25,000 remains outstanding at the end of 2023.

The Parish Church of St John-at-Hampstead

Risk Management

The PCC reviews the risk register every year; a theme in recent years has been the need to broaden the donor base. However, the downward trend in the number of committed givers continued its gentle decline in 2023; increased living costs, including for housing, may be a factor in limiting the level of giving from some parishioners.

A quinquennial inspection of the building was undertaken in 2022 and identified a number of areas where maintenance and repairs were required and further works will be undertaken in 2024. The increase in cost inflation means that although there are sufficient cash reserves to cover these costs there will be a need to raise funds to cover the cost of other planned projects including redecorating the Church and cleaning the organ.

The PCC maintains insurance cover against the main insurable risks including property damage and liabilities. The policy is kept under annual review and the level of buildings and contents cover is automatically adjusted by the insurers each year in line with inflation. A full risk management review, which is scheduled approximately every five years, was carried out in conjunction with the insurers in early 2023 to ensure that the cover and levels of cover remain appropriate.

Investment Policy

The PCC's investment objective is to preserve the real value of investments as measured by the consumer price index over a five year period.

The PCC retains investments in property and pooled investment funds to provide an asset base on which borrowings can be secured if necessary to support major improvements and renovations such as the planned complete redecoration of the Church.

Each pooled investment fund manager is expected to have a responsible investment policy. In determining its approach, the PCC takes note of any guidance provided by the Church of England and the Diocese of London.

Reserves Policy

The PCC's current policy, which is reviewed each year, is to maintain a free cash reserve in the range of £15,000 to £20,000. This is intended to ensure that there is sufficient working capital to meet expenditure as and when it is incurred without the need to make transfers from designated funds.

At the end of the year the Financial Statements show that the unrestricted reserve was £37,474 (2022: £42,773) net of the deficit in the pension scheme of £1,157.

Budget for 2024

An increase in operating costs, caused in part by the sharp rise in the rate of inflation over the last year, and the current downward trend in income in the General Fund means that, if left unchecked, an unsustainable deficit in that fund is almost inevitable in 2024.

The PCC recognises that this will require some hard choices to be made and has therefore

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resolved to explore as a matter of some urgency ways in which this trend can be reversed through savings, the prioritised application of available funds, and a focus on increasing voluntary and trading income.

In the meantime, the ongoing programme of improvements and repairs to the church buildings, funded by legacy income, will continue with the replacement of the choir vestry roof and better disabled access to the chancel and parish office due to be carried out in 2024.

Safeguarding

The PCC has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 to have regard to the House of Bishops' guidance on safeguarding children and vulnerable adults.

Approved by the Parochial Church Council on 19 February 2024 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Carol Barrett Ford', written in a cursive style.

Carol Barrett Ford
Vicar and PCC Chairman

The Parish Church of St John-at-Hampstead

Statement of financial activities for the year ended 31 December 2023

	Notes					2023	2022
		General Fund	Designated Fund	Restricted Funds	Endowment Funds	Combined	Combined
		£	£	£	£	£	
Income from:							
Donations and legacies	3	266,911	-	21,195	-	288,106	289,239
Other trading activities	4	33,782	-	11,795	-	45,577	43,243
Investments	5	13,237	-	4,566	53,079	70,882	54,553
Total income		313,930	-	37,556	53,079	404,565	387,035
Expenditure on:							
Charitable activities	7	339,897	45,174	45,684	925	431,680	354,563
Raising funds	9	6,351	-	6,631	22,028	35,010	25,400
Total resources expended		346,248	45,174	52,315	22,953	466,690	379,963
Net income before gains and losses on investments		(32,318)	(45,174)	(14,759)	30,126	(62,125)	7,072
Gains/(Losses) on investments	14	-	7,484	2,463	87,065	97,012	(10,835)
Net income before transfers		(32,318)	(37,690)	(12,296)	117,191	34,887	(3,763)
Transfers between funds	12	26,000	-	-	(26,000)	-	-
Net income after transfers		(6,318)	(37,690)	(12,296)	91,191	34,887	(3,763)
Other recognised gains/losses:							
Actuarial gain/(losses) on defined benefit pension scheme	21	1,019	-	-	-	1,019	1,865
Net movement in funds		(5,299)	(37,690)	(12,296)	91,191	35,906	(1,898)
<i>Reconciliation of Funds</i>							
Total Funds brought forward		42,773	566,529	61,694	1,439,342	2,110,338	2,112,236
Total Funds carried forward		37,474	528,839	49,398	1,530,533	2,146,244	2,110,338

The attached notes (1 - 23) form part of these financial statements

The Parish Church of St John-at-Hampstead

Balance Sheet at 31 December 2023

					2023	2022
Notes	General Fund £	Designated Fund £	Restricted Funds £	Endowment Funds £	Combined £	Combined £
Fixed assets						
Plant and equipment	13	-	-	-	-	-
Financial assets	14	179,394	28,641	1,511,751	1,719,786	1,622,776
Total fixed assets		<u>179,394</u>	<u>28,641</u>	<u>1,511,751</u>	<u>1,719,786</u>	<u>1,622,776</u>
Current assets						
Debtors						
Gift aid recoverable		-	-	-	-	4,223
Hollybush Vale Trustees	16	25,000	-	-	25,000	37,424
Trade debtors		9,036	-	-	9,036	3,567
		<u>9,036</u>	<u>-</u>	<u>-</u>	<u>34,036</u>	<u>45,214</u>
Cash at bank and in hand		53,216	324,445	30,150	43,782	451,593
Total current assets		<u>62,252</u>	<u>349,445</u>	<u>30,150</u>	<u>485,629</u>	<u>503,848</u>
Liabilities: amounts falling due within one year						
Creditors for goods and services		(5,557)	-	-	(5,557)	(6,050)
Clients account for 100 Frogna		-	(929)	-	(929)	(707)
Clients account Hollybush Vale		-	(8,464)	-	(8,464)	(7,617)
Other Creditors	15	(18,064)	-	(25,000)	(43,064)	(44,950)
		<u>(23,621)</u>	<u>(9,393)</u>	<u>(25,000)</u>	<u>(58,014)</u>	<u>(59,324)</u>
Net current assets		<u>38,631</u>	<u>349,445</u>	<u>20,757</u>	<u>427,615</u>	<u>489,738</u>
Creditors falling due after one year						
pension scheme liability	21	(1,157)	-	-	(1,157)	(2,176)
Net assets		<u>37,474</u>	<u>528,839</u>	<u>49,398</u>	<u>1,530,533</u>	<u>2,146,244</u>
Funds:						
Unrestricted General Fund		37,474	-	-	37,474	42,773
Designated for Future Repairs		-	528,839	-	528,839	566,529
Restricted Funds	17	-	49,398	-	49,398	61,694
Endowment Funds	18	-	-	1,530,533	1,530,533	1,439,342
		<u>37,474</u>	<u>528,839</u>	<u>49,398</u>	<u>1,530,533</u>	<u>2,146,244</u>

Approved by the Parochial Church Council on 19 February 2024 and signed on its behalf by:


M EVANS Churchwarden


I R M WOOLF, Hon Treasurer

The attached notes (1 - 23) form part of these financial statements

The Parish Church of St John-at-Hampstead

CASH FLOW STATEMENT AT 31 DECEMBER 2023

	2023	£	2022	£
	£		£	
Net cash from operating activities		(135,561)		(49,269)
Cash flows from investing activities				
Dividends, interest and rent from investments	70,882		54,553	
Purchase of Investments	-		(175,000)	
Net cash provided by/(used in) investing activities	70,882	70,882	(120,447)	(120,447)
Cash flows from financing activities				
Loan repayments from Trustees of Holly Bush Vale	12,424	12,424	10,000	10,000
Net cash provided by/(used in) financing activities		12,424		10,000
Change in cash and cash equivalents in the reporting period		(52,255)		(159,716)
Cash and cash equivalents at 1 January		503,848		663,564
Cash and cash equivalents at 31 December		451,593		503,848
 Reconciliation of net income/(expenditure) before investment gains				
Net income before investment gains 31 December	b	(62,125)		7,072
Adjustments for:				
Depreciation charges		-		1,124
Dividends, interest and rent from Investments		(70,882)		(54,553)
Decrease/(Increase) in debtors		(1,245)		(5,629)
(Decrease)/Increase in creditors		(1,309)		2,717
Net cash provided by/(used in) operating activities		(135,561)		(49,269)
 Analysis of cash and cash equivalents				
Cash in hand		34,087		32,164
Deposit for fixed period		80,000		200,000
Deposits less than 3 months		337,506		271,684
		451,593		503,848

The Parish Church of St John-at-Hampstead

Notes to the financial statements

Note 1: BASIS OF PREPARATION

The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions, together with FRS102(2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP(FRS 102)).

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets which are shown at fair value.

The Parochial Church Council (PCC) is a public benefit entity within the meaning of FRS 102.

1.2 GOING CONCERN

There are no material uncertainties related to events or conditions that cast significant doubt on the PCC's ability to continue as a going concern.

1.3 CHANGE IN ACCOUNTING POLICY

The accounts present a true and fair view and the accounting policies are as outlined in this note. There have been no changes of accounting policies in this period.

1.4 CHANGES TO ACCOUNTING ESTIMATES

There have been no changes to accounting estimates in this period.

1.5 MATERIAL PRIOR YEAR ERRORS

No material prior year errors have been identified in the reporting period.

Note 2: ACCOUNTING POLICIES

2.1 RECONCILIATION WITH PREVIOUS GENERALLY ACCEPTED ACCOUNTING POLICIES

No reconciliations with previous generally accepted accounting policies are required.

2.2 INCOME

Recognition of Income

Congregational giving, donations, grants, interest, rents, dividends and other income are included in the Statement of Financial Activities (SOFA) when the PCC becomes entitled to the resources and the monetary value can be measured with sufficient reliability.

Offsetting

There has been no offsetting of assets and liabilities in the SOFA or income and expenses, unless required or permitted by the FRS 102 SORP.

Tax reclaims on donations and gifts

Gift aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid recovered on a donation is considered to be part of that gift and is credited to the same fund as the initial donation unless the donor has specified otherwise.

Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been a grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the PCC or can be met.

Volunteer help

The value of voluntary help received is not included in the accounts but is described in the PCC's annual report.

Investment gains and losses

This includes any realized and unrealized gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

The Parish Church of St John-at-Hampstead

2.3 EXPENDITURE AND LIABILITIES

Liability recognition

Liabilities are recognized where it is more likely than not that there is a legal or constructive obligation committing the PCC to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance

Governance costs are charged to 'Charitable Activities'.

Redundancy costs

The PCC has made no redundancy payments during the reporting period.

Deferred income

No material item of deferred income has been included in the financial statements.

Creditors

The PCC has creditors which are measured at settlement amounts less any trade discounts.

Certain interest free loans have been provided without a repayment date and these are accounted for as being repayable on demand.

Provisions for liabilities

A liability is measured at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

2.4 ASSETS

Tangible fixed assets for use by the PCC

Consecrated and beneficed property is excluded from the accounts by s.10(2)(a) and (c) of the Charities Act 2011. Other fixed assets are capitalized if they can be used for more than one year, and cost at least £2,000.

Movable church furnishings held by the Vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church inventory, which can be inspected. Items acquired prior to 2000 are not valued in the accounts as there is insufficient cost information available.

Financial assets

Fixed asset investments in quoted shares and pooled investment funds are valued initially at cost and subsequently at fair value (market value) at the year end. The long leasehold properties are stated at estimated fair values for investment properties.

Debtors

Debtors including trade debtors and gift aid recoverable are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the PCC. Subsequently they are measured at the cash or other consideration expected to be received.

Cash at bank

Cash at bank and in hand include on demand deposits and short term fixed interest deposits.

2.5 FUNDS

Unrestricted Funds represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC.

The Designated Fund is an unrestricted fund which represents the amount set aside by the PCC to meet future repair liabilities; it is not regarded as part of the 'free reserves' as disclosed in the PCC's report. Income earned on the cash balances held by the Fund is recorded in the General Unrestricted Fund.

The Restricted Funds are income funds that must be spent on restricted purposes and details of the funds held and restrictions provided are set out in Note 17.

The Endowment Funds are all individual funds where there is a discretionary power to spend capital as income. Full details of the funds and their restrictions are set out in Note 18.

The Parish Church of St John-at-Hampstead

Note 3 Donations and legacies

	Notes	General Fund	Designated Funds	Restricted Funds	Endowment Funds	2023 Combined	2022 Combined
Planned giving including gift aid		118,815	-	-	-	118,815	132,169
Income tax recoverable		29,473	-	-	-	29,473	34,140
Collections: ordinary services		16,733	-	-	-	16,733	23,628
Collections: special services		-	-	10,937	-	10,937	6,554
Donations		18,606	-	3,665	-	22,271	16,173
Donation of shares	14	5,030	-	-	-	5,030	-
Voluntary rate		-	-	6,593	-	6,593	15,182
Legacies	6	10,000	-	-	-	10,000	-
Grants received:						4,000	4,000
Friends of the Drama	16	4,000	-	-	-	-	1,440
Friends of the Music		-	-	-	-	55,190	53,760
Hampstead Church Music Trust	16	55,190	-	-	-	9,064	1,340
Listed Places of Worship re VAT		9,064	-	-	-	-	-
		<u>266,911</u>	<u>-</u>	<u>21,195</u>	<u>-</u>	<u>288,106</u>	<u>288,386</u>

Note 4 Other trading activities

Fees for use of Church		9,059	-	-	-	9,059	8,441
Parish rooms		19,015	-	-	-	19,015	20,559
Craft fair and other events		2,603	-	3,527	-	6,130	1,290
Holiday in Hampstead		1,702	-	-	-	1,702	853
Printing and books		731	-	-	-	731	909
Community choir	16	-	-	6,796	-	6,796	6,163
Feed in Tariff		672	-	-	-	672	694
Traidcraft stall		-	-	1,472	-	1,472	5,187
		<u>33,782</u>	<u>-</u>	<u>11,795</u>	<u>-</u>	<u>45,577</u>	<u>44,096</u>

Note 5 Income from Investments

Rent Dennington Park Mansions		-	-	-	7,200	7,200	7,200
Rent 100 Froggnal		-	-	-	42,657	42,657	40,595
Dividends and Interest		13,237	-	4,566	3,222	21,025	6,758
		<u>13,237</u>	<u>-</u>	<u>4,566</u>	<u>53,079</u>	<u>70,882</u>	<u>54,553</u>

Note 6 Legacies received

The Estate of P Loyd		10,000	-	-	-	10,000	-
		<u>10,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>10,000</u>	<u>-</u>

The Parish Church of St John-at-Hampstead

Note 7 Expenditure on charitable activities

	Notes	General Fund	Designated Fund	Restricted Funds	Endowment Funds	2023 Combined	2022 Combined
Ministry: diocesan common fund		97,500	-	-	-	97,500	94,500
clergy expenses	10	2,826	-	-	-	2,826	2,528
accommodation		8,633	-	-	-	8,633	9,702
recruitment costs		1,949	-	-	-	1,949	-
Parish Administrators	11	41,849	-	-	-	41,849	28,234
Children & Youth worker	11	-	-	-	-	-	2,236
Pension deficit apportionment	11	1,096	-	-	-	1,096	1,817
Music staff	11	33,934	-	4,105	172	38,211	32,906
Choir - adults and children		50,348	-	-	-	50,348	49,312
Other music costs		1,776	-	2,730	513	5,019	4,800
Children and Youth		4,311	-	-	-	4,311	899
Heat & light		10,379	-	-	-	10,379	9,839
Fabric expenditure/maintenance		11,541	45,174	19,247	-	75,962	29,326
Parish rooms		12,963	-	-	-	12,963	19,811
recoverable VAT on repairs		9,064	-	-	-	9,064	804
Depreciation	13	-	-	-	-	-	1,124
Insurance		11,870	-	-	-	11,870	10,924
General expenses		14,693	-	-	-	14,693	10,638
IT and communications		7,478	-	-	-	7,478	5,250
Social events		920	-	-	-	920	502
Flowers		-	-	1,474	-	1,474	686
Grants made	8	14,517	-	16,469	240	31,226	32,605
Refugee sponsorship		-	-	1,659	-	1,659	3,870
Independent Examination fee		2,250	-	-	-	2,250	2,250
		339,897	45,174	45,684	925	431,680	354,563

Note 8 Grants made

Church overseas:						5,400	6,000
- missionary societies		5,400	-	-	-	5,400	10,033
- relief and development agencies		5,400	-	1,000	-	6,400	8,557
UK missions/other Church Societies		2,273	-	6,284	-	8,557	6,734
Secular charities		1,144	-	9,185	-	10,329	8,388
Individuals for relief of poverty		-	-	-	240	240	450
Hampstead Parochial School		300	-	-	-	300	1,000
	22	14,517	-	16,469	240	31,226	32,605

Note 9 Expenditure on raising funds

Services, voluntary rate & events		-	-	3,957	-	3,957	3,383
Printing and books		6,351	-	-	-	6,351	4,280
Traidcraft stall		-	-	2,674	-	2,674	5,066
Dennington Park Mansions		-	-	-	8,844	8,844	884
100 Froggnal		-	-	-	13,184	13,184	11,787
		6,351	-	6,631	22,028	35,010	25,400

Note 10 Expenses paid to Members of the Parochial Church Council

Expenses of the Clergy, who are members of the PCC, totalling £nil (2022: £2,528) were reimbursed. Members of the PCC supporting the Junior Church had their expenses reimbursed as did the Churchwardens' relevant expenses. In 2022, One member of the PCC was paid £100 to run a training course where the individual had specific expertise.

The Parish Church of St John-at-Hampstead

Note 11 Staff costs

The Clergy are paid by the Church Commissioners but funded by the Parish's contributions to the Common Fund. During the year the PCC employed a parish administrator, a part time assistant administrator and 3 part time staff engaged in musical activities.

	2023	2022
Salaries	73,036	57,869
Social Security	-	485
Pension costs	8,121	6,839
	81,156	65,193

No employee received employee benefits in excess of £60,000.
The PCC operates a money purchase scheme for staff through TPT Retirement Solutions.

Note 12 Transfers between funds

£26,000 transferred from Parish Development Fund to the General Fund (2022: £25,000).

	Equipment	Depreciation	Net Book Value
Note 13 Fixed assets			
Assets at start of year	25,679	(25,679)	-
Additions	-	-	-
Disposals	-	-	-
Assets at end of year	25,679	(25,679)	-

Note 14 Financial assets

The significance of financial investments to the PCC's financial position is set out in the PCC's annual report

	1 January 2023	Purchases (Sales)	Investment Gains(Losses)	31 December 2023
Investments at fair value:				
- <i>Unrestricted</i>				
136,328 Trojan Ethical Fund shares	171,910	-	7,484	179,394
- <i>Restricted</i>				
1,267 CBF Investment Fund shares	26,178	-	2,463	28,641
- <i>Endowment</i>				
Freehold of 100 Frogna and long lease of Flat A	981,000	-	10,000	991,000
Long lease of Flat 10a, Dennington Park Mansions	399,500	-	75,500	475,000
2,338 CBF Investment Fund shares	22,130	-	2,082	24,212
1,501 M & G Charfund units	22,058	-	(517)	21,541
	1,424,688	-	87,065	1,511,753

The freehold and long leasehold properties are valued as investment properties by Inigo Woolf FCIB, a member of the PCC, as at 31 December 2023.

	1 January 2023	Purchases	Sales	31 December 2023
Investments at cost:				
- <i>Unrestricted</i>				
136,328 Trojan Ethical Fund shares	175,000	-	-	175,000
131 Dechra Pharmaceuticals PLC shares		5,030	(5,030)	-
- <i>Restricted</i>				
1,267 CBF Investment Fund shares	5,909	-	-	5,909
- <i>Endowment</i>				
Freehold of 100 Frogna and long lease of Flat A	784,700	-	-	784,700
Long lease of Flat 10a, Dennington Park Mansions	438,500	-	-	438,500
2,338 CBF Investment Fund shares	20,000	-	-	20,000
1,501 M & G Charfund units	18,000	-	-	18,000
	1,261,200	-	-	1,261,200

The Parish Church of St John-at-Hampstead

Note 15 Creditors

Other Creditors include related party balances due to the Friends of the Drama £12,430 and a £25,000 interest free loan from Parishioners. (2022: £15,714 and £25,000 respectively). Note 16 has further details on related parties.

Note 16 Related parties

Hampstead Parochial Charities (established 1617) provides relief for the poor in the former Metropolitan Borough of Hampstead. The Trustees comprise the Vicar and Churchwardens.

Hampstead Additional Burial Ground (established 1810) provides a discrete burial ground in Church Row. The Trustees comprise the Vicar, Churchwardens and up to 21 trustees who are resident in the former Metropolitan Borough of Hampstead. Collected income of £1,579 and paid expenses of £1,350 in year (2022: collected £nil and paid £229).

- Trustees of Holly Bush Vale (established 1856) provide a site and teacher accommodation for Hampstead Parochial School. The Trustees of this educational charity are the Vicar and Churchwardens. The interest free unsecured loan of £57,424 drawn down in 2020 is due to be repaid through quarterly payments from rental income, with full repayment by 31 December 2026. Repaid £12,424 in 2023 and £10,000 in 2022. Balance at 31 December 2023 was £25,000.

Friends of the Music, Hampstead Parish Church (established 1947) supports the provision of music at Hampstead Parish Church. In 2022 a £1,440 grant was given to catalogue the music library. The Friends receive no funding from the PCC.

Hampstead Church Music Trust (established 1975) maintains and promotes the performance and appreciation of church music in Hampstead and in particular Hampstead Parish Church. The Trustees comprise the Vicar, up to two trustees appointed by the PCC, up to three trustees appointed by the Friends of the Music and up to four trustees appointed by the trustees themselves. At 31 December 2022 two trustees were also members of the PCC. The PCC received grants of £55,190 towards the cost of the choir (£53,760 in 2022) and £300 towards the cost of the Hampstead Community Choir (2022: £2,000).

The Friends of the Drama, Hampstead Parish Church (established 1977) seeks to promote the mission of the Church and in particular Hampstead Parish Church through the medium of drama. The Vicar & Churchwardens are ex officio members of the General Committee. The PCC received a grant of £4,000 for the General Fund (£4,000 in 2022).

Note 17 Restricted funds	Balances 1 January 2023	Income	Expenditure	Gains on Investments	Balances 31 December 2023
Fabric and Plant Reserve	48,391	12,086	(23,046)	2,463	39,894
Giving Away Fund	-	16,627	(16,627)	-	-
Traidcraft	1,210	1,472	(2,674)	-	8
Flowers	2,338	575	(1,474)	-	1,439
Refugee sponsorship	7,379	-	(1,659)	-	5,720
Community Choir	1,768	6,796	(6,835)	-	1,729
Donald Barnes Memorial Fund	608	-	-	-	608
	<u>61,694</u>	<u>37,556</u>	<u>(52,315)</u>	<u>2,463</u>	<u>49,398</u>
2022	72,708	40,101	(47,623)	(3,492)	61,694

Fabric and Plant Reserve

The purpose of the reserve is to hold sufficient funds to meet the repair obligations placed upon the trustees of the Church by the Act of Parliament of 1827 Paragraph 51. The Voluntary Rate, donations and earmarked gifts from parishioners are the main sources of income. In addition to the restricted reserve there is an unrestricted designated repair reserve with a balance of £528,839 (2022: £566,529).

Traidcraft

Goods purchased from Traidcraft are sold to parishioners and surplus funds in the account are gifted to Transform Trade, formerly known as Traidcraft Exchange. In 2023 Transform Trade received £1,400 (2022: £1,800).

The Parish Church of St John-at-Hampstead

Restricted Funds (continued)

Refugee Sponsorship

Support for refugees coming from the Middle East to live in North London.

Donald Barnes Memorial Fund

Fund created in 2013 in memory of the late Revd. Donald Barnes for the purpose of holding an annual lecture at St Peter's Church, Belsize Park. The lectures are organized by the Hampstead Christian Study Centre. No claims received in 2023.

Note 18 Endowment funds	Balances 1 January 2023	Income	Expenditure	(Losses)/ Gains on Investments	Transfers between Funds	Balances 31 December 2023
Frances Grossfield Memorial Fund	10,626	516	(513)	(208)		10,421
John Cooling Fund	16,464	595	(240)	(240)		16,579
Frederick Eickhoff Memorial Fund	3,064	172	(172)	(69)		2,995
Parish Development Fund	1,409,188	51,796	(22,028)	87,582	(26,000)	1,500,538
	<u>1,439,342</u>	<u>53,079</u>	<u>(22,953)</u>	<u>87,065</u>	<u>(26,000)</u>	<u>1,530,533</u>
2022	1,432,409	50,074	(13,888)	(4,353)	(25,000)	1,439,242

Frances Grossfield Memorial Fund (established 1994) encourages young musicians to participate in the choir thereby maintaining and enhancing the musical tradition of Hampstead Parish Church.

John Cooling Fund for relief of poverty (established 1997) can be used at the absolute discretion of the Vicar without any geographical restriction.

Frederick Eickhoff Memorial Fund (established 2008) supports the training of the Junlor choir.

Parish Development Fund (established 2000) to be used by the PCC for investment in parish projects with income generated within the Fund to be used at its discretion.

Each Fund is an Expendable Endowment as defined by the Charities Act, 2011.

Note 19 Contingent liabilities There are no contingent liabilities (2022: nil).

Note 20 Capital commitments Contracted by the PCC nil (2022: nil).
 Authorised by the PCC but not contracted nil (2022: nil)

Note 21 Pensions liability

SCHEME: TPT Retirement Solutions- The Growth Plan

The PCC participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the PCC to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards Issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the PCC is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

The Parish Church of St John-at-Hampstead

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions: From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly).

The scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2019 to 31 January 2025: £11.24m per annum (payable monthly and increasing by 3% on each 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the PCC has agreed to a deficit funding arrangement, the PCC recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

	31 December 2023 £	31 December 2022 £
PRESENT VALUES OF PROVISION		
Present value of provision	1,157	2,176
RECONCILIATION OF OPENING AND CLOSING PROVISIONS		
Provision at start of year	2,176	4,041
Unwinding of the discount factor (interest expense)	79	32
Deficit contribution paid	(1,096)	(1,817)
Remeasurements - impact of any change in assumptions	(2)	(80)
Remeasurements - amendments to the contribution schedule	-	-
	(1,019)	(1,865)
Provision at end of year	1,157	2,176

IMPACT ON STATEMENT OF FINANCIAL ACTIVITIES

Interest expense	79	32
Remeasurements - impact of any change in assumptions	(2)	(80)
Remeasurements - amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	7,025	5,021
Costs recognised in income and expenditure account	Note 7 1,096	1,817

*Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

ASSUMPTION	31 December	2023	2022	2021
Rate of discount		5.31%	4.96%	1.18%

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The Parish Church of St John-at-Hampstead

Note 22 Grants and donations to charities	2023 Unrestricted	2023 Restricted/ Endowment	2023 Combined	2022 Combined	2022 £
	£	£	£	£	£
Church Overseas- Missionary Societies					
ALMA	1,800	-		2,000	
Embrace the Middle East	1,800	-		2,000	
USPG	1,800	-		2,000	
	5,400	-	5,400	6,000	6,000
Overseas- Relief & Development Agencies					
Asra Hawarat School	1,800	-		2,900	
Bethlehem Arab Society for Rehabilitation	1,800	-		2,000	
Practical Action	1,800	-		2,063	
Island Hospice Zimbabwe	-	-		2,000	
Christian Aid	-	1,000		1,070	
	5,400	1,000	6,400	10,033	10,033
UK Missions and other Church organisations					
Bishop of Edmonton's Discretionary Fund	-	-		231	
Bishop of London's Lent Appeal	48	2,952		2,499	
Caris Haringey	2,000	-		2,000	
Church of England's Children Society	225	1,575		1,879	
Caris Camden/Caris Families	-	1,757		-	
C4WS	-	-		-	
A Rocha UK (2021: PSALM)	-	-		125	
	2,273	6,284	8,557		6,734
Hampstead Parochial School	300	-	300	1,000	1,000
Relief of Poverty (John Cooling Fund)		240	240	450	450
Secular charities					
Campaign Against Living Miserably	350	-			
Bee Development	-	-		1,314	
Hestia	794	1,006		2,000	
Royal British Legion	-	740			
Soldiers Sailors & Airmen's Families Assn	-	712		1,074	
Age UK (Camden)	-	1,927		2,000	
Food Bank Aid	-	2,000			
Traldcraft Foundation	-	1,000			
XLP	-	1,800		2,000	
	1,144	9,185	10,329		8,388
TOTAL	14,517	16,709	31,226		32,605

The Parish Church of St John-at-Hampstead

Note 23 Prior period comparative statement of financial activities.

Statement of Activities for year ending 31 December 2022

Income from:	General Fund £	Designated Fund £	Restricted Funds £	Endowment Funds £	Combined £
Donations and legacies	262,281	-	26,958	-	289,239
Other trading activities	31,893	-	11,350	-	43,243
Investments	2,686	-	1,793	50,074	54,553
	<u>296,860</u>	<u>-</u>	<u>40,101</u>	<u>50,074</u>	<u>387,035</u>
Expenditure on:					
Charitable activities	314,172	-	39,174	1,217	354,563
Raising funds	4,280	-	8,449	12,671	25,400
Total resources expended	<u>318,452</u>	<u>-</u>	<u>47,623</u>	<u>13,888</u>	<u>379,963</u>
Net income before gains on investments	(21,592)	-	(7,522)	36,186	7,072
Net Gain on investments	-	(3,090)	(3,492)	(4,253)	(10,835)
Net income before transfers	(21,592)	(3,090)	(11,014)	31,933	(3,763)
Transfers between funds	25,000	-	-	(25,000)	-
Net income after transfers	3,408	(3,090)	(11,014)	6,933	(3,763)
Other recognised gains/losses:					
Actuarial gain on defined benefit pension scheme	21 1,865	-	-	-	1,865
Net movement in funds	5,273	(3,090)	(11,014)	6,933	(1,898)
Reconciliation of Funds					
Total Funds brought forward	37,500	569,619	72,708	1,432,409	2,112,236
Total Funds carried forward	<u>42,773</u>	<u>566,529</u>	<u>61,694</u>	<u>1,439,342</u>	<u>2,110,338</u>

The Parish Church of St John-at-Hampstead

Independent examiner's report to the members of the Parochial Church Council of St John-at-Hampstead (registered charity 1129264)

I report to the PCC on my examination of the accounts of the PCC of St John-at-Hampstead for the year ended 31 December 2023.

Responsibilities and basis of report

As the members of the PCC you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the PCC's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 154(5)(b) of the Act. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not comply with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a "true and fair" view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report to enable a proper understanding of the accounts to be reached.



Robert Ashdown
Chartered Accountant
75 Brookville Road, London, SW6 7BH

19 February 2024

HAMPSTEAD PARISH CHURCH

2024 BUDGET - UNRESTRICTED GENERAL FUND

	2023	2024
	Actual	Budget approved 13 May
RESOURCES USED	£	£
Ministry: diocesan common fund	87,775	91,300
Diocesan common fund - support to deanery	9,725	6,200
clergy expenses	2,826	2,000
vicarage expenditure	934	1,500
accommodation for curate	7,699	8,000
Recruitment costs	1,949	-
Parish Administrators	41,849	57,527
Pension deficit apportionment	1,096	1,187
Music salaries + scholarship	33,934	34,885
Choir - adults and children	50,348	50,365
Other music costs	1,776	2,000
Children and Youth - legacy	2,626	7,374
Children and Youth -other costs	1,685	1,400
Holiday in Hampstead	920	1,000
Heat, light & water	10,379	17,400
Fabric expenditure/maintenance	11,541	10,000
Fabric expenditure recoverable VAT	9,064	43,000
Parish rooms and hospitality	12,963	12,000
Insurance	11,870	12,500
General expenses	14,693	15,000
Printing and books	6,351	4,500
IT and communications	7,478	8,200
Charities	14,517	-
Cost of Church activities	343,998	387,338
Independent Examination fee	2,250	2,250
TOTAL RESOURCES USED	346,248	389,588

TO BE FUNDED FROM

Planned giving	118,815	104,500
Essential new giving	-	18,000
Income tax recoverable	29,473	31,500
Collections: ordinary services	16,733	18,000
Donations including wall safe	23,636	11,000
Income from donors	188,657	183,000
Legacy Peter Loyd	10,000	-
Grants received: Friends of the Drama	4,000	4,000
Hampstead Church Music Trust	55,190	60,680
Listed Places of Worship grants	9,064	43,000
Other voluntary income	78,254	107,680
Parish rooms	19,015	19,000
Craft fair	2,603	3,000
Printing and books	731	700
Feed in Tariff	672	700
Sundry income (includes Devonshire House)	9,059	5,000
Holiday in Hampstead	1,702	1,700
Income from Activities	33,782	30,100
Dividends and Interest	13,237	11,500
Income from Investments	13,237	11,500
Grant from Parish Development Fund	26,000	26,000
TOTAL INCOME	339,930	358,280
GENERAL FUND (DEFICIT) FOR YEAR	(6,318)	(31,308)

HAMPSTEAD PAROCHIAL CHARITIES (Registered Charity 209483)

Trustees: Vicar and Churchwardens of Hampstead Parish Church

Address: 14 Church Row, London NW3 6UU

Objects: Relief of need, hardship or distress in the former Metropolitan Borough of Hampstead

Receipts and Payments Account for the year ending 31 December 2023

	2023	2022
	£	£
Rents	650	650
Wayleave income	301	301
Interest/Dividends	1,002	777
	<u>1,953</u>	<u>1,728</u>
Less professional fees	(1,080)	(2,240)
Less bank charges	(61)	(61)
Less grants made	(200)	(183)
Excess of receipts over payments	<u>612</u>	<u>(756)</u>

Balance Sheet as at 31 December 2023

Agricultural land at Langley Marish (E Shooter's Charity)	88,000	88,000
7,966.86 CBF Global Equity Income Fund (cost £10,000)	24,108	20,981
120.063 Charifund Units (cost £1,502)	1,723	1,764
Central Board of Finance of Cof E Deposit Account	7,195	6,296
HSBC Bank Account	273	560
	<u>121,299</u>	<u>117,601</u>
Represented by:		
Permanent Endowment Fund		
Balance at start of year (cost £11,323)	113,940	117,249
Unrealized increase (decrease) in market value in year	3,086	(3,309)
	<u>117,026</u>	<u>113,940</u>
Unexpended Income 1 January	3,661	4,417
Surplus (Deficit) for year	612	(756)
	<u>4,273</u>	<u>3,661</u>
	<u>121,299</u>	<u>117,601</u>

Notes

- 1 The freehold land at Langley Marish (Registered Title BK398589) comprises 7 acres.
- 2 The land is in the green belt with access only possible from adjoining land. The land is held on an agricultural tenancy.
- 3 A strip of land was sold in 2009 to the adjoining land owner so as to enlarge his garden.
- 4 The land was valued as at 31 December 2008 on existing use value.
- 5 Slough and South Bucks Councils are formulating local development plans which may provide development opportunities for the Charity's land. Professional fees have been incurred.



I R M Woolf, Clerk to the Trustees

January 17, 2024

