

Looking forward

Introduction

Annual Reports provide a chance to look back. But in 2014 St Philip's looked forward. In October the Church Council spent a day asking: 'What would we like St Philip's to look like in 2020?'. A vision is now emerging out of that time spent reflecting, a vision to which the church will be asked to commit itself in 2015.

Engaging more closely with our local community had already established itself as firmly on our agenda for the coming years. The Church is called to follow the example of Jesus and to serve its neighbours. We wanted to know how best to serve them and decided to ask them. Early in 2014, St Philip's commissioned a community audit to discover more about the needs and aspirations of those living and working in the area. As the Church Council read the findings, it committed itself to seeking funding for a community worker.

Meanwhile existing areas of ministry have continued to flourish. Our children's work has a growing team of leaders: two groups, rather than just



one, now meet on most Sundays. We have begun to put more resources into our monthly all-age services, with a new Planning Group representing both parents and children.

Our choir has grown in confidence. And a stirring performance of Aaron Copland's 'Fanfare for the Common Man' was the dramatic opening for a new series of monthly concerts.

All this - and much more - happened despite the absence on three months' study leave of our associate vicar, a good test of the church's growing resilience.

This Annual Report tells the stories of the people who have made all this possible.

Associate Vicar's Report

For the past four years St Philip's has been working to implement a vision of the church's priorities agreed by the Church Council. In some areas we've made good progress. In others we still have some way to go.

St Philip's agreed goals are to become a more visible sign of God's kingdom in our community and to grow the church, by:

- A** finding imaginative ways to help church members and others in their spiritual journeys and their understanding of Christian faith;
- B** providing better focused worship and teaching for children;
- C** making our building a better environment for worship and meeting;
- D** making the church's activities and our building more accessible to our local community; and
- E** starting to make a visible contribution to our local community and the wider world.

To help this, the Church council adopted the following objectives:

- 1** develop an effective leadership team of laity and clergy to make this vision achievable;
- 2** provide more effective support to our teams of volunteers;
- 3** employ a paid administrator;
- 4** create more independently useable spaces within the church, including an informal meeting room;

- 5 reduce the impact of traffic noise inside the building;
- 6 increase our income by 50%;
- 7 work towards devoting 10% of all our resources to projects outside the church.

Worship

On Sundays we hold services at 8:30am and 10:30am. Morning prayer continued to be said in the early part of the week, led by lay members of congregation as well as clergy. The all age service, at which younger members of the congregation take the lead in readings, intercessions and offertory, is held monthly on the third Sunday of the month. A school Eucharist was held with pupils and parents from St Barnabas and St Philip's school to celebrate Candlemas. A Service of Commemoration was held in the afternoon of 2 November.

Christian formation

We held a service on the evening of Maundy Thursday which, together with the three hour service on Good Friday provided one of the main opportunities in the year for sustained reflection and engagement with scripture.



We had a range of visiting preachers this year, including one of our former readers, Tim Whitfield, the Revd Canon Dr Ruth Bushyager, the Kensington Area Missioner, Revd Dr Neil Evans, Director of Ministry for the diocese of London, Revd Stephen Green and Penny Seabrook, as well as our Vicar, Revd Gilleen Craig and our regular clergy, **Lesley Perry** and **Ije Ajibade**, and our Lay Reader **Rupert Steele**. There were a number of other occasions in 2014 on which we welcomed guests to join in our worship, including the Revd Dr Martin Poulson, Convenor of the MA at Heythrop College, and, for our Patronal Festival, the Rt Revd Stephen Platten, recently retired Bishop of Wakefield and Rector designate of St Michael's, Cornhill. We also welcomed Esther Thomas, a British Sign Language interpreter to sign a Baptism service for us in the summer, and we were pleased to be joined by **Stan and Dido Whitehead** who were married in St Philip's in 1954 and joined us to celebrate their 60th wedding anniversary.



Pastoral Care

Our team of Pastoral Visitors visit the sick and housebound, those new to the church or who prefer to remain on the periphery of the church but for whom a pastoral need has been identified.

Bible study

The Bible study is going from strength to strength. Over the year, the group finished the Gospel of Luke and worked through the letter of St Paul to the Galatians. During Lent 2015 they are finishing a series on different prayers found in the Bible, and will then start on a book from the Old Testament. As one member of the group put it - 'I love the Bible study.- it helps me understand what Jesus wants of me in my everyday life, and then gives me the tools to live that way'. The group meets every Wednesday afternoon from 3-4:30pm in the Church and all are welcome to join in.

Membership

2014 saw new arrivals at St Philip's, but also some sad farewells with the funerals of members of the church and local residents, including **Liz Cathcart** and **Julia Burney**. We also said farewell to several members who have moved out of London – **Caroline Hue-Williams**, a long-standing member who served on the Church Council for many years, helped keep the church spotless and most recently organised the monthly breakfasts, **Felisha Romain**, who served on the Church Council and her children **Shae** and **Keiran**, **Sarah Waller**, Church Council Secretary and member of the choir, **Jürgen Selk**, a member of the Church Council and interim organist, **Elizabeth Selk**, and their children, **Toby** and **Hannah** and **Tanja** and **Richard Montague**, and their children **Casper** and **Charlotte**.

We welcomed five new members into the church by baptism: **Mourad Aziz, Benedict Pereira, Shoko Seta** and her daughter **Ryuka** and **Irina Kristoforova**. On 20 May St Philip's presented two candidates - **Kelly Kelleher** and **Joshua Townsend** - for confirmation to the Bishop of Kensington at St Mary Abbots, supported by their families and friends from the wider congregation.

These changes, a bit like small breaths, are a reminder that the church is not static, but a living organism which moves and grows with time. The church is not just the building on the corner but made up of believers, the living, breathing Body of Christ in this area.

Children

Children remain a central part of the life of St Philip's. The All Age Service once a month offers a form of worship open to all members of the congregation from the youngest to the oldest. Children help lead the service. Children's groups run during the 10.30 am service on the other Sundays in the month. **Erica Roane** was appointed the Children's Ministry leader at St. Philip's in 2013. There are sixty children's names on the attendance register. Regular emails are sent to parents and we have established termly meetings for parents along with a parent rota for helping set up and clean upstairs on Sundays with the children. Erica has been assisted by **Renee Rassasse, Tanya Montague, Sarah Goldsmith** and **Iris Clarke** and others in leading the children on Sunday. **Barney Palfrey** now leads the older children (Year 5 and above) on the second and fourth Sunday and Erica on the first Sunday of every month so we can differentiate teaching. The children sang Silent Night at the Candlelight Carol service. Some families attended Messy Cathedral at St. Paul's Cathedral. They also donated games and sports equipment to Venture Community Centre and will continue to take part in charity events. The children hosted a successful afternoon tea for the eldest members of the congregation which will be an annual event. A youth movie night was held where they watched Life of Pi and had a lively discussion. The children helped to decorate the church for major festivals under the guidance of **Zoe Schieppati-Emery**.

Links are maintained with St Barnabas and St Philip's School, not only through services and shared resources, but also through joint activities. Several members of the church, including the Associate Vicar and Children's Ministry leader, serve on the Board of Governors for the school

and some of the assemblies are run by clergy and lay members of the church. We were pleased to welcome the Ven Stephan Welsh, Archdeacon of Middlesex, to preach and preside at the school service in January. The annual competition to design the Paschal Candle for the church was run at the school. There were a large number of high-quality entries with the winner being **Yuma Y3**.

Safeguarding Policy

St Philip's introduced a safeguarding policy in 2013 and appointed a Safeguarding Team and you can read more about them on pages 16-17.

Publicity and communications

The notice board outside the church is kept up to date with posters advertising the forthcoming services. Publicity leaflets are distributed periodically to local streets giving information about key dates and events. We are grateful to **Tim Honor** for all his hard work in distributing our fliers, to **Lucy Cutler**, who edits our email newsletter, and to **Lesley Raymond**, who writes both for the newsletter and for the parish magazine, Kensington Parish News.

Community engagement

In 2014, St Philip's commissioned a survey of local opinion to help us develop our local mission. This was made possible by a generous grant from Lottery UK and gave us a snapshot of how the local community views itself and its needs and how it views St Philip's and will help us to continue to engage with the local community. In October the Church Council had an away day on which it looked forward to 2020 and asked what kind of church we wanted to be by then. That was the beginning of a conversation which will involve the whole congregation. Already some interesting ideas





have emerged, but so far these are mostly new ways of implementing our vision of being: 'a visible sign of God's kingdom in our community'.

The Community Slot continues to be a focus in the 10:30am Sunday service. We use this to share important news about each other and our local community. We might sometimes invite someone in to talk about important local events; invite members of St Philip's to say something important about their own lives; at busy times of the year, it is used to tell about what's coming up; sometimes we might use the time learning a new hymn.

In 2014 we started the St Philip's film club, combining a social event with a chance to watch a film with a religious theme. The showings, which included 'Of Gods and Men', have drawn in people from outside our congregation and have proved very popular.

Although our Parish breakfasts have now finished as **Caroline Hue Williams** moved on, St Philip's continues to delight in welcoming people to its services, and to offering hospitality. We held a number of Parish lunches, throughout the year celebrating the start of Lent, our AGM, and the Harvest Festival. Our Harvest food offering, given in accordance with ancient tradition, was donated to the Upper Room shelter for homeless people.

At the Patronal Festival evening service, where we welcomed members of congregations from the wider parish, the service was followed by wine, nibbles (and birthday cake).

Resources

Ije Ajibade completed her training programme with St Philip's but still comes to lead services. **Rupert Steele** is our Lay Reader.

Liz Christie our Administrator works Monday to Friday from 9:30am to 1:00pm. Liz looks after the lettings administration, as well as other wider administrative work to ensure the church runs smoothly. **Sean**

Collins, who took over from **Sean Hanford** as our caretaker, helps keep the building clean and tidy.

The church depends entirely for its survival and flourishing on the growing number of volunteers who give their time to the church and we have a growing lay leadership taking responsibility for whole areas of the church's life. The stewarding team help set up for our services and act as ushers for larger services.

Jacque Sands led the Fabric Committee which helped the deputy church wardens in their responsibility for the church building.

Swenja Surminski led our contribution to Christian Aid Week, speaking at the All Age Service about the work Christian Aid does and leading the Christian Aid activities at St Barnabas and St Philip's School. **Stephen Tutcher** manages our Gift Aid. **Chris Luxton** is our Electoral Roll Officer. **Marilyn Digby-Thomas** and **Liz Garrett** led our catering team, **Frances** and **David Williams** took over from Stephen Tutcher as Sacristan at the 8:30am service and **Genevieve Demel** and **Pat Chamberlain** kindly picked up that baton for the 10:30am service. During the year, **Peter Burney**, **Chris Luxton**, **Anne Steele**, and **Swenja Surminski** were licensed to offer the chalice at the Eucharistic services.

In the meantime, a very faithful and dedicated group of volunteers carry on serving the church in roles more familiar and well known to the church. They arrange flowers for us; sing in our choir; help with our catering and serve refreshments; read the lessons and lead intercessions on Sunday mornings; lead our Bible Study groups; look after our garden; represent us on our School's Governing Body; serve on the DCC, on the PCC and the Deanery Synod; count and bank our collection, and manage our Gift Aid donations. To name them all would take up a rather long paragraph but



without their help, the church would not keep going. We are hugely indebted to all of them, named or unnamed. Last but by no means least, I should like to thank Lesley and Ije and the Standing Committee for keeping the church running smoothly during my absence on study leave, and of course, as always, my thanks go to our Vicar, Gillean Craig, who is constantly available as a source of advice and support.

David

Revd David Walsh

Associate Vicar with Special Responsibility for St Philip's

Report of Electoral Roll Officer

The electoral roll for the Parish of St Mary Abbots with Christ Church and St Philip is held centrally at St Mary Abbots Parish Office. The roll is in three parts: one for each of the three churches. As at 31 December 2014, there were 122 people listed on that part of the roll relating to St Philip's, over half of whom (63%) live outside the parish.

In 2013 the Parish was required to prepare a new Electoral Roll, on completion of which it was pleasing to report that numbers at St Philip's had grown by 34% since 2007.

Chris Luxton

Electoral Roll Officer





Report of Church Council Secretary

Report on the meetings of the Church Council

The DCC met on 7 occasions during 2014. A key area was reviewed at each meeting, with written reports circulated in advance of the meeting from the various sub-committees. The main discussions of the year included ways to implement the mission action plan; commissioning the community audit and considering an appropriate response to the findings; and detailed discussions around the 2020 Vision.

Church Council Secretary

Report of Deanery Synod Representatives

Deanery Synod met twice in 2014.

On 25 February, Synod met at St Sava's Serbian Orthodox Church, Lancaster Road, W11, at the invitation of Fr Dragan and that community for an informed and fascinating talk on the Orthodox Churches from Canon William Taylor, Area Ecumenical Adviser and Vicar of St John's, Ladbroke Grove. Kensington Episcopal Area contains more Orthodox churches than any other part of England.

The eighth Deanery Synod Garden Party was held on 17 June in St Mary Abbots Vicarage garden, courtesy of Fr Gillean Craig; Representatives who had served, as well as those elected for the new triennium, were invited together with principal officers of the parishes. It was - as usual - a most enjoyable and sociable networking occasion.

Chris Luxton and Barney Palfrey

Deanery Synod Representatives

Report of the Director of Music

The choir of St Philip's consists of between 8-10 very committed and hard-working individuals who contribute to all aspects of musical life within the church. It is with sadness that we said goodbye to Sarah Waller as she and her husband moved to Twickenham. She has been a tremendous support to the choir and will be very much missed.

Christmas is always a busy time of year for the church and this is certainly true for the choir. The choir are increasingly expanding their activities and venturing into the local community. This year the choir, along with members of the congregation, managed to almost double the figure raised last year for the charity Full of Life by carol singing for busy commuters at High Street Kensington. They continued their singing at The Hansom Cab, entertaining the local punters and enjoying the mulled wine. We are very grateful to Ros Hodson for organising the festive fun and also to the The Hansom Cab for their hospitality.

In October the St Philip's Concert Series started, with the Opening Gala concert given by The Arch Sinfonia to a sold out audience. Consisting of monthly aperitif concerts the series provides a platform for emerging artists to perform, adding to the diversity of musical events in the community. All funds raised from the concert are contributing to the restoration project of the full size Bechstein grand piano that is currently situated in the church. The piano is an integral part of church worship as well as other community activities that happen in the building throughout the week. The 2014-15 season consists of two full orchestral concerts and six aperitif concerts to include singers, string quartets and an organist.

Rebecca Taylor

Director of Music



Report of Deputy Wardens

Fabric and condition of the church

The Quinquennial survey was last conducted in 2008 and a new survey is due in 2015. In general, the condition of the building is good following the major refurbishment works undertaken in 2001-2003.

Fabric development

Minor works were carried out during 2014. The boilers were replaced, a new dishwasher was installed in the Lower Hall kitchen and new spotlights were installed to illuminate the World War I Memorial in time for Remembrance Sunday. The Fabric Committee has also been investigating options for the cleaning and restoration work to this memorial.

Maintenance was carried out to lighting and heating as required throughout the year.

Peter Burney

Deputy Warden

Anne Steele

Deputy Warden

Treasurer's Report

General comments

The financial position is summarised in the Accounts for 2014, which form part of this report. We set ourselves a balanced budget for 2014. In the event, we achieved a net surplus on the year of some £5,200 before about £31,500 of legacies – owing mainly to significantly better rental than planned.

Our budgeted expenditure for 2014 was set at £173,000 (including grant funded expenditure of £5,650) with the budgeted income for the year at the same level.

Our actual income was just over £215,200, or £183,700 net of legacies. Much of the £10,725 additional income came from hall rentals, which exceeded the £103,000 budget by just over £8,560. The other main contributors were an appeal for help with the new boilers which raised £4,245 including tax reclaim, and other tax reclaim which was some £4,750 over budget (including £2,900 of tax reclaim that was not booked in 2013). Other income sources were generally slightly below plan.

Expenditure out-turned at about £178,550 – some £5,550 higher than budget due to the need to replace the church boilers at a cost of around £9,700. Other areas were overall slightly below budget. Around £3,250 was however spent on new fixed assets (principally a new high speed dishwasher and systems for chair storage). Depreciation on these assets will score in the accounts in 2014 and the succeeding three years.

Our target for 2015 is a balanced budget before the expected income from the Telecommunications Base Station. This will require substantial continued work to maintain income from lettings at or above the £110,000 mark, further progress on voluntary income as the autumn 2014 Giving Campaign feeds into our income and tight control over expenditure. We intend to use the base station income to help fund future work on the building.

The accounts are internally calculated to the penny, but shown in whole pounds for printing. This means that some columns may not appear to add precisely because of rounding differences, but the underlying data are fully accurate.

Principal funding sources and review of the performance of fund-raising activities

The principal funding sources are voluntary income, which amounted in 2014 to just under £99,000 including reclaimed tax (compared to a budget figure of £61,100), and lettings which amounted to just over £111,560 (the budget figure was £103,000).

The voluntary income figure was boosted by £31,480 of legacies and £6,650 of grants. Two new legacies were received: an initial sum of £30,000 from the estate of Grisel Snell, and a sum of £1,000 from the estate of Liz Cathcart. We also received a final instalment of just over £480 from the estate of Bill Herbert. Grant income comprised a sum of £5,650 from the Big Lottery Fund to pay for our community audit and £1,000 from the Bishop Radford Trust to support the Associate Vicar's development. Planned giving fell by a little over £7,500 compared to 2013, mainly as a result of the death of Michael Burns, who had been the church's second biggest regular donor, late in 2013 and several other generous givers moving away. The position is expected to be restored in 2015 as the giving campaign in late 2014 is fully reflected in receipts.

Late in 2014, our Director of Music, Rebecca Taylor, started a series of concerts in the church to raise funds towards the restoration church's concert grand piano. At the end of 2014, the restricted piano fund stood at just under £730, net of expenses. Additional income is expected under this initiative in 2015.

Further income was credited to the restricted maintenance fund as £480 was received under Bill Herbert's legacy and £4,245 was received in donations and associated tax reclaim to help fund the church boiler renewal. At the year end the fund was fully spent. The 150th Anniversary fund, which is restricted for work to improve the building's sound separation, was dormant and has been renamed the "Improving St Philip's" fund.

In 2014, we also completed the necessary applications and negotiations for the installation of a telecommunications base station in the spire of St Philip's, which is expected to bring in income of at least £14,300 a year for a period of 20 years. The necessary planning permission and Faculty were granted in early 2015.

Use of expenditure to support key objectives

The chief expenditure categories have been:

- Ministry costs, including payments to the Diocese in respect of clergy, and clergy expenses.
- Running expenses of the church including insurance, utilities, cleaning and caretaking etc.
- Maintenance.
- Administration – salaries and other costs
- Publicity and other mission costs, upkeep of services and music.

All of these expenditures have directly supported the objective of maintaining the worship and fabric of St Philip's.

Organisation and role of volunteers

The DCC is responsible for the finances of St Philip's. Most day to day work is delegated to the Treasurer, who is assisted by the Gift Aid Co-ordinator and the Administrator. When required, a Finance Team (consisting of the Associate Vicar, the Treasurer, the Gift Aid Co-ordinator, the Administrator, and others as needed) can be convened to provide advice to the DCC and assistance to the Treasurer. The Team

members, who are all volunteers apart from the Associate Vicar and the Administrator, perform their various tasks largely independently, but the team is able to meet when necessary.

The Treasurer, Rupert Steele, prepares the budget and accounts, manages the bank accounts and all expenditure, and looks after certain aspects of income (open collections, legacies and gifts, fundraising income and statutory fees). The Gift Aid Co-ordinator, Stephen Tatcher, manages the income from giving envelopes and calculating the Gift Aid tax reclaim from HMRC. The Administrator, Liz Christie, deals with all aspects of hall lettings and recording the income from them.

A Giving Campaign Team consisting of Esther Leong, Simon Webb and the Treasurer, supported by the Administrator, worked in the second half of 2014 to run the Giving Campaign which is expected to increase our planned bank income by around £10,000 a year. Arrangements for fundraising in relation to the wider work on the building are currently awaiting finalisation of our plans for the works themselves.

More widely, all the activities of the church are undertaken by volunteers with the exception of the Associate Vicar, Administrator, the Caretaker, the Children's Ministry Leader and the provision of music at services (either by an employed Director of Music, or organists on a self-employed basis). Our auditor (Roger Sutton & Co Limited) is engaged on a commercial basis.

Policy for making grants or donations

The DCC makes some charitable donations and grants for purposes connected with its objects. In 2014 these included a donation made in lieu of expenses for a visiting preacher and membership of a local residents' association. Other donations (beyond than those falling within Clergy expenses) are normally matched by special collections undertaken (and associated tax reclaim) or made following gifts received for the purpose. Any specific requests outside this policy will be considered by the DCC or Standing Committee on their merits. St Philip's payments to the Diocesan Common fund exceed its costs (were it an independent parish), so supporting parishes elsewhere in the deanery.

Investment policy/objectives and performance against investment objectives set

The DCC's investment funds are invested in the Central Board of Finance of the Church of England, managed by CCLA. Accordingly, St Philip's

follows the CBF's policy on taking into account social, environmental and ethical considerations in investments. The funds in the DCC's bank account were tightly managed to maximise the amounts held with CBF, taking advantage of the online facilities available to the Treasurer, but interest income continued to be adversely affected by wider economic conditions.

DCC policy on the reserves that are held

The DCC holds reserves against the possibility of unexpected maintenance requirements or falls in income and also to cover the cost of anticipated works on the church. The DCC reviews the target minimum reserves level from time to time and the current level is £50,000.

Funds

No fund is materially in deficit. The position on creditors is set out in the accounts. No funds are held as Custodian Trustee.

Rupert Steele

Treasurer

Safeguarding Report

At St Philip's the responsibility for the welfare and safety of all children, young people and any vulnerable adults is of paramount importance. Parents and Carers attend or send their children to church with the expectation that the church provides a safe environment in which their children will flourish within their spiritual home. Therefore officers within the parish have to ensure that this expectation becomes a reality. The Safeguarding Team's role is to protect children, young people and any vulnerable adults in our community, reflecting our societal and ecumenical commission. The principals guiding our team are:

- respectful and informed pastoral care in line with the Diocesan Safeguarding Guidelines;
- early identification and management of actual or potential risks;
- timely safeguarding action: after advice is sought, action will be taken within 24 hours;
- the involvement of others is on a need-to-know basis only; and
- active commitment of all in promoting and keeping our community safe.

The Safeguarding Officer and Children's Advocate are available to parents, children, vulnerable adults and carers before and after services to listen to any queries or concerns they might have, offer advice and support which may involve steering them towards a range of services to access information and advisory groups. Once a year the DCC considers and approves the safeguarding policy and copies of this are on display on the notice boards and around the building. Confidentiality will be maintained at all times; however, if any church member is at risk, information will be shared with relevant individuals only.

Peninah Kamatsiko

Safeguarding Officer

Joanne Murray

Children's Advocate

Statutory Information

The following (taken together with the Treasurer's Report) is the information that would be required by statute if St Philip's were an independent Parish, and is provided in order to enable consolidation with the other churches in the Parish, so as to provide an overall statutory report.

A Reference and administrative information

Full name of DCC

The District Church Council of St Philip within the Parish of St Mary Abbots with Christ Church and St Philip, Kensington.



Location of Church and DCC correspondence address

The Church is located at the junction of Earl's Court Road and Stratford Road, London W8. Correspondence should be addressed to the Church Council Secretary, St Philip's Church, Earl's Court Road, London, W8 6QH.

Names of members of the DCC (excluding clergy and parochial wardens) who have served since the commencement of the financial year until the approval of the financial statements

Ex Officio (throughout period)	Peter Burney Dominique Landolfini Chris Luxton Barney Palfrey Rupert Steele Anne Steele Callum Stewart	(Deputy Warden) (Member of PCC) (Deanery Synod) (Deanery Synod) (Reader) (Deputy Warden) (Member of PCC)	Vice-Chair Electoral Roll Treasurer
Ex Officio (to July 2014)	Jürgen Selk	(Member of PCC)	
Elected (throughout period)	Pat Chamberlain Agnieszka Danieli Rosamund Hodson Gill Parker Jacquie Sands Tamar Solomon Mariana Stojanovic Swenja Surminski Grant Townsend		
Elected (for part of the year)	Felisha Romain Sarah Waller	To June 2014 To July 2014	

Names and addresses of bankers, legal and other advisers

Bankers:

NatWest Bank PLC, Earl's Court Branch, PO Box 147,
195 Earl's Court Road, London, SW5 9AP

Auditor:

Roger Sutton & Co Limited, 79 High Street, Teddington,
Middlesex, TW11 8HG

The person to whom day to day management is delegated

The Revd David Walsh (Associate Vicar with special responsibility for St Philip's).

B Risk assessment

The DCC considers that it is exposed to various areas of risk, including:

- Financial risk;
- Reputation risk;
- Risks emanating from statutory and legal requirements; and
- Operational risk.

Systems and procedures have been put in place to handle all these risks.

Factors affecting achievement of objectives

- worship and fabric of the church of St Philip

The worship is principally under the control of the Associate Vicar, but the DCC is consulted about changes. The fabric is managed by the deputy wardens, assisted by a fabric committee, and the DCC – the DCC has control of the responses to the issues which arise, but not of the maintenance requirements that may occur.

- improvement in the church's finances

This will depend on satisfactory progress in raising income, together with tight control of expenditure. The DCC is planning a fund raising campaign and will approach local businesses and significant individuals to consider making donations. The level of these donations will depend partly on economic factors affecting those approached and partly on the success of the church in achieving growth and inspiring those approached to contribute. The former is not under the DCC's control.

Income from lettings is broadly under the control of the DCC as it is governed by improvements in the marketing of and sound separation between the halls. Other sources of income may need to be sought – a process which will be partly under the control of the DCC and partly under control of the bodies or people providing that income. Expenditure is under the control of the DCC.

Financial risk

There is a risk that St Philip's could have insufficient finance to pay the targeted Diocesan Common Fund and other clergy payments together with the operating costs of the church.

The DCC, advised by the Treasurer and Finance Team, is responsible for monitoring and managing financial risk. A one-off fund raising campaign, approaching individuals and businesses in the local community, is being planned to run after the detailed work on the building is clarified.

Our other major source of income is from lettings and the Treasurer and Finance Team closely monitor progress and any issues which might adversely affect lettings income, in conjunction with the Facilities Co-ordinator.

There are a number of risks relating to damage to the building or disruption of activities from fire or other disasters. Adequate insurance is maintained and our insurance policy is regularly reviewed to ensure that it properly covers all areas of our operation.

Reputational risk

There is a risk that failure to maintain a good standard of worship could lead to a possible reduction in the congregation.

The standard of worship has not to date been a problem, with congregation numbers growing, but we are continually aiming for improvement. The clergy team meet regularly to review worship. A series of guest preachers have been invited to attend services throughout the year. We are beginning to put more work into our monthly all-age service to help it meet the needs of younger worshippers. The main responsibility here is with the Associate Vicar, David Walsh.

Risks emanating from statutory and legal requirements

There are risks relating to health and safety legislation, child protection and employment legislation.

A comprehensive health and safety set of guidelines have been drawn up and are regularly reviewed. Training is provided to Stewards and others to ensure that proper procedures are carried out.

A Children's Advocate and a Safeguarding Officer have been appointed. The Safeguarding Officer ensures that relevant staff attend Diocesan safeguarding seminars. The DCC has adopted the Diocesan model safeguarding policy and appropriate procedures are in place.

Case study

You may have wondered how services happen. Who decides which prayers are said, what the readings are, how the church looks and what music is played. Let's look at one of our busier times of year – the Christmas season.

The two big services at this time of year are our Christmas Eve service and our Carol Service. Planning starts in the late summer. The Christmas Eve service is obviously going to be held on Christmas Eve, but the Carol Service can be held at any time we choose. Some churches will hold it on Christmas Eve afternoon, but for St Philips many of our families will already have gone away, so we tend to hold it one or two Sundays before Christmas, depending on what else is happening in the local area.

Having set the dates, the various teams start to plan. The order of service for the Carol Service is based on the Nine Lessons and Carols' theme, so the readings are very familiar but our administrator has to prepare an order of service. The order of service for Christmas Eve will depend on whether we are in Year A, B or C as this will determine the readings and prayers.

The Director of Music will start to think about what music will be played at each service. The Carol Service will have a mixture of carols sung by the congregation, the children and the choir, which need to fit with the readings. For the last two years we have had a choral quartet leading our singing at our Christmas Eve service and the performers need to be booked and settings chosen.

The decorating team start to think about what the theme of the decorations should be and we book our Christmas tree from Rassells. Did you know that the LAMDA students carry the tree over to the church each year after their Carol Service? It takes about 20 students to transport it. We also have to book someone to come along with a scaffolding tower to secure it (and decorate the upper branches).

As we get into December the preparations gear up. The catering team calculate quantities of mince pies and mulled wine, the flower team source flowers, 100s of candles are bought and trimmed, the crib is erected, the decorations are put up, the church is cleaned and then over 100 people come to join in two wonderfully evocative services, praising God for the birth of his Son.



Independent Auditors' Report

To the District Church Council of St Philip's Church, within the Parish of St Mary Abbots with Christ Church and St Philip, Kensington

It is the policy of the Parochial Church Council of St Mary Abbots with Christ Church and St Philip, Kensington to delegate matters to the individual churches within the Parish to the fullest extent possible. This includes practical management of the finances, within the PCC's wider overall responsibility. Accordingly this report and the associated accounts have been prepared on a non-statutory basis but in the same manner as would apply if St Philip's Church were an independent parish, and in accordance with the Church Accounting Regulations 2006 and section 144 of the Charities Act 2011. References in this report or the accounts to this or other legislation or any other guidance or directions are to be construed accordingly.

We have audited the financial statements of St Philip's Church, Kensington District Church Council for the year ended 31 December 2014 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Church Council, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Council those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Council and the Council's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the District Church Council and auditors

As explained more fully in the Statement of the Church Council's Responsibilities, the Council is responsible for the preparation of the financial statements and ensuring that they give a true and fair view.

We have been appointed as auditors in under section 144 of the Charities Act 2011 and report in accordance with regulations made under section

154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). These standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by error or fraud. This includes an assessment of: whether the accounting policies are appropriate to the church's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the church's affairs as at 31 December 2014 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirements of the Charities Act 2011.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Annual Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or

- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Roger Sutton & Co

Chartered Accountants and Statutory Auditor

79 High Street, Teddington, Middlesex, TW11 8HG

19 March 2015

Statement of the District Church Council's Responsibilities For Preparation of the Financial Statements

The District Church Council is required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the church as at the end of the financial year and of its financial activities for the year to that date. The financial statements must be prepared in compliance with applicable accounting standards. The District Church Council is also responsible for maintaining adequate accounting records, for safeguarding the assets of the church and for preventing and detecting fraud and other irregularities.

In preparing these financial statements, the District Church Council has ensured that suitable accounting policies have been selected and used, applied consistently and supported by reasonable and prudent judgements and estimates, have taken account of income and expenses relating to the period reported on whether or not they have been received or paid in that period, and they have prepared the financial statements on a going concern basis.

Statement Of Financial Activities

For The Year Ended 31 December 2014

	Notes	Unrestricted 2014 £	Restricted 2014 £	Total 2014 £	Total 2013 £
Incoming Resources					
Voluntary income	2a	94,271	4,726	98,997	62,631
Activities for generating funds	2b	93,915	867	94,782	77,021
Investment income	2c	247	–	247	405
Church activities	2d	18,660	–	18,660	17,455
Other incoming resources	2e	2,520	–	2,520	7,358
Total Incoming Resources		209,613	5,593	215,206	164,871
Resources Expended					
Costs of generating voluntary income	3a	582	–	582	79
Fund-raising trading costs	3b	12,969	139	13,109	11,917
Church activities	3c	140,554	13,274	153,828	197,023
Governance costs	3d	11,031	–	11,031	9,755
Total Resources Expended		165,136	13,413	178,549	218,774
Net Movement In Funds		44,477	-7,820	36,657	-53,903
Transfer between funds		–	–	–	–
Net Movement In Funds After Transfers		44,477	-7,820	36,657	-53,903
Balances brought forward at 1 January 2014		35,370	8,548	43,918	97,821
Balances carried forward at 31 December 2014		79,847	728	80,575	43,918

The Notes on pages 28 to 35 form part of these accounts.

Balance Sheet

As at 31 December 2014

	Notes	2014 £	2013 £
Fixed Assets			
Tangible assets	6	6,700	7,619
Current Assets			
Debtors	7	13,506	4,733
Short term deposits		60,298	30,051
Cash at bank and in hand		11,876	8,687
		85,681	43,471
Liabilities:	8	11,807	7,172
		73,874	36,299
Net Current Assets		73,874	36,299
Total Assets Less Current Liabilities		80,575	43,918
Funds:			
Unrestricted – General	9	79,847	35,370
Restricted funds	9	728	8,548
		80,575	43,918

Approved and signed on behalf of the DCC by:

David Walsh
Chairman

Rupert Steele
Hon Treasurer

16 March 2015

The Notes on pages 28 to 35 form part of these accounts.

Notes To The Accounts

For The Year Ended 31 December 2014

I. Accounting Policies

a. Accounting convention and accounts preparation

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the Charities SORP 2005.

The financial statements have been prepared under the historical cost convention. They include all transactions, assets and liabilities for which the DCC would be responsible in law if it were a PCC. They do not include the accounts of church groups that owe their affiliation to another body, nor those that are informal gatherings of church members.

b. Funds

Unrestricted Funds are general funds and which can be used for DCC ordinary purposes, while Designated Funds are monies set aside by the DCC out of unrestricted funds for specific future purposes or projects.

Restricted Funds represent:

- (i) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and
- (ii) donations or grants received for a specific object or invited by the DCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

Three restricted funds (the Improving St Philip's Fund, the Maintenance Fund and the Piano Fund) were in place during 2014, to help fund improvements to the building, to accommodate donations and legacy income for maintenance, and to refurbish the church's concert grand piano. The Improving St Philip's Fund (formerly the 150th Anniversary Fund) was dormant in 2014; the Maintenance Fund was fully spent in the year and the Piano fund had net income of £728.

c. Incoming Resources

All incoming resources are accounted for gross.

Voluntary income

Planned Giving and Collections are recognised when received. Income tax recoverable on Gift Aid donations is recognised when the donation is made, or (if later) when the

amount due is assessed. Grants and legacies are recognised when received or (if earlier) a legal entitlement to a definite amount has arisen.

Income from Investments

Interest entitlements are accounted for as and when they are credited.

All other income

All other income is recognised when it is receivable.

d. Resources Expended

Resources expended are accounted for on an accruals basis and are accounted for gross.

Church Activities

The Diocesan Common Fund is accounted for when paid. Any amount unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the Balance Sheet.

e. Fixed Assets

Tangible fixed assets

Tangible fixed assets are included in the balance sheet at cost or at market value at the date of the gift. Depreciation is provided on all tangible fixed assets at rates calculated to write off the full cost or valuation less estimated residual value of each asset over its estimated useful life.

The principal rate in use is:

Equipment	25% on cost
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	Unrestricted	Restricted	Total	Total
	2014	2014	2014	2013
	£	£	£	£

2. Incoming Resources

a. Voluntary income

Tax-efficient planned giving	30,634	–	30,634	38,149
Other planned giving	–	–	–	–
Tax-efficient collections at services	8,704	–	8,704	3,694
Other Collections at services	424	–	424	1,286
Other donations (tax efficient, non-recurring)	2,405	3,845	6,250	6,937
Other donations	716	–	716	530
Income tax recoverable	13,739	400	14,139	6,435
Legacies	31,000	481	31,481	2,600
Grants	6,650	–	6,650	3,000
Total Incoming Resources	94,271	4,726	98,997	62,631

b. Activities for generating funds

Fund raising activities	–	867	867	–
Lettings	93,915	–	93,915	77,021
	93,915	867	94,782	77,021

c. Investment Income

Bank and CBF deposit interest	247	–	247	405
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d. Income resources from Church Activities

Statutory fees	332	–	332	199
Trading - income from church events & meals	678	–	678	806
Trading - Lettings for mission purposes	17,650	–	17,650	16,450
	18,660	–	18,660	17,455

Total Incoming Resources	159,271	5,600	164,871	155,437
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	Unrestricted	Restricted	Total	Total
	2014	2014	2014	2013
	£	£	£	£
e. Income resources from Church Activities				
Receipts from St Mary Abbots for clergy costs	-	-	-	4,958
Administration payment from Diocese	2,520	-	2,520	2,400
	2,520	-	2,520	7,358
Total Incoming Resources	209,613	5,593	215,206	164,871

3. Resources Expended

a. Costs of generating voluntary income

Stewardship and appeal running costs	582	-	582	79
	582	-	582	79

b. Fundraising Trading costs

Salary costs for hall lettings	12,479	-	12,479	11,643
Cleaning for hall lettings	377	-	377	254
Other fundraising trading costs	113	139	252	20
	12,969	139	13,109	11,917

Sunday school	3,766	-	3,766	199
Flowers	975	-	975	1,023
Refreshments	590	-	590	403
Organist and music costs	6,564	-	6,564	6,205
	179,432	11,509	190,942	113,898

	Unrestricted	Restricted	Total	Total
	2014	2014	2014	2013
	£	£	£	£
c. Church Activities				
Mission giving and donations	782	–	782	539
Diocesan parish share contribution				
Diocesan Common Fund	60,000	–	60,000	57,200
Other Diocesan clergy costs	17,585	–	17,585	16,975
Salary costs for Church Activities	21,079	–	21,079	19,761
Clergy expenses	9,364	–	9,364	9,207
Mission and evangelism costs including publicity	7,800	–	7,800	1,698
Church running expenses		–		
Church Maintenance	2,596	13,274	15,870	4,699
Insurance	4,911	–	4,911	5,022
Upkeep of services, booklets, flowers	3,599	–	3,599	4,190
Music costs	1,744	–	1,744	1,471
Sunday School	413	–	413	741
Cleaning costs	377	–	377	254
Church utility bills	8,648	–	8,648	9,814
Cost of trading - church events	540	–	540	590
Major repairs to church building	–	–	–	–
New building work and alterations to church	1,116	–	1,116	64,862
	140,554	13,274	153,828	197,023

	Unrestricted	Restricted	Total	Total
	2014	2014	2014	2013
	£	£	£	£
d. Governance costs				
Audit fees	3,500	–	3,500	1,950
Bank charges	613	–	613	645
Support costs: administration	1,914	–	1,914	2,533
Production of annual report	823	–	823	798
Depreciation	4,182	–	4,182	3,694
Losses on disposals of fixed assets	–	–	–	135
	11,031	–	11,031	9,755
Total Resources Expended	165,136	13,413	178,549	218,774

4. Staff costs and Payments to DCC Members

a Wages

In 2014 an Administrator, Caretaker, Children's Ministry Leader and Caretaker were employed at St Philip's. The total pay was £32,460 plus social security costs of £1,098. There were no pension costs and none of the employees earned over the lower limit for individual disclosure of £60,000.

b. Payments to DCC members

Payments totalling £10,735 were paid to four Church Council members during the year ended 31 December 2014. These comprised reimbursed expenses. All the underlying costs are accounted for according to the category in which they fell.

5. Analysis of Net Assets by Fund

	Unrestricted	Restricted	Total
	Funds	Funds	2014
	£	£	£
Fixed assets	6,700	–	6,700
Current assets	84,953	728	85,681
Current liabilities	-11,807	–	-11,807
Fund balance	79,847	728	80,575

6. Tangible Fixed Assets

	Equipment £	Total £
Cost:		
At 1 January 2014	14,775	14,775
Additions	3,263	3,263
Disposals	–	–
At 31 December 2014	18,037	18,037

Depreciation:

At 1 January 2014	7,155	7,155
Provision for the year	4,182	4,182
Depreciation on disposals	–	–
At 31 December 2014	11,337	11,337

Net book value:

At 31 December 2014	6,700	6,700
At 31 December 2013	7,619	7,619

7. Debtors

	2014 £	2013 £
Income tax recoverable	3,192	–
Accrued income from hall lettings	9,365	3,930
Other debtors	950	803
Total	13,506	4,733

Deferred

Accruals

8. Liabilities

	2014	2013
	£	£
Other creditors	8,993	4,736
Deferred income	314	546
Accruals	2,500	1,890
Total	11,807	7,172

9. Movements of funds

	Balance as at 1 January 2014	Net income/ (expenses) in the year	Transfer between funds	Balance as at 31 December 2014
	£	£	£	£
The Unrestricted Fund comprises:				
General	35,370	44,477	–	79,847
The Restricted Fund comprises:				
The Maintenance Fund	8,548	-8,548	–	–
The Piano Fund	–	728	–	728
The Improving St Philip's Fund	–	–	–	–
	8,548	-7,820	–	728
Total	43,918	36,657	–	80,575

Questions about faith; baptisms, weddings, funerals



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Administrator

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Hire of church halls

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Liz Christie



Church Wardens

Peter Burney



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Safeguarding Officer

Peninah Kamatsiko

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Children's Ministry

Erica Roane

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If you want at any time to check the latest arrangements for our Sunday services, you can find the details online at www.tinyurl.com/specrservices.

Those of you with Twitter accounts can follow St Philip's – our own account is at www.twitter.com/stphilipsw8

St Philips

Earl's Court Road, London, W8 6QH

St Philip's is part of the Parochial Church Council of the ecclesiastical parish of St Mary Abbots with Christ Church and St Philip, Kensington, Registered Charity number 1132235