



St Marylebone
Parish Church

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

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

for the year ended 31st December 2020

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

www.stmarylebone.org

Registered Charity Number: 1129435

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

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Annual Report for Year Ending 31st December 2020

1.0 Background

The Parochial Church Council ('PCC' or 'Council') is a body corporate and a registered charity (1129435), which has various functions, powers and responsibilities conferred on it under ecclesiastical law, and its membership, officers, standing committee and conduct of meetings are also governed by ecclesiastical law.

This report concerns the PCC and the activities of the parish generally for the ecclesiastical parish of St Marylebone with Holy Trinity, St Marylebone ('St Marylebone' or 'the parish') in the Archdeaconry of Charing Cross in the Church of England Diocese of London. Since early 2016, the Archdeaconry has been termed "The Archdeaconry of the Two Cities" and is served by the Archdeacon of London and the Archdeacon of Charing Cross. The area of the parish is approximately half a mile across by one and a half miles North to South in London districts W1 and NW1. It extends from Baker Street and Park Road in the West to (approximately) Great Portland Street and The Broad Walk (Regent's Park) in the East, and from Prince Albert Road in the North to (approximately) George Street and Queen Anne Street in the South. Regent's Park (including the Central London Mosque, US Ambassador's residence (Winfield House) and part of the London Zoo) comprise just over half of the area of the parish; the remainder is medical, office and residential buildings and streets with a resident population of more than 7,500 (including Harley Street, many hospitals, corporate head offices, the Royal Academy of Music, Madame Tussaud's, Baker Street, Regent's Park and Great Portland Street Underground stations and several parts of Westminster University as well as Regent's University).

Public Benefit and Object of the Charity

The PCC ("the Trustees") have had regard to the Charity Commission guidance on public benefit; the principal function of St Marylebone's PCC is co-operating with the Rector in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It also has responsibility for the St Marylebone Healing & Counselling Centre (St Marylebone HCC) based in the crypt of the parish church, direct maintenance responsibilities for the parish church, and Church House, 38 Nottingham Place (sold during 2020), and some maintenance responsibilities (but not ownership of) The Rectory, 21 Beaumont Street.

2.0 Membership and Organisation

2.1 Membership

Members of the PCC ("the Council") are elected by the Annual Parochial Church Meeting ('APCM') or co-opted by the Council, in accordance with the Church Representation Rules. It has been the practice of the parish to elect ten representatives of the laity by the APCM (although fifteen is the norm for parishes with over 200 people on the Electoral Roll). To stand for election a parishioner must be over 16 and on the parish church's Electoral Roll: if over 18, candidates must have also been on the Electoral Roll for six months. In addition, up to five members of the Deanery Synod are elected for a triennium. Membership of the Deanery Synod enables members to be ex officio members of the Council.

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

appointed Churchwarden and those in situ. The Crown Warden is appointed by the Crown (on the Rector's recommendation) to serve for an indefinite period.

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

Employees of the PCC in receipt of remuneration are not generally allowed also to be on the PCC.

The APCM has the power to change various provisions, including the number of members it elects (effective from the following year), whether members serve for one or three years, the practice of not reappointing retiring representatives, conducting elections by the single transferable vote method, allowing postal votes, etc.

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

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

Name, Office Held	Appointing Office	Term of Office
The Revd Canon Dr Stephen Evans		
<i>Rector of St Marylebone with Holy Trinity, St Marylebone</i>	The Crown	Ex officio
The Revd Jack Noble		
<i>Assistant Curate of St Marylebone with Holy Trinity, St Marylebone, Chaplain</i>	The Rector	Ex officio
The Revd Katy Hacker Hughes		
<i>Assistant Curate of St Marylebone with Holy Trinity, St Marylebone, Priest Pastor</i>	The Rector	Ex officio from 1 September 2019
Emeka Onah		
<i>Crown Warden</i>	The Crown	Ex officio
Brenda Elise Ormerod		
<i>Churchwarden</i>	Vestry	Ex officio until Vestry 2021
<i>Hon. PCC Secretary</i>	PCC	Ex officio until PCC 2021
<i>Deanery Synod Representative 1</i>	APCM	Until 2023
Frances Endres		
<i>Churchwarden</i>	Vestry	Ex officio until Vestry 2021

Andrew Hine		
<i>Crown Sidesman</i>	The Crown	Ex officio from 30 th April 2019
R Wyndham Lloyd Davies		
<i>Deputy Churchwarden</i>	APCM on the advice of the Rector	Ex officio
VACANT		
<i>Deanery Synod Representative 2</i>	APCM	Ex officio until 2023
Caroline Morton		
<i>Deanery Synod Representative 3</i>	APCM	Ex officio until 2023
Ann Marie Johnson		
<i>Deanery Synod Representative 4</i>	APCM	Ex officio until 2023
Samantha Gunaskera		
<i>Deanery Synod Representative 5</i>	APCM	Ex officio to 2023
Beth Kostick	APCM	Until APCM 2022
<i>Treasurer</i>	PCC	From PCC stood down 31 August 2020
Thomas F Moore	APCM	Until APCM 2021
<i>Treasurer</i>		From 1 September 2020 until APCM 2021
Roger Lee	APCM	Until APCM 2023
Gordon Rider	APCM	Until APCM 2023
Emily Maynard	APCM	Until APCM 2021
Alex Endres	APCM	Until APCM 2022
<i>Electoral Roll Officer</i>	PCC	Until PCC 2021
Paul Humberstone	APCM	Until APCM 2022

2.2 The Parochial Church Council

The PCC met seven times during the year from 1st January 2020 to 31st December 2020 (eight times in the previous year). The following were invited as ex officio observers because of their roles within the Parish Church: Adé Adigun (Children's Champion), Jo Sumpter (Adults at Risk Champion), Stuart Page (Operations' Director), Suzanne Hyde (Director of Clinical Services of the St Marylebone Healing and Counselling Centre), Margaret Sykes (Practice Manager of the St Marylebone Healing and Counselling Centre), Matthew Butler (Families Ministry Lead), Gavin Roberts (Director of Music); William Everitt (Safeguarding Officer); Ginny Walton (Activity Manager, *Changing Lives*), Rachael Church (Development Director).

2.3 Committees

The PCC has one Committee:

Standing Committee

This committee, required by law, comprises the Rector, the Crown Warden and the two Churchwardens as ex officio members and the Hon PCC Treasurer along with the Crown Sidesman. Since his appointment, the Operations' Director, Stuart Page, has been in attendance at all meetings of the Standing Committee. The Standing Committee has the power to transact the business of the Parochial Church Council between meetings, subject to any directions given by the Council. The practice has been for the committee to be able to authorise expenditure of up to £2,000 without reference to the Council (revised September 2010), to interview and make staff appointments on behalf of the Council, and to consider policy matters and make recommendations to the Council. Its minutes are recorded, but not normally received by the Council.

The Committee met five times in 2020 (2019: seven). Attendance 91% (2019 average 94%).

2.4 Professional Advisors and Services

Professional Advisors and Services

The following continued to serve in the year, and the PCC would like to thank them for all they do for the parish church:

Bank	Barclays Bank plc Barclays Business Centre 9 Portman Square London W1A 3AL
Inspecting Architect	Oliver Caroe, BA (Hons), Dipl. Arch Cantab., RIBA, AABC Office 5, Unit 8 23 - 25 Gwydir Street Cambridge CB1 2LG 01223 472237 info@caroe.com
Auditor	Mr Mark Tullett, FCA Civvals Limited Chartered Accountants and Statutory Auditors 50 Seymour Street WIH 7JG

3.0 Electoral Roll, Sidesmen and Registers

3.1 Electoral Roll

There were 432 (269 2019) individuals on the Electoral Roll for 2020 – 2021. Of these, 30 were residents and 402 non-residents. This was the second year of the current cycle.

2019 saw the beginning of a new 6-year cycle for the Electoral Roll. This meant that the previous electoral roll was archived, and we started afresh asking people to re-submit electoral forms to re-join the roll.

3.2 Sidesmen

A full team of sidesmen and welcomers has been operating throughout the year when the parish church was open for public worship. Since July 2020, they, together with the Churchwardens, have been responsible for the implementation of the required Covid protocols to enable worship to take place in a socially distanced manner and this has been an additional burden with which all have assumed with proficiency and good humour.

There were a total of 16 people named in the last report as regular sidesmen and these all remain, although not all have been able to serve throughout 2020 for various reasons, including those resulting from the Covid pandemic. In addition, 10 further sidesmen and welcomers have been appointed since the last annual report, including Paul Loosley, Gordon Rider and Ann Marie Johnson who all cover the 11am service. Furthermore, the numbers attending the 8.30am service had expanded to such an extent that for much of 2020 it was necessary to have two sidesmen and welcomers at those services and this required further appointees drawn from the parents of those members of Young Church who had begun to attend the 8.30am service. These are Sara Kutner, Sam Gunasekera, Yang Jie, Clare Beckford, Carol Lewis, Veronika Seifert, Kaynoosh Pouyamajd and Rafaela Perera. Both Sam and Rafaela have also served at the 11am service and we are very grateful to all the sidesmen and welcomers who have been appointed since the last annual report for the work which they have done and indeed, we are grateful to our longstanding sidesmen and welcomers who were in place before 2020 and have remained in their role for the last year.

In 2021 therefore, there is a total of 26 people for appointment as regular sidesmen and welcomers. They are Natasha Back, Roy Bennett, Matthew Denny, Colin Dix, Mary Dix, Julia Flower, Leanne George, Paul Humberstone, Tina Onah, Ngozi Onyiaha, Elizabeth Queenan, Lucy Quick, Francis Roodt, Cecilia Tjornby, Rob Wijeratna, Kathryn Wycoff Gross, Paul Loosley, Gordon Rider, Ann Marie Johnson, Sarah Kutner, Sam Gunasekera, Yang Jie, Clare Beckford, Carol Lewis, Veronika Seifert, Kaynoosh Pouyamajd and Rafaela Perera.

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

The Autumn reception, which was instituted in 2019 for the sidesmen and welcomers and their reserves, could not be held in 2020 because of the restrictions and we look forward to it being reinstated in 2021.

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

As ever, St Marylebone and the Crown Sidesman warmly thank all those who voluntarily undertake the duties of a sidesman and welcomer. Their role in ensuring that the congregation feels welcomed and well attended at each service is an important one. In addition, their dedication and willingness to commit to this duty is very much appreciated.

3.3 Servers

The important lay ministry of our servers and Eucharistic Assistants has sadly fallen victim to COVID precautions. It remains a priority and will be restored as soon as safely possible.

4.0 Music and Special Services

Despite the limitations caused by the Covid-19 pandemic throughout most of 2020, the music department has remained dedicated to St Marylebone, and has been a central part of the amazing efforts of the parish church to be a ‘beacon of hope’ in these troubled times. The year began with a three-month sabbatical for our Director of Music, Gavin Roberts, and we are very grateful to Dr Geoffrey Webber for taking the reins in Gavin’s absence. Dr Webber gave the choir a rigorous musical training, maintaining our high standards as well as our unique level of care for liturgical music-making. The experience was also a good opportunity for Jamie Rogers, our Assistant Director of Music, and Callum Anderson, our Organ Scholar to gain some added responsibility, as well as to work with a fresh musical perspective – something essential to any decent training. Callum left us in September, having graduated from a Master’s Degree at the Royal Academy of Music in Historical Performance, and took up the post of Director of Music at St Peter’s Church, Chiswick.

Of course, the ‘sabbatical’ gained something of an unwelcome extension, as no public worship took place at St Marylebone from mid-March until early July. Nonetheless, our musicians kept busy by creating online musical content throughout the enforced isolation. From recorded liturgical music for Holy Week, a rendition of Mascagni’s *Easter Hymn* for Easter day, to numerous anthems, songs and hymns, all recorded and filmed from the choir members’ own homes, not only did the musicians of the parish church provide spiritual sustenance for our new ‘online YouTube’ congregation, but we all realised more than ever before, how valuable is our ‘in-person’ music-making, as well as being a part of the parish church community. The Director of Music has also gained new skills in video editing!

The Covid-19 pandemic has had a significant impact on the livelihoods of those who work in the performing arts, and yet St Marylebone has been a huge support to its musicians, providing some of the rare in-person musical employment possible during the restrictions. Sadly, Jamie Rogers, our Assistant Director of Music has been ‘furloughed’ for most of the year, but the few times he was able to join us (one Sunday in November before a month lockdown, and most especially for our ‘Nine Lessons and Carols’ on 20 December), we were reminded of his considerable skills as an organist. and await his return eagerly. Joshua Simoes joined us in September as our Organ Scholar and has already shown himself to be a very sensitive and very able musician. With Jamie on furlough, Joshua had something of a ‘baptism of fire’ in bearing the lion’s share of the liturgical accompanying in his first two months in post. On his second Sunday, the Rector requested Grayston Ives’ demanding *Missa Brevis*, and Joshua acquitted the organ accompaniment with aplomb. We only hope that he will be able to further benefit from the rich musical life that St Marylebone has to offer, as the pandemic eases. The musical forces employed for public worship, since it resumed on 5 July, have been dictated by government restrictions, and St Marylebone has taken advantage of what was possible at all times. We were lucky to have a quintet of singers for the months of September, October and December, and a solo cantor in July and August (public worship was banned for most of November). Whilst this has been a wonderful opportunity to keep alive the musical spirit of the parish church, as well as hear some of the very fine solo voices in our choir, we look forward to the day when all ten voices can return (something heard for one night only at our Nine Lessons and Carols!) to being the well-oiled musical machine of which St Marylebone is so proud.

Our monthly Sunday afternoon organ recitals were able to resume for just two months. On 1st November, Eleni Keventsidou was joined by violinist Stelios Chatziiosifidis, and on 6th December, Gavin Roberts played the ‘Advent Organ Meditation’, which included a performance of Nico Muhly’s atmospheric ‘O Antiphons’. Gavin was joined by cantor Helen Stanley, and readers Fr Jack Noble and Rosamund Shelley. The performance is available on the parish church’s YouTube channel.

Sadly, *The St Marylebone Festival*, which was due to run from 18-24 July, and which is normally a musical highpoint of the year, had to be cancelled. That said, all the performers who were to take part offered performances and tributes in an online Festival concert on 24th July, which helped to raise funds for the music department, as well as the future of the festival. We received recorded video contributions from John Rutter, Joanna MacGregor, Madeleine Holmes, Rosamund Shelley, Clare Hoskins (oboe), Amanda Pitt (soprano), Jamie Rogers (organ), not to mention Fr Jack Noble's informative and witty reports from various blue plaques from around the parish. The festival has become a central part of the *Changing Lives* project, and a wonderful vehicle for bringing to life the many remarkable stories of St Marylebone's cultural history, and we look forward to resuming live performances (hopefully with audiences) from 18-23 July 2021.

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

5.0 Mission and Local Outreach

5.1 Covid-19 Pandemic

St Marylebone Parish Church has, throughout 2020 with its many challenges, continued to be a place of active and engaged Christian witness, set at the heart of central London. Whilst the parish church was not, due to the many and varied COVID-19-related restrictions, able to be as hospitable to educational and cultural events as we might have wished, we continued to achieve the highest standards of welcome, service and delivery we were able to provide.

With a history stretching back more than 900 years, the parish church continues, whatever the circumstance, to offer worship to almighty God. One of the many sadnesses experienced in 2020 was seeing the Choir reduced from 10 voices to 5 voices to just a single cantor. Furthermore, a healthy and flourishing congregation, which had numbered over 100 at the 8.30 am service on a Sunday in addition to the 200 – 300 at 11 am was reduced at times of forced closure to 0. However, whenever the Government allowed the parish church to be open for public worship and/or private prayer it was.

For nearly 40 years, St Marylebone Parish Church has been pioneering the work of Christian healing and throughout the pandemic the internationally respected Healing and Counselling Centre (HCC) which offers low-cost psychotherapy and spiritual direction has kept operating, indeed our psychiatrists and psychotherapists have engaged in new work with widening client groups – much of the work being online via video conferencing facilities.

Throughout the pandemic chaplaincy has continued to be offered to King Edward VII's Hospital and The London Clinic. An online memorial Service was recorded for broadcast in the parish for The London Clinic.

It was good that the Marylebone Health Centre has stayed open throughout 2020, although much of its work has also moved online.

Young Church continues to flourish, thanks in large part to Matthew Butler, our Families' lead. Matthew has become an online script writer, producer, broadcaster and presenter extraordinaire!

Fr Jack not only worked tirelessly to keep up the morale of team members through the long Covid days but also continued his much-appreciated work supporting The St Marylebone Church of England School and The St Marylebone Church of England Bridge School. It has also been very encouraging to have been joined through the year by a new cohort of students at the start of their

studies. School governors have continued to meet online as has the Marylebone Forum.

St Marylebone Parish Church's £10 million transformative project, the St Marylebone *Changing Lives* project, funded partly by the National Lottery Heritage Fund moved into the Delivery Phase of the project in 2020 and the Construction phase of work began on site on 11th January 2021 under the project construction team led by the Sir Robert McAlpine Special Projects Team. It is expected that the team will be on site until early June 2022.

In order to underwrite the Round Two application to the National Lottery Heritage Fund, the painful decision to sell Church House, 38 Nottingham Place was made by the PCC and endorsed by the Diocese of London in its role as Custodian Trustee. The sale completed in early March 2020 and the proceeds have been deposited with CCLA. The PCC's expectation is that the sale value will be recouped over a number of years allowing the sale proceeds to be used to enable the *Changing Lives* project to be delivered in a timely manner.

The decision was made in March 2020 not to furlough the in-house *Changing Lives* team. This proved a wise move and not only allowed the construction phase of the project to begin on time and within budget but saw Rachael Church, the Development Director, raise £1 million in grants and donations throughout lockdown – an astonishing feat!

Very sadly, much of our face-face in-person community work ceased in 2020, but volunteers were matched to people in need throughout the darkest days of the pandemic and we worked as part of Westminster-wide 'clearing hub' in association with the Lord Mayor's Office and alongside local ward councillors. Much of Mother Katy's work as Priest Pastor has been done via telephone and email and she has joined the other members of the clergy team in providing engaging online worship.

Throughout the various 2020 lockdowns:

- Many team members moved to home working
- Some posts were redrawn and contracts varied
- A few posts were made redundant and some vacancies not filled
- Several team members were furloughed, include the Assistant Director of Music who was furloughed no fewer than three times
- Postcards and letters from the Rector have been sent to every member of the Electoral Roll and hundreds of phone calls have been made to people and local businesses with whom the parish church is in contact to check on health and mental wellbeing
- The Marylebone (NHS) Health Centre situated in the Crypt has been kept operational for its 10,000+ local patients
- The St Marylebone Healing & Counselling Centre has continued to offer low-cost and no-cost psychotherapy and counselling to those in greatest need with meetings between clients and therapists taking place online
- The clergy team has continued to make chaplaincy visits to our local hospitals, helping patients and staff through some harrowing times. The Priest Pastor has volunteered as a Chaplain at St Thomas' and Guys' Hospital.
- Local volunteers and those in need have been matched by the Rector who has worked closely with Westminster City Council, local ward councillors and the Lord Mayor's Office
- The Chaplain has been developing and implementing new and creative ways to keep the parish church's two schools' most vulnerable students safe and to support students, staff and families
- The Rector has continued to participate in Governing Body meetings held via Zoom
- A new 'Virtual Church' portal, where everyone can find a link to 'Spiritual Gym', 'Healing Services', Sunday and weekday Eucharists and music, has been set up by the Rector's Personal assistant and Parish Administer, who also continues to manage all phone calls and emails made

to and sent to the Parish Office.

- The building has been kept safe and secure; alarms have been monitored and attended to, and even the drains have unblocked
- The *Changing Lives* project to conserve and extend the parish church's community's reach has continued unabated with architects, surveyors, project managers, heritage programmers, etc., all meeting online via Zoom
- All team members have been equipped to work from home
- Every Friday throughout lockdown fourteen team members have met via Zoom, updating each other on what they are doing and achieving on behalf of the congregation and community.

Covid-19 has meant that everyone has had to refine and adapt well-worn methods and discover new ways of sharing the Gospel, whilst continuing to offer the very best we can to almighty God in worship and service.

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

5.2 Post Balance Sheet Events

There have been few items since 1st January 2021 to report, the major event being that the parish church's £10 million transformative project, the St Marylebone *Changing Lives* project, funded partly by the National Lottery Heritage Fund moved into the Construction Phase, on time and in budget, on 11th January 2021 under the project construction team led by the Sir Robert McAlpine Special Projects Team. It is expected that the team will be on site until early June 2022.

On 22nd February 2021, H M Government announced its 'Roadmap out of lockdown' which will, it is hoped, see the country return to more familiar ways of worshipping, socialising and working.

5.3 Music for the Moment

MfTM is in abeyance due to COVID, but friendships and communication between our partner institutions remain strong. SMPC suggested possible collaborations even with the current restrictions. These haven't proved possible, but the 'can do' attitude and willing service of the parish church will ensure a return as soon as safely possible.

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

St Marylebone Parish Church and our schools have continued to support this important work in our community with considerable Harvest Offerings, warm clothing and spare sandwiches/salads from the school canteen. These relationships have further strengthened this year (and with Christ Church Bentinck and Christ Church, Albany St, primary schools, and St Paul's and St Mary Magdalene parish churches) with the hugely successful Christmas and January food hamper and Christmas Dinner and Daunt Book Voucher appeal and distribution.

5.5 20s - 30s

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

Last year's hopes for a growing and increasingly 'sticky' 20-30s group have been exceeded. We now have a flourishing constituency of students and young professionals. Vocation conversations, Baptism and Confirmations, pastoral phone calls and walks in the park (in this group and across the

congregation), friendship groups (especially given the isolation and lack in London during COVID) have flourished. Matters Arising, students regularly at Wednesday and Sunday Eucharists and Morning and Evening Prayer, reading at services and clicking slides, fielding teams and leading quizzes in our and neighbouring parishes, and lots of other things attest to this. This has been a very exciting development this year – thanks be to God!

5.6 The St Marylebone CE School (Pastoral)

Our School continues to be an outstanding community of education, personal flourishing and deep faithful development. Curricular and extra-curricular provision looks very different at the moment, of course, but it continues to be exceptional. As ever, St Marylebone has led the way. In this instance, by wisely and sensitively providing a huge variety of online approaches. Our teaching, online groups and gatherings, pastoral care, skills development in staff and students, and living out of our faith identity has continued imaginatively and effectively. The Governing Body, Ms Pugh and her Senior Leadership Team have once again proved themselves to be as amazing as we knew them to be.

5.7 The St Marylebone CE Bridge School (Pastoral)

The educational and human excellence of The Bridge School is undimmed. The quality of support, faith and learning in school and at home clearly demonstrate this.

Baptism and Confirmation preparation (like so many things) in both schools continue wholeheartedly until such a time as these Services become possible.

5.8 Online Ministry

The use of social media in Advent and Lent, and throughout the first lockdown, has continued to help people grow daily in faith. Levels of interaction have been very good. Since Advent 2020 this also now includes *every* member of the SMPC staff team contributing. Encouraging lay staff (who may or may not have an active faith themselves) to offer the Church's ministry in this way and grow in confidence as people who inhabit and articulate The Faith to the world today has been a small but important development.

Our online provision of Eucharists, tous and other 'tit-bits' on the YouTube Channel has also broadened our offering and been very warmly received.

The monthly 'Matters Arising' discussion group and a Lent Book Group have been very well attended. They have proved a good means of discipleship and the nurturing of authentic Christian community, even despite the challenges of relating on zoom.

6.0 Chaplaincy to The St Marylebone CE Schools

6.1 Chaplaincy to The St Marylebone CE School – Some highlights

Chaplaincy in the height of lockdown one was continued as well as possible. One particularly well used and received resource was a series of 6 mini videos on the school website with Fr Jack speaking straightforwardly about 'Loss, death and grief'. Even months later students continue to say how helpful and comforting these resources are proving. One other little example is a Jesuit inspired 'Examen' (end of the day reflection and prayer) PowerPoint Fr Jack sent to all school families in Lent 2020. This was intended to help families process the endless lockdown malaise as well as possible – reducing conflict and despair and encouraging gratitude and positive engagement with each day. It was very heartening to receive, for example, an email from a family that gathered every day in the

evening to pray the Examen PowerPoint together throughout Lent.

Very sadly a year 10 student died of cancer in Spring 2020. Immediate and ongoing support and care of her family and friends has been a challenge with all that COVID has also brought, but this challenge has been met very well by Fr Jack and school pastoral staff.

One-to-ones with the Chaplain, especially as requested by 6th Formers, have flourished this year. Deep and life-giving conversations about God, the universe and everything have been a real highlight, and seen people return to the Sunday Eucharistic heart of the Church.

Smaller weekly Eucharists for form groups two-by-two in a COVID safe manner have been moving, intimate and rich opportunities for discipleship.

Fr Jack has very much enjoyed sitting in the sunny courtyard chatting with the small groups of students and staff who remain in school. Relationships, pastoral care and the reality of a life of faith has blossomed out of these interactions.

One of the challenges of faith in school is the aridity of perspective that is sometimes engendered by the RE curriculum. Faith *can* become a list of facts, or intellectual problems viewed at arm's length. Fr Jack has very much enjoyed delivering lessons, hosting Q&As, curriculum content on Milton's Paradise Lost, etc., that re-enflesh what it means to be a person of faith actually *doing* life with God. The response to these has been very positive. Helping students and staff to see The Faith from *within* a living relationship with God continues to be a privilege and a challenge for the year ahead.

Fr Jack has also seen real evidence of 'dots being joined up' this year. New Bible quotations displayed on corridor walls has brought the nature of our Anglican foundations into our lived environment afresh. Even more significantly, in the last year the approach of staff to Themes of the Week in Thoughts for the Day, Assemblies etc feels less like 'shoe-horning God in' (as it has been sometimes), and more and more like theology bubbling up from our deep and defining bedrock.

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

When it has been possible, Eucharists, parish church visits etc. have continued. In latter months online Afternoon Reflections and assemblies have carried even more weight. It has been a joy to hear of instances like a young boy from a Muslim home devising and leading the prayer at the end of an Afternoon Reflection (a clearly Christian act of worship) with care and skill. When combined with the warmth and sincerity of pastoral friendships Fr Jack enjoys with staff and students during his time in school on two days each week, the picture is very encouraging. The work of the Bridge School in education, social cohesion, faith-full Christian outreach, nurturing staff and leadership etc should make SMPC very proud.

7.0 Priest Pastor

This last year has been one which has underlined how visionary it is for a Central London parish church to create the role of Priest Pastor to be an outward facing and available ministry of healing, wholeness and pastoral ministry. Our city is full of people who want to access just that without fuss and complexity. The role fits between the world of professional therapy offered by our HCC and the sacramental life of our parish church. And the need for pastoral ministry has multiplied during this terrible year of Covid. Our 1st Sunday Choral Healing Service and our Wednesday Eucharist with prayers for healing have had to adapt, but have continued throughout, whether in person, online or a hybrid of both. Both services have grown and have received very appreciative feedback with the hope that the Wednesday one will continue to be recorded even after restrictions have lifted. It does

seem this is something rather unique that St Marylebone can offer to the wider community and clergy have been requesting copies to adapt to their own situation too. It has been good that Wednesday now has regulars, and a variety of people taking part welcoming, reading and intercessing. It has been wonderful that some people have returned to share that they have received Christ's healing in their lives, and the lives of those they pray for.

This year, a growing number of people have come for online, in person where possible, or telephone support, prayer, confession, prayer for healing and spiritual direction. Many of these are people who are very isolated, from around the country, with complex needs. Referrals have been individually, via the HCC, the Parish Office, other parish churches and healing organisations, local authorities and local clergy. Some have been referred on to for therapy, or to parish clergy in their area for practical help. I suspect that the need for a variety of support will continue to grow resulting from the fall out of Covid.

It has been good this year to engage with the diocese and wider Church, firstly as Acting Dean of Women's Ministry and then becoming a member of the Ministry of Deliverance team for the Two Cities. This latter role helps a great deal with people who come to St Marylebone with spiritual distress. I also have volunteered at St Thomas's hospital and was able to share reflections on chaplaincy recently at a Deanery Synod.

Contact has been made with our spiritual directors and I have begun to make links with the London Centre for Spirituality. I particularly enjoyed leading a Christmas reflection with the HCC team of therapists and to briefly discuss the difference between spiritual direction and therapy.

It has been good to get to know the congregation a bit better over this past year, although lockdown made this a slower process than I would have liked; nevertheless, phone call contact was better than nothing. I have enjoyed being involved in 'Matters Arising' with Fr Jack, our monthly discussion group. It was a shame that our small, socially distant group 'Sew Social' could only meet a few times, but we hope to reconvene later in the year to get going again with our sewing, knitting, crafts and vestment repairs. I have tried to keep up some CDM this year through courses and quiet days run by the diocese, *The Church Times*, Sion College, various healing organisations and St Thomas's Hospital's 'Psychological First Aid'.

I continue to give thanks that during the pandemic, I have been part of a team that remained committed to being open as much as possible, safe and available throughout the year. I am grateful to the more tech savvy members of the team who have patiently helped me to zoom, and film and upload to YouTube, skills I never thought I would have to learn.

Here's to another year of Changing Lives through pastoral ministry, healing and wholeness!

8.0 St Marylebone *Changing Lives* Project

8.1 Development/Fundraising

The Development Office at St Marylebone is celebrating a year of success despite the challenges brought by the pandemic.

January 2020 saw the launch of an official stewardship campaign aimed at increasing giving via standing order amongst the congregation and electoral role members. This campaign increased yearly giving by approx. £38,000. We were pleased with the response and thank our donors for their continued support. The Stewardship campaign will now become an annual January event. The funds raised support the general day to day running costs of the parish church, ranging from staff

costs, liturgy, music and the work of the HCC.

February 2020 saw the official launch event for the *Changing Lives* project hosted by our Patron, Dr Tristram Hunt, Director of the V&A, at The Landmark. Over 200 guests attended to hear more about our plans, and we thank the Landmark for their support in hosting this event on our behalf. The event enabled us to reach out to a number of individuals and cultivate new and existing relationships. A successful summer of fundraising followed and saw several trusts and foundations and individuals contribute major gifts to the Campaign, which gave the PCC confidence to tender for and hire a contractor as per the agreed timetable.

The Director of Development ensured the fundraising plan was continually refreshed and updated due to the changing fundraising landscape throughout 2020, and with the support of the PCC and the Rector, fundraising continued as a healthy pace despite restrictions in meeting donors face to face.

Funding of £100,000 was also gratefully received in October 2020 from the Government's Cultural Recovery Fund, which enabled us to strengthen the parish church's general finances, which had been impacted by our inability to host events and hire out key spaces. It has also enabled us to make plans for a safe reopening to visitor and income generation facilities (including the HCC) in 2021.

Christmas 2020 was a hard time for many families in the St Marylebone community, and the parish church switched its fundraising momentum towards supporting families in need over this period. Over £10,000 was raised and donated back to families and key workers in the form of books, meal vouchers and food hampers. With the help of our appeal partners the London Clinic and the Church's Revitalisation Trust, we were proud to support over a thousand people during the period December/ January with this initiative.

The Development Office now looks forward to further success in 2021.

8.2 Activity and Heritage

The Activity part of the *Changing Lives* project has been progressing well despite a number of challenges as a result of the COVID-19 global pandemic.

After establishing several partnerships throughout the Development Phase of the Changing Lives project, we have had the opportunity to deliver some exciting parts of the project and begin to share some of the hard work that has been going on behind the scenes.

Maddie Messenger joined the St Marylebone team in January 2020 as our Heritage, Learning and Communications Facilitator. Maddie settled into the role well and has proved to be a wonderful and vital addition to the team.

During 2020 we launched the St Marylebone *Changing Lives* website. This is a platform for sharing all of our heritage and project-based information. It will include up-to-date progress on the project, blogs, photographs and stories. In addition to this, we also launched St Marylebone *Changing Lives* Twitter and Instagram accounts which post heritage-based content 2-3 times per week.

Early in the year we launched our hoarding artwork project with St Marylebone CE School GCSE art students. The students created amazing paintings and sketches of famous people, past and present, associated with the area which will appear on the hoarding around the parish church and construction compound, in an art gallery style during building works. Unfortunately, due to lockdown, some work was not finished so we sent materials to students' homes and opened the project up to local and national artists with excellent results.

After lockdown lifted, we began a filming project with young people from the Fourth Feathers Youth and Community Group in Church Street. The project saw us recruit and train young people in film making with Chocolate Films and create 10 short films documenting the lives of a diverse range of St Marylebone residents and local figures. The films were completed by the end of the year, ready to be handed over to the Royal Academy of Music composition students to create the original accompanying score.

Again, unfortunately due to the pandemic, we had to cancel the 2020 St Marylebone Festival. With a lot of work and coordination from our Director of Music, Gavin, we delivered a one-off online concert which was very well received. We look forward to delivering the Festival in the building in 2021.

We continued to develop our relationship with our volunteers and recruited three new research volunteers, focusing particularly on researching the stories behind our monuments. One of the volunteers joined us on a placement as part of her university degree, which is a process we would like to explore further in the future. We also worked with four Year 12 students from the school as part of their Sixth Form Passport scheme. The students applied for the roles and were interviewed by us as part of their training. They also received training in archive research and focused on different heritage-based elements of the *Changing Lives* project.

Working with the English Folk Dance and Song Society (EFDSS) we had planned to work with the Year 9 performing arts department in delivering a whole school performance based on folk songs from the St Marylebone Workhouse. Unfortunately, this has been suspended due to COVID-19, but we have continued to work with the EFDSS who have created an online resource of research, music, song and activities for Key Stages 1-5 and SEND and community settings.

In October 2020 we recruited a consultancy as our content developers/ scriptwriters who began working with us on developing our fixed interpretation including wall displays, exhibition cabinet themes, trails and heritage based online material.

Although a number of activities have been postponed due to COVID-19 we have maintained momentum with the project and learnt how to adapt and deliver in new and innovative ways. We are looking forward to the year ahead and sharing more and more exciting activities and opportunities with our community.

9.0 Young Church and Junior Choir

9.1 Young Church

St Marylebone Young Church began 2020 with a strong team of volunteers, including three new helpers who joined in December 2019. Several secondary school students volunteered during Young Church sessions in January and February, as well as later in the year, assisting younger children with their learning.

The Quiz Night on Friday 7th February was well attended, with £622.81 raised for Young Church and its activities. Young Church leaders Kirsty Walker and Lottie Morley-Fletcher were thanked for helping to organize the event.

The first lockdown of the Covid-19 pandemic coincided with Mothering Sunday, resulting in our celebrations taking place on YouTube. The Young Church video included Bible readings recorded from home by the children, and a display of Mothering Sunday cards created during sessions in the Crypt Hall.

Ongoing weekly worship on YouTube was prepared by the Families Ministry Lead, Matthew, with different parents and children volunteering to assist each week. Virtual Young Church provided families with the opportunity to actively contribute to worship from home, and our members enjoyed seeing themselves and their friends featured in the videos.

In periods of lockdown, attendance-keeping for the children's school applications continued through Google Classroom, which has ensured that records have been maintained during the Covid-19 pandemic. Over 100 families signed up to use our virtual classroom in 2020. The group continued to not only thrive but grow, with new families starting to attend online during the pandemic.

Despite parish churches having to close in England, families reported receiving a warm welcome to the community through online worship and their ability to participate.

An Easter competition resulted in over fifty drawings of St Marylebone Parish Church, some of which are to be featured on the hoarding for the building work in 2021.

In September, Young Church returned to having Sunday school sessions in the Crypt Hall, with 15 children in each session to comply with government restrictions. Using a school year group rotation, each year group had one session tailored to them each month. Interactive PowerPoint slides were created to help children remaining upstairs to follow the service and engage with the sermon.

The group made use of the November lockdown by creating Jesse Trees at home to guide their prayers through Advent. Two Zoom meetings, with parents of children in Year 6 and parents new to the parish church, took place on the 11th and 18th November 2020.

Nativity rehearsals were led on Zoom by a Young Church volunteer, Nick Barber, with a final rehearsal in the parish church on Saturday 5th December. The Nativity took place on Sunday 13th December at 11am, combining recorded videos produced by the children and acting in the parish church. The Children's First Mass of Christmas with Christingle took place on Christmas Eve at 6pm, including an all-age sermon by the Families Ministry Lead, Matthew.

The children were tasked with interviewing themselves at home over the Christmas holidays for a *Changing Lives* project, alongside video production company, Chocolate Films.

Young Church is looking forward to continuing its journey through the stories of the Old Testament at the beginning of 2021. As the Baptism and Confirmation service was cancelled this year due to Covid-19, we especially look forward to resuming confirmation classes in February 2021 and preparing candidates for this important step in their Christian lives.

9.2 Junior Choir

The Junior Choir was only able to meet a handful of times before the March lockdown began; in particular, a planned appearance on Mothering Sunday was made impossible. The ensemble is directed by the Assistant Director of Music, Jamie Rogers, who has been furloughed for most of the year, but it is hoped that their musical activities will resume once he returns to work. Following consultation with Young Church parents, a new way forward will be found to provide regular musical training as part of a wider Young Church initiative. St Marylebone remains dedicated to providing a musical legacy from our professional musicians that is of benefit to our young musicians.

10.0 The St Marylebone Healing & Counselling Centre (HCC)

The Centre began the year on a high with the reinstatement of our mental health support group.

This has been renamed “Making Sense”, meeting on alternate Fridays from 11.00am-12.30pm. We welcomed Sarah Hanchet, a qualified group therapist, to the HCC team to be the lead facilitator. She was assisted by Brenda Ramirez Matias (another new therapist who also sees individual clients) Alison Bryan and Mother Katy. The first meeting took place on 17th January and these continued successfully until the Centre had to close its doors due to Covid-19 restrictions in mid-March. Sadly, this means that meetings remained suspended for the rest of the year, as running such a group remotely was not feasible.

On 7th February we held our first team Away Day at St Mary Bourne Street. This was led by the Revd Dr Andrew Walker and attended by most of the team. It was hailed as a great success and allowed the team to bond and reflect on the work we do. We hope to repeat something similar in a couple of years.

The Professional Advisory Board met on 24th February where there were some useful discussions around planning for the Centre’s future including some reflections on its outward-facing profile. As a result, it was proposed to change our name to **St Marylebone HCC** with the tag line *Changing Lives through Psychotherapy, Counselling and Spiritual Direction*. This change was agreed by the PCC in July.

On 17th March we were forced to close the Centre for face-to-face work until further notice. We were able to contact all clients, those with initial consultation appointments, assessment candidates, group members and spiritual directors with room bookings. Immediately after closure, both Margaret and Suzanne moved to working from home and managed to transfer the majority of ongoing therapy clients straight into sessions by phone or video conferencing.

We worked hard to re-invent ourselves and the Centre’s work has continued. Some services were put on hold while we created new protocols but by May these had been reinstated and new clients were being accepted. In the middle of the year we established a Covid-secure space for face-to-face meetings in what was previously the staff room. A few initial consultations took place in person, but only one therapist resumed regular weekly working. This was again suspended by the end of the year due to both the imposition of a further lockdown and in anticipation of the exciting building works to re-shape the counselling rooms.

In the course of the year we welcomed Brenda Ramirez Matias, Sarah Hanchet, Melinda Mozes and Mary Kent to the team of psychotherapists and said farewell to Elizabeth Patience, Caroline Morcom and Evleen Mann. Dr Marianne Hayward joined us as a consultant psychiatrist at the very end of the year. We also forged links with a new Spiritual Director – Gill Sewell – who managed a couple of face-to-face meetings in the summer.

In 2020 we received 77 applications for therapy (100 in 2019). Of these, 59 attended for an initial consultation (68 in 2019). The total number of people receiving therapy at some time during the year was 82 (97 in 2019). About a quarter of our current clients are clergy or members of clergy families.

We have retained our relationship with the Ministry Division of the Church of England. Only one candidate was seen by our consultant psychiatrist this year and the consultation took place via Zoom.

The telephone consultation service for Diocesan Directors of Ordinands (DDOs) has continued. This service is greatly valued by the DDOs who have used it, particularly having a chance to discuss more complex candidates. Many of these conversations have led to the candidate having a psychotherapeutic assessment at the Centre.

In April we entered into discussions with the Diocese of London to undertake the psychotherapeutic assessment of pre-BAP candidates by video conferencing. Before lockdown began, we were already

looking at ways to accommodate Ministry Division's move from "Criteria for Selection..." to "Qualities for Discernment..." and have taken this opportunity to broaden the scope of the report that is provided for DDOs. Once this had all been agreed and signed with London, we offered the new arrangements to the other Dioceses we had been working with.

We continue to undertake psychotherapeutic assessments for those preparing to go to ordination selection conferences from the Willesden, Two Cities and Edmonton Areas of the Diocese of London, and the Dioceses of Chelmsford, Ely and Rochester, adding Lichfield later in the year. Chichester decided not to continue with us. In the course of the year 85 reports were produced (33 for London, 24 for Chelmsford, 7 for Chichester, 18 for Ely, 0 for Rochester and 3 for Lichfield). Candidates from the Diocese of Oxford are also seen under a slightly different arrangement, with 10 attending in 2020. (At time of writing final discussions are ongoing with Oxford to assess all their candidates in future, approximately 50 a year). Five general psychotherapeutic assessments took place for candidates on a one-off basis.

Our relationship with the Church in the home countries has extended into Wales as we now have an agreement with the St Padarn's Institute to provide therapy via video conferencing. So far, we have seen four students and one member of staff.

In view of the number of applications we have previously received from students, it was decided to begin a pilot for an online therapy group for students and young people. This would offer four individual sessions with our group therapist and then fifteen weekly sessions in the group. This began positively but the number of applications from students dropped dramatically due to the pandemic and we were unable to fill enough spaces to make the group viable. Those who were hoping to join have been offered other support and the group has been put on hold until things improve.

We began 2020 with a break-even budget to which the PCC were anticipating a contribution of a little under £11,000 (£26,250 in 2019) in anticipation of some successful funding applications by Rachael Church. It turned out that 2020 wasn't the best year for this and at the end, in order to balance the books this was increased to £26,550 (but remarkably still down on the £28,208 in 2019).

We are indebted to the Edward Harvist Trust for their grant of £4000 and The London Clinic for their donation of £1200 towards our bursary fund and thank Rachael for her hard work on behalf of the Centre.

At the beginning of the year, plans were well underway for a day-conference for therapists and clergy in early September, entitled "Who am I?" The aim was to deepen understanding of the experience of trans-people. Once it became apparent that large gatherings were not going to be possible, this was all put on hold. We still hope this will take place but feel it is now better to wait until we are able to welcome people in person and the building is once again fully accessible.

2020 has been a challenging year for everyone and not least for the Centre and we thank the PCC for its continued support. We seem to have weathered the storm, however and are forging ahead with plans which we might never have considered. It looks likely that some remote working will continue into the future, opening up our services to those from further afield. At the time of writing this report, we are also in discussions with the London Clinic to offer their staff one to one psychotherapy, and when the building work is complete, we are considering other collaborations with them.

We were delighted to receive a grant of £80,000.00 from the Cultural Recovery Fund to help fund the re-shaping of the consulting rooms. This will hopefully mean that we will be in a much stronger position should anything similar occur in the future and we are excited by the prospect of our new and improved premises.

11.0 The St Marylebone CE Schools (Academic)

11.1 The St Marylebone CE School (Academic)

The academic year 2019-2020 fell into two parts: the months before the week of 16th March 2020 and those afterwards. Nationwide, schools were closed on Friday 20th March 2020 in response to the COVID-19 pandemic. The week leading up to that was hugely turbulent in the Academy, as it was in schools, workplaces and homes nationally.

Pre-COVID, the School's usual industrious, creative activity was evident in its academic learning, enrichment, pastoral care and personal development, including the sustained high quality of Performing and Visual Arts concerts, exhibitions and productions, the range and reach of the extra-curricular programme, notably reaching more students from disadvantaged backgrounds, and the calibre of events such as the annual Carol Service and Extended Project Qualification presentation evening. The School continued to be oversubscribed for applications to Year 7 and to the Sixth Form, and this was the third year in which the increased number of 168 (up from 150) was taken into Year 7. A broad and rich curriculum offer was sustained at all Key Stages, with 130 different subject combinations being taken at KS4, and 127 different combinations in the Sixth Form.

Two large Teaching School projects were undertaken, supporting school improvement in the Sir Simon Milton UTC and at Deptford Green School in Lewisham. The Maths Hub continued to be the largest and widest-reaching arm of the Teaching School, delivering training across the Maths Hub network, hosting visitors from over 45 schools to observe Maths lessons and Teacher Research Groups, and leading 42 work groups across the region, reaching 170 schools, including primary, secondary, special and alternative provision.

From 20th March, the School closed on-site and set up the delivery of education remotely, during the national lockdown. This was a significant challenge and achievement: students continued to be supported, to learn and develop. Staff connection was actively encouraged through online briefings, meetings and collaboration. A list of vulnerable and potentially vulnerable students was shared between staff in the Pastoral and Safeguarding team, so that the regular remote support for these students could be monitored, problems identified and actions noted.

The provision of remote education evolved in response to feedback from students, staff and parents/careers, and according to the developing confidence and creativity of staff in delivering remotely. Going into the Summer term, the School increased its on-site offer for vulnerable students at all Key Stages, and offered on-site learning for Years 10 and 12, in line with national guidance. Meanwhile, an enhanced online offer was provided to other year groups at home.

As a result of the closure of schools nationwide, public examinations were cancelled. Along with all other secondary schools and colleges, the School undertook the Centre Assessed Grades (CAGs) process, in order to provide grades to students who should have taken GCSEs and A-Levels, expecting that these grades would be standardised nationally. Following a number of last minute changes in August from central Government, and subsequent updates from Ofqual, students were issued with the CAGs, rather than standardised grades. This was an especially difficult time for Year 11 and Year 13 students and their families and the School devoted a lot of time and care to supporting and guiding them in August. However, by the end of the turbulence, students in both year groups had secured their next steps in education or training, with an impressive range of post-18 destinations being achieved.

As always, our congregation remains well represented on the Governing Body, with 8 of the 26 places being filled by members of our parish church: The Rector, Jo Sumpter, Alla Murphy, Clare Alexander, Carys Ampofo, Nick Barber, Kirsty Walker and Lottie Morley-Fletcher.

Examination Results

2019 - 2020 was another very successful year in terms of students' academic achievement at The St Marylebone Church of England School. Significant highlights include:

At A-Level

- 100% of grades were A* - E
- 82.1% of grades were A* - B
- 51.5% of grades were A* - A
- 16.7% of grades were A*
- 50% of the highest achieving students were from BAME backgrounds
- 6 places at Oxford or Cambridge were attained

At GCSE

- 96.4% of grades were 9 – 4 (A* - C)
- 61.2% of grades were 9 -7 (A* - A)
- 39.3% of grades were 8-9 (A*)
- 20.1% of grades were 9 (A**)
- 88.7% of students achieved at least grade 4 in English and Maths

These results demonstrate that the School continues to strive for the best for all learners, regardless of their background, starting points or social contexts. Maintaining this level of achievement year on year requires the consistent and persistent focused dedication of all staff within a school, and a commitment to every child to ensure the best possible outcome. All the staff at The St Marylebone Church of England School give generously of their time and effort to make sure that this happens.

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

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

The staff and students excelled in meeting the challenges of the last year. Home visits, virtual learning, provision of computers and audio-video equipment, family support, engagement in proper pastoral care were all managed magnificently. All of this meant that high quality learning continued, with very little 'drop off' of attendance.

Considering the special needs of our students the return to school was accompanied by awareness of potential anxiety over safety, changes, new ways of working. Instead, this whole period has been characterised by joy and delight to be back in school, together and learning.

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

12.0 Staffing

Covid-19 brought many challenges to the day to day working and operation of the parish church.

Most members of the team moved to home working and were provided with equipment which enabled them to continue working efficiently. Between March and July, the only member of the team physically present was the Rector who continued to work from his study in the parish church on a daily basis.

12.1 Rector's PA and Parish Administrator

From October 2020, Claire Pinney reduced her working pattern and hours from five to three days per week. Pam Nicholls was appointed for two days a week to work alongside Claire.

12.2 Buildings' Team

The sale of Church House and Covid-19 restrictions on the use of the parish church meant that new working contracts were agreed with the Buildings' Manager, Assistant Buildings' Manager and Buildings' Assistant (Cleaner). The contract of an additional Buildings' Assistant was not renewed.

12.3 Finance Department

The Finance Officer moved to temporary full-time working in the autumn of 2020. Beth Kostick stood down from her role as Hon. PCC Treasurer to enable her to take up a time-limited consultancy role in the Finance Department on a remunerated basis.

The post of Finance Assistant was not renewed at the end of a probationary period.

12.4 HR

The HR Officer's hours were increased temporarily from one day a week to two days per week to cope with furlough and other Covid-19 related demands including agreeing and changing job descriptions and contracts and updating staff records and reissuing the Staff Handbook.

12.5 Changing Lives Team Members

Ginny Walton (Activity Manager) was joined in the *Changing Lives* office by Maddie Messenger who was appointed to the role of Heritage and Learning Facilitator.

The post of Visitor and Volunteer Coordinator has been left unfilled and is under review.

12.6 HCC Team Members

The post of HCC Administrative Assistant has been discontinued due to Covid-19 and the move of the HCC online.

12.7 Development

The post of Grants and Trusts Officer was not continued at the end of a probationary period.

13.0 Risk Management

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

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

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

- Accidents/First Aid – Reporting, Recording and Investigation.
- Evacuation Procedure – Fire and Terrorist Threat
- Fire Procedure
- Electrical Safety
- Gas Equipment Safety
- Hazardous Substances
- Slips, Trips and Falls
- Lighting
- Food Preparation
- Manual Handling
- Display Screen Equipment
- Hazardous Buildings – Asbestos
- Safeguarding, Child Protection and Vulnerable Adults
- Contractors
- Any activity or shared use of the parish church premises must be managed in accordance with this policy.

Fire Procedure is dealt with in detail in the St Marylebone Parish Church Fire, Terrorist and Evacuation Plan. Additional and detailed risk management documents produced by specialist companies in each relevant field, inform the ongoing Risk Management Strategy of St Marylebone Parish Church. Those documents are as follows:

- The Fire Risk Assessment – produced by produced by M A Sharman and Associates
- The Asbestos Management Plan – produced by Cook Denning Management Ltd
- The Legionella Risk Assessment produced by SMS Environmental Ltd
- Electrical Installation Safety Certificates issued by The Baldwin Electric Company
- Gas Safety Certification, issued by Austin (Heating and Air Conditioning) Ltd

2020 has witnessed the provision and updating of risk assessments in connection with the Covid-19 Pandemic. These risk assessments, which have followed Government and Diocesan advice, have been constantly updated and have enabled the parish church to be open for private prayer and public worship as conditions and guidance have allowed.

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

14.0 Safeguarding

The parish church has revised, adopted and continues to implement Safeguarding guidelines set out in the Code of Safer Working Practice as advised by the Diocese of London including those for Safer Recruitment, DBS checks etc. The challenges of ensuring the safety of all worshippers

at the parish church are demanding – even in a year shaped by Covid-19. There were no safeguarding issues raised during the year. Will Everitt remains as the Safeguarding Officer.

15.0 The General Data Protection Regulation (GDPR)

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

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

16.0 Mission Action Plan, Capital Vision 2020 and Vision 2030

St Marylebone's Mission Action Plan was revised in 2019 in preparation for the triennial visitation by the Archdeacon of London in April 2019 and remains in force.

Capital Vision 2020 sought to help the Diocese of London become more confident, compassionate and creative in bringing the Gospel of Jesus Christ to its communities.

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

17.0 Financial Activities in the Year