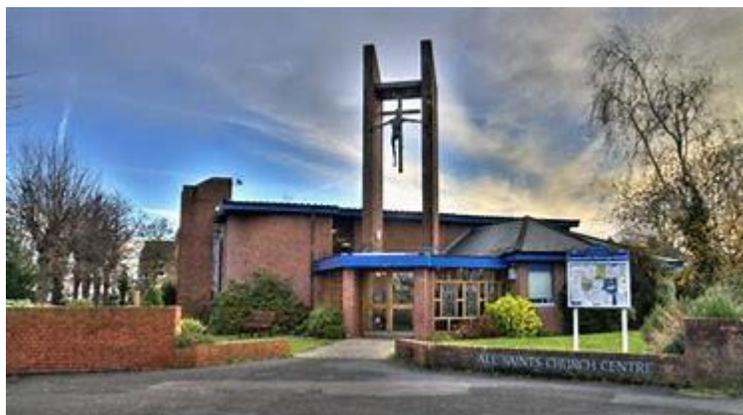


# Annual Parochial Church Meeting

18<sup>th</sup> October 2020

## Record of meeting



**ANNUAL GENERAL MEETING OF ALL SAINTS' CHURCH DEDWORTH HELD IN CHURCH ON 18<sup>th</sup> October 2020**

Sue Morgan welcomed all to the AGM, at 10:30am on Sunday 18<sup>th</sup> October 2020. There were 23 people present in person and a further 20 attended by Zoom. Another 98 followed the service and meeting on YouTube

The meeting opened in worship and prayers led by Sue Morgan, followed by apologies and a farewell message from Jonathan and Caroline Sturt.

We then had the Annual Vestry Meeting followed in turn by the Annual Parochial Church Meeting

<b>1</b>	<b>Opening Worship</b> led by Sue Morgan
<b>2</b>	<b>Apologies for absence</b> : Lucie Lazell, John and Jackie Wiggins
<b>3</b>	<b>Jonathan and Caroline Sturt's farewell</b> and thanks letter read out

**FIRST MEETING: ANNUAL VESTRY MEETING – ELECTION OF CHURCHWARDENS**

		Responsible
	<b>Meeting commenced at 10:50am</b>	
<b>A</b>	<b>Minutes of April 2019 meeting</b> Last year a mistake was made and the Churchwardens were elected by the outgoing PCC when it should have been by the whole congregation. By accepting the minutes, the congregation approved the choice of Andrew Giles and Sue Morgan as churchwardens for the period April 2019 – October 2020 <b>All voted in favour of both items</b>	<b>Andrew Giles</b>
<b>B</b>	<b>Election of Churchwardens to cover the period October 2020 – next Annual General Meeting</b> Andrew Giles is standing down as churchwarden Two nominations have been received for this year: <b>Sue Morgan</b> and <b>Ken Kilner</b> <b>All voted in favour</b>	<b>Andrew Giles</b>
	<b>Meeting closed at 11:00am</b>	

**SECOND MEETING: ANNUAL PAROCHIAL CHURCH MEETING**

		Responsible
<b>1</b>	<b>Introduction - Meeting commenced at 11:05am with a short preamble</b>	<b>Andrew Giles</b>
<b>2</b>	<b>Minutes of April 2019 meeting</b> <b>All voted in favour to accept</b> There were no matters arising	<b>Andrew Giles</b>
<b>3</b>	<b>Elections and Appointments</b> <ul style="list-style-type: none"> <li>• DEANERY SYNOD <ul style="list-style-type: none"> <li>○ The following were nominated to serve for a new period of 3 years: <b>Peter Norris</b> <b>Ruth Norris</b></li> </ul> </li> <li>• PCC (other than Churchwardens and Deanery Synod) <ul style="list-style-type: none"> <li>○ Ray Gray and Colin Carter are standing down and were thanked for their service</li> <li>○ The following were nominated</li> </ul> </li> </ul>	<b>Sue Morgan</b>

	<p>Mike Brooks Paul Watkins John Sturgeon David Flanagan Jackie Wiggins Jackie Sadler Malcolm Lock Penny Roche Angela West Loice Mamdizvidsn Michael Bourne Mary Findler</p> <p>Andrew Giles was co-opted as Church Secretary (to be confirmed at first PCC)</p> <p>All voted in favour</p>	
	<b>Reports</b>	<b>See Below</b>
4	<b>Electoral Roll – Changes in Membership</b>	<b>Trevor Morgan</b> (read by Andrew Giles)
5	<b>Annual Fabric Report</b> <b>PCC Report</b>	<b>Andrew Giles</b> <b>Andrew Giles</b>
6	<b>Financial Report</b>	<b>Peter Norris</b>
7	<b>Response to Covid</b>	<b>Sue Morgan</b>
8	<b>West Windsor Hub report</b> Question: How do I help. Answer from Carole – ring the hub	<b>Carole da Costa</b> (poor signal so read by Andrew Giles)
9	<b>Worship 9:30 Service</b>	<b>Michael and Jackie Thomas</b>
10	<b>Worship 10:45 Service</b>	<b>John Sturgeon</b>
11	<b>Pastoral care, Zones and Prayer Hub</b>	<b>Colin and Barbara Carter</b>
12	<b>Children, Youth and Schools</b> - Children and Youth’s report - GAP report - Schools report	<b>Michelle Sturgeon</b> <b>Ruth Norris</b> <b>Ruth Norris</b>
13	<b>Deanery Report</b>	<b>Ruth Norris</b>
14	<b>Safeguarding Report</b>	<b>Jackie Wiggins</b> (read by Andrew Giles)
15	<b>Any Other Reports</b> - Christian Aid Report - Film Club	<b>Ruth Norris</b> <b>Jackie &amp; John Wiggins</b> (both read by Andrew Giles)
16	<b>Churchwardens’ Report and Vicar Recruitment</b>	<b>Andrew Giles</b> <b>Sue Morgan</b>
17	<b>Any Other Busines</b> There was none	<b>Andrew Giles</b>
18	<b>Conclusion:</b> The meeting concluded at 1:00pm	<b>Sue Morgan</b>

## Section 4: Electoral Roll - Trevor Morgan

When Job heard about all the disasters that had befallen him, he said: "The Lord gave and the Lord hath taken away. Blessed be the name of the Lord." He might well have been talking about the Electoral Roll.

In the course of the year, it is my sad duty to report that 4 members died and another 5 members moved away from the area. 3 names have been added and there are currently some forms still to be returned. The figure at the moment is 139.

### Supplement (from Andrew Giles)

A rider to add is that there are c170 names on the church database getting the newsletters and when you add the children of families and others e.g. in care homes we are looking at an overall church congregation of well in excess of 200

## Section 5a: Church Wardens' Report to APCM 2020 Fabric, Goods and Ornaments – Andrew Giles

The fabric of the building is in excellent shape thanks to the superb efforts of our predecessors and Jonathan Sturt and Peter Norris in particular, the hard work of our volunteers and the skill and competitive prices of our contractors. We are using Adam Parsonage a lot who attends several activities at our church and he has done good quality work at good rates -he's even donated some of the costs to us on occasions. It won't tie up with Peter's figures but it looks to me that we have spent something like £5,000 on the building in the last 18 months which I believe is a good result

I can't thank everyone but we have our two Assistant Churchwardens Jackie Sadler and David Flanagan who have been helping a lot recently, particularly with cleaning along with Jill Tinson and Carolyn Carter who is very practical and does a lot of unseen work, along with Colin and Barbara Carter and of course Sue Morgan. When they are not playing golf Ian Thomas, Mike Brooks and Ken Kilner along with Brian Johnson and Ed Casey are doing a lot in the grounds. John Sturgeon and Mike Smith do a lot of unseen work on maintain the IT systems in addition to all the other amazing stuff they do

So, we finally fixed the flat roof we hope, with a plastic covering on the top now and a troublesome drainage issue flooding the car park was sorted in May. We've now got some leaking in the porch and prayer room which we hope to sort out next month before we get more rains.

We've got two boilers servicing the building and they need regular maintenance; the older boiler is 2011 and may need more work doing going forward. The dishwasher is around 20 years old and is still holding up but is needing more and more money spent so we'll need to make a decision soon.

In contrast the lighting has been updated and we are in good shape there, we have a best practice PAT test on all our sockets once a year to keep us all safe.

Two long standing urgent jobs inside the building that we finally got out of the way was the installation of a good rope bannister up to the loft and sorting out the partition in the middle of the church so it is working again-thanks to Jonathan and Adam.

We want to re-open the café as soon as possible and we've been investing so that everything is shipshape when Loice and her team take over

Finally, the stars of the show are our volunteers who have been hard at work. Garden clearing and sorting out the vicarage jungle have been quietly sorted in the last few months. We also had team painting the vestibule expertly led by Mike Brooks and lastly the job that Louise and everyone said would never be done – the loft has been tidied and cleared!

## Section 5b PCC Report – Andrew Giles

Since the last AGM The PCC met monthly - 11 times face to face until March 2020 which coincided with Nigel's departure and lockdown and 8 times by Zoom May onwards.

Rosie took the minutes up to March 2020, since then they have been taken by Andrew Giles and Jackie Wiggins and Sue Morgan.

So, what have we been discussing? Well from May 2019 to the end of last year it was “normal” business and we discussed investing in Environmentally friendly toilet paper at our first meeting and also our initiative with Plastic Free Windsor. There was a lot of discussion about Safeguarding Policy in general. Most importantly we had the joy of being able to finalise an arrangement with Carolyn Carter to assist with ministering to our church, particularly families and young people. Other things we discussed were the very high profile Night Shelter for the homeless for 2020 and a diocesan grant to assist with this, and the Parish Inspection by the deanery which involved finding a ton of paperwork, plus more mundane things like filling holiday gaps to run the café and planning Remembrance Sunday

From January to March 2020 we were planning for the Interregnum. There was a lot of fantastic work went in to providing a superb parish profile – only problem is half the things aren't happening at the moment and we've had to prepare a very much altered version since the pandemic. We met Rhodri Bown the Parish Development Advisor who you may have met at our conference and is supervising the first stage of our recruitment. And Michael and Jacki produced a master spreadsheet in excel for managing the services

During Phase 1 of the Lockdown, the PCC's first concern was the welfare of all 200+ of us (adults and children), individually and in zones, including the non-internet. We set up various dial in services which lasted only a couple of months and got DVDs of the services. Plus, we had our prayer hub. For the more IT savvy there was our church what's app group and our online YouTube services of course. Then we got into Zoom tea and coffee, bible studies. The Young People had an array of options from YouTube action with God and Play, online material and Zoom meetings

When things began to open up in July there was an impassioned debate about opening up the church for private prayer, we only had one person in the end. Meanwhile there was lengthy discussions about opening up the church for 9:30 services and then for the 10:45 screenings of services and special activities like the prayer space and the zone service. The Youth were way ahead of us and able to have a socially distanced garden celebration with United Breaks Out New Wine weekend but we still had to recognise the feelings of those needing to shield.

So, we now the PCC in the last 3 months have a strange mixture of decisions to make on normal life and Covid restrictions. So, for July we had to do an enormous amount of work preparing for the conference with Rhodri Bowen, many of you either came or filled out a questionnaire. With people getting out and about we decided to redo the zones but all the time the diocese kept sending us missives on changing Covid regulations. We've had to cope in September with two burglaries – a brilliant response from All Saints to this – make decisions on parish share amidst rising costs and falling income and plan a new sustainable wave of services until Christmas and beyond for both the 9:30 and 10:45.

I think the PCC has coped extremely well with everything thrown at us in the last 18 months and am very confident with the existing and new people we will make some equally great decisions going forward

Numbers - Andrew Giles

Sunday worshippers were around 130 on average in 2018 which was Louise's last year. In 2019 which was Nigel's only full year I reported 125 to the diocese although a feature of this was that we did not have the transient people popping in out as in previous years, almost 100% of those attending were regulars. We got about 40 -50 to the 9:30 service and 75 -85 to the 10:45 and before the lockdown we were regularly getting 50 + people to the Wednesday services,

During lockdown we were regularly getting 150 – 200+ people watching the single YouTube service, once churches opened up again the numbers dropped a bit but we are still getting a good 80+ watching the YouTube service, this is in addition to 35 or so we are getting physically attending our first service.

## Section 6a Financial Update and Outlook - Peter Norris

We thank you all for your support of Dedworth All Saints during these tough times. Your continual giving during the church closure has kept our heads above water at a time when income has been slashed.

**We started 2020 with a knowledge that our income would be down and our expenses up vs 2019.**

- Lower income - Regular Giving and Gift Aid Tax brought forward
- Higher expense - Parish Share and Salaries
- Need to rely on other income streams - Hall Hire, Donations, Collections & Fundraising
- Planning for a Generous Giving and Stewardship campaign to raise regular planned giving

**Then in March Covid hit** and the church was closed

- Significant regular income was lost during the closure.
- This income has not returned after the limited re-opening for services.
- Our expense was increased as we used new online and other methods for communication.
- We still have restrictions on Hall Hire usage and Fundraising.

**So, what has happened to our income in 2020?** The figures **in RED** below show my estimates for the full 12 months of 2020 and are based on our income received in the first 9 months.

<b>Regular Income</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Standing Orders	27,377	28,766	36,027	38,183	24,050	11,113
Parish Giving Scheme					15,004	29,705
Envelopes	22,504	20,495	15,680	13,127	8,869	2,441
Collections (cash)	11,081	8,274	7,004	7,232	7,830	1,799
Hall Hire	3,404	3,356	5,634	7,016	7,425	5,985
<b>Total</b>	<b>70,850</b>	<b>71,005</b>	<b>68,845</b>	<b>65,558</b>	<b>63,178</b>	<b>51,044</b>
PGS Tax income					3,547	7,000
Gift Aid Recovery	12,484	12,830	12,593	15,218	12,328	11,682
<b>Total</b>	<b>12,484</b>	<b>12,830</b>	<b>12,593</b>	<b>15,218</b>	<b>15,875</b>	<b>18,682</b>

Regular income in 2020 will be around £12,000 down on 2019

- Givers have moved from Bank Transfers and Envelopes to PGS.

- Envelopes and Cash Collections are down due to church closure and restrictions following the limited re-opening.
- Hall Hire has stopped since March – apart from CrossRoads
- Whilst PGS monthly Tax income is up, the £7000 is effectively ‘stollen’ from 2021.

**We thank God for other income we have received.** Our 2020 bank balance is holding up due to Windfall incomes – we are very grateful to all concerned -

- £5000 Grant from Berkshire Community Foundation (£4000 to WW Hub)
- £3000 Grant from The Prince Philip Trust (£1500 to WW Hub)
- £3000 Grant from the Deanery Mission Fund
- £5500 via our JustGiving page
- £2800 Gift Aid Tax refund brought forward from 2021
- £1900 from our Gas supplier for over charging us VAT for 4+ years

and reduced 2020 Expense -

- £6300 from not paying our full Parish Share in 2020.

These increased incomes and expense reduction mask the effect of reduced regular incomes.

### **How can you help?**

- Please review your giving to All Saints – are you able to increase your regular payments?
- If you are not a regular giver to the church (via PGS, bank transfer or Envelopes) then please consider making a pledge to give via one of our preferred methods.
- Please sign up for Gift Aid if you pay tax.
- Please consider joining the Parish Giving Scheme as it is the simplest way to give to the church.
- Alternatively, please give via bank transfer or one-off donations via our JustGiving page
- Cash and Cheque donations are difficult to manage in these times of Covid. Please use the alternatives above if at all possible.

***Each person should give what they have decided in their heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. 2 Corinthians 9:7***

***Lord, teach me to be generous. Teach me to serve you as you deserve; to give and not to count the cost, to fight and not to heed the wounds, to toil and not to seek for rest, to labour and not to ask for reward, save that of knowing that I do your will. Amen. St Ignatius of Loyola***

### **What about 2021?**

- We pray for an end to this Covid crisis and a return to a more normal pattern of worship and fellowship within the church.
- We pray that our church finances will stabilise and that we can get back to working on our mission and not struggling to survive
- Paul Watkins has agreed to take over as our Treasurer from January 2021. He works for a bank and brings good skills.
- I am most grateful for all Paul is currently doing as we work together to enable a smooth transition.

### **THANK YOU for your Giving**

**YOU** enable us to run an effective Church with our work in local schools, our hub centre, visiting care homes, Mums and Tots, youth work, our pastoral visiting team and our support of the Homeless. This means our presence here is very much seen as contributing to the life of Dedworth and West Windsor.

It is in our regular giving and our participation in the Parish Giving Scheme which lies at the heart of the financial security of All Saints Church. Most of us review our finances annually and it seems prudent to plan our giving to the church in a similar way.

***Please give careful and prayerful consideration to your own situation. Consider changing the way you already give so generously to benefit the church and all those we are able support.***

## Section 6b 2019 Financial Report and Accounts – Peter Norris

### **Independent examiner's report to the members/ trustees of the Parochial Church Council of All Saints Church, Dedworth Road, Windsor, SL4 4JW**

I report on the accounts for the year ended 31 December 2019, which are set out on pages 2 to 8.

### **Respective responsibilities of trustees and examiner**

The trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act 2011
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act
- state whether particular matters have come to my attention.

### **Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act and section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act and section 44(1)(b) of the 2005 Act and Regulation 9 of the 2006 Regulations

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

Signed: 

Name: Charles Norman (ACMA)

Address: 17 Sherbourne Drive, Windsor, SL4 4AE

Date: 4<sup>th</sup> April 2020

## All Saints Church Dedworth – 2019 Financial Report and Accounts

### TREASURERS REPORT - YEAR ENDED 31ST DECEMBER 2019

There was a reduction of £983 in the total cash balances which is a significant improvement over 2018. We have stabilised our finances with expense more closely aligned to income.

During the year we have made 3 major changes to our financial management.

First - we moved bank accounts from HSBC to Metro Bank. Metro offered a number of benefits vs HSBC especially a coin counting machine and better internet banking. In August HSBC closed our old accounts. It was good that we had opened the account with Metro 2 months earlier thus limiting the exposure.

Second - in order to open the Metro account, we had to register with the Charity Commission as our incomes have exceeded £100,000 a year in recent times. Our official Charity Commission number is 1183536.

Third - in May we joined the Parish Giving Scheme which simplifies the way our congregation give to All Saints. Thank you to the many who moved their giving from Standing Orders and Envelopes to PGS. This generated £3,500 of Gift Aid tax income in the 7 months which we now receive automatically every month.

**With regard to the financial year ending 31st December 2019 I would comment as follows: -**

#### **1) Balance Sheet: -**

We started the year with cash balances of £29,125 and ended the year with £28,142 - a reduction of £983.

*Note - £5,632.02 of 2016 expenditure was included in the accounts for 2017 and 2018 as unpaid expense. This was the balance of the cost of the Fig Tree Chapel sliding wall system. In early 2017 the supplier went into receivership and it may well be that this payment will never be made. Our auditor advised that the PCC write off this sum and return the money into our General Fund. The April 2019 PCC meeting approved this change. Our opening cash balance for 2019 is £5623.02 higher than reported in the year end 2018 accounts.*

#### **2) Income & Expenditure**

During the year income was £99,445 (2018 -£106,149) and expenditure £100,428 (2018 - £116,511) giving an excess of expenditure over income of £983 (2018 excess of expenditure over income of £10,363)

Regular giving during the year excluding gift aid recovery reduced by £2,787. There was a planned move to the Parish Giving Scheme starting in May which reduced the income via Standing Orders and Envelopes. However, some income was not received during the switchover as individuals missed one or more payments.

The breakdown of regular giving is as follows: -

	Year End 31.12.18	Year End 31.12.19	Variance
Envelope Scheme	13,127	8,870	(4,257)
Standing Orders	38,183	24,050	(14,133)
Parish Giving Scheme	-	15,004	15,004
Collections	7,232	7,831	599
	<b>58,542</b>	<b>55,755</b>	<b>(2,787)</b>

We received donations of £4,565 (2018 - £6,860) which while being significantly lower than 2018 are vital in maintaining a sound financial position.

Hall hire receipts were £7,425 (2018 £7,016) which is a welcome increase. We should be aware however that this has had a direct impact on the increased cost of heating and lighting which has increased by £304 when compared with 2018.

The Running Man Cafe Income was £10,629 (2018 £11,145) and expenditure of £10,628 (2018 £16,704). The Café traded in 2019 on a breakeven basis - due to the focus on providing a community facility.

Expenditure on Minor Repairs reduced to £3,875 (2018 £9,019) with the major items of expenditure being regular maintenance repair for heating boilers, fire extinguishers, dishwasher, Hygiene services, electrics etc. A new water heater was installed in the café toilets.

Salaries expenditure was £4,400 (2018 £5,750).

### **3) Outlook for 2020**

It has been agreed by the PCC that the Parish Share increase proposed by The Deanery should be accepted. For 2020 it will rise from £62,313 paid in 2019 to £ 63,871 for 2020 - an increase of £1,558. The 2020 Parish Share is the same as the total pledged giving plus associated Gift Aid tax received in 2019.

In 2020 I see our income reduced vs 2019 due to reduced giving and lower Gift Aid tax income (because the PGS brought it forward into 2019). Our expenditure will be higher due to increased Parish Share and planned Salary payments. Clearly, we must rely on the other forms of income (e.g. Hall Hire, Donations, Collections, Fundraising) to cover our running costs for 2020. A focus on giving and fundraising will no doubt be considered. We continue to focus on cost reduction going forward where possible.

**Peter Norris - Treasurer**  
**All Saint's Church Dedworth**  
**01.03.2020**

<b>INCOME &amp; EXPENDITURE ACCOUNT</b>			
<b>YEAR ENDED 31ST DECEMBER 2019</b>			
<b>INCOME</b>	<b>2018</b>		<b>2019</b>
		<b>PLANNED GIVING</b>	
£51,310		Net Gift Aid Pledges	£47,924
£15,218		Tax Relief on Gift Aid Pledges	£15,879
	£66,528	Pledged Giving	£63,803
	£7,232	Church Collections	£7,831
	£7,016	Hall Hire	£7,425
	£120	Baptisims	£90
	£6,860	Donations	£3,566
	£526	Fund Raising	£1,231
	£1,986	Funerals	£608
	£0	Legacies	£1,000
	£214	Miscellaneous	-£38
	£11,145	Running Man Cafe	£10,629
	£4,461	Special Collections	£1,260
	£0	Weddings	£586
	£45	Youth Group	£1,427
	£15	Interest and Dividends Received	£27
	£106,149	<b>Total Income</b>	<b>£99,445</b>
<b>EXPENDITURE</b>	<b>2018</b>		<b>2019</b>
		<b>The Ministry</b>	
		<b>THE CHURCH &amp; SERVICES</b>	
£6,893		Lighting & Heating	£7,197
£1,693		Insurance	£1,740
£9,019		Minor repairs cleaning	£3,875
£1,739		Miscellaneous	£1,187
£16,704		Running Man Cafe	£10,628
£2,064		Upkeep of Services	£3,299
£0		Churchyard	£0
£5,750		Salaries	£4,400
	£43,860		£32,327
	£3,828	Administration	£296
	£1,346	Catering	£196
	£1,717	Equipment purchases	£1,290
		Fundraising	£21
	£1,020	Internet/Telephone	£1,025
	£338	Youth Work	£1,043
		<b>PAYMENTS OUTSIDE PARISH</b>	
£61,672		Parish Share	£62,313
£1,010	£62,682	Charitable Giving	£1,917
	£1,718	Extraordinary Expenditure	£0
	£116,511	<b>Total Expenditure</b>	<b>£100,428</b>
	(10,362)	<b>Excess of Income Over Expenditure</b>	<b>(983)</b>
	£106,149	<b>Total income</b>	<b>£99,445</b>

<b>BALANCE SHEET AS AT 31ST DECEMBER 2019</b>			
<b>31/12/2018</b>	<b>Assets</b>		<b>31/12/2019</b>
£452	Diocesan Trustees Investment Account	Market Value 31-12-19	£537
£80	HSBC Business money Managers Account		£0
£26,167	HSBC Community Current Account		£0
£0	Metro Bank - Church community account	opened 30 June 2019	£25,262
£2,879	Metro Bank - Running Man Cafe		£2,880
	Petty cash		
<b>£29,577</b>	<b>Total Assets</b>		<b>£28,679</b>
	Apportioned as follows		
	<b>Unrestricted Funds</b>		
£29,125	General Fund		£25,746
	Discretionary Fund		£2,396
	Petty Cash		
	<b>Restricted Funds</b>		
£452	Diocesan Trustees Investment Account		£537
<b>£29,577</b>			<b>£28,679</b>

<b>ALL SAINTS' CHURCH DEDWORTH</b>			
<b>Cash Position as at 31.12.2019</b>			
			£
HSBC community Ac Opening Balance 01.01.2019			26,166.64
HSBC savings Ac Opening Balance 01.01.2019			79.85
Metro community Ac Opening Balance 01.01.2019			-
Metro RUNNING MAN CAFE Opening Balance 01.01.2019			2,878.78
<b>TOTAL Opening Balance</b>			<b>29,125.27</b>
HSBC community Receipts year to date			75,949.67
HSBC savings Receipts year to date			20,011.68
Metro Receipts year to date			63,082.73
Metro RUNNING MAN CAFE receipts year to date			10,628.78
<b>TOTAL RECEIPTS</b>			<b>169,672.86</b>
HSBC community Payments year to date			102,116.31
HSBC savings Payments year to date			20,091.53
Metro Payments year to date			37,820.35
Metro RUNNING MAN CAFE payments year to date			10,627.76
<b>TOTAL PAYMENTS</b>			<b>170,655.95</b>
<b>Cash book balance</b>			<b>28,142.18</b>
Invoices etc received not paid:-			
none			

<b>CURRENT Account Balance</b>		£			
at 31 Dec 2019					
<b>HSBC community Ac Balance</b>		-		<b>a/c closed 14 Oct 2019</b>	
<b>HSBC savings Ac Balance</b>		-		<b>a/c closed 14 Oct 2019</b>	
<b>Metro community Ac Balance</b>		<b>25,262.38</b>			
<b>Metro RUNNING MAN CAFE balance</b>		<b>2,879.80</b>			
<b>TOTAL CURRENT Balance</b>		<b>28,142.18</b>			
<b>Change in year</b>		<b>- 983.09</b>			

<b>Special Collections</b>									
<b>Christingle collection</b>		250.41							
Childrens Society payment	-	251.00							
<b>Homeless Fund</b>	<b>Receipts</b>		<b>Expenses</b>	<b>Comments</b>					
Opening balance 1st Jan	848.21		-						
	484.10		-	wk 2					
	100.00			CAF					
	-		702.06	Feb					
	509.50		-	wk 7					
	60.00		-	wk 9					
	160.00		40.00	wk 10					
			89.99	March					
	-		80.00	April					
	-		150.26	May					
	10.00		-	wk 29					
	30.00		-	wk 34					
	100.00		-	wk 44					
	55.00		-	wk 49					
	10.00		-	wk 50					
	76.33		-	wk 51					
	-		20.00	30 dec					
	152.00		-	xmas collections					
	<b>2,595.14</b>		<b>1,082.31</b>						
<b>Homeless balance</b>	<b>1,512.83</b>								
<b>Youth Fund</b>	<b>Receipts</b>		<b>Expenses</b>	<b>Comments</b>					
Opening balance 1st Jan	-		-						
	50.00			wk9					
	133.00		-	wk20					
	100.00		-	CAF					
	3.00		-	wk21					
	500.00		-	wk22					
	-		424.00	June 1	£424 for 3 people to attend summer camps				
	495.00		-	wk 24 26					
	90.00		-	wk27					
	-		250.00	Aug 14	£250 for Soul Survivor				
	34.00		-	wk 48					
	-		-						
	-		-						
	<b>1,405.00</b>		<b>674.00</b>						
<b>Youth balance</b>	<b>731.00</b>								
<b>Christmas collections 24/25 dec 2019</b>	<b>Receipts</b>								
	<b>455.26</b>				151.7533				
<b>to be split 3 equal ways</b>									
Childrens Society	152.00				to be sent in Jan 2020				
Homeless Fund	152.00								
ASD General Funds	151.26				to cover cost of christingles etc				
	<b>455.26</b>								

ALL SAINTS' CHURCH DEDWORTH														
01.01.2019 - 31.12.2019														
Note - because of rounding and timing of when data put in this table, the figures below will not add up to exactly the same as the I&E report (2 decimals)														
Regular Income	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total	Monthly Ave
Standing Orders	2,762	2,814	3,214	3,812	2,587	2,212	1,937	1,752	755	585	585	1,035	24,050	
Parish Giving Scheme					410	780	1,740	1,785	2,430	2,505	2,677	2,677	15,004	
PGS tax income					102	195	403	413	575	593	633	633	3,547	
Collections @ Services	582	691	562	751	538	210	1,130	517	579	525	609	1,138	7,830	653
Envelopes	1,092	1,065	860	622	989	509	1,113	491	442	552	542	593	8,869	739
Hall Hire	390	590	730	620	570	845	550	390	425	895	705	715	7,425	619
<b>Total regular income</b>	<b>4,826</b>	<b>5,160</b>	<b>5,366</b>	<b>5,805</b>	<b>5,196</b>	<b>4,751</b>	<b>6,872</b>	<b>5,348</b>	<b>5,205</b>	<b>5,655</b>	<b>5,751</b>	<b>6,790</b>	<b>66,725</b>	<b>5,560</b>
Other Income	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total	Monthly Ave
Baptisms	40							30	20				90	8
Donations	211	314		826	500		210	30	600		600	275	3,566	297
Fund Raising	384			318						529			1,231	103
Funerals	89	174		225			60					60	608	51
Gift Aid Recovery (2018)	12,328												12,328	
Legacies						1,000							1,000	
Miscellaneous (inc Interest)					4			10		6		6	26	2
Special Collections		509	220		100		124	207			100		1,260	105
Weddings				84	126	42	42	292					586	49
Youth Group/Soul Survivor				50	233	509	585					50	1,427	119
misc inc Xmas trees		22										-60	-38	
<b>Total other income</b>	<b>13,052</b>	<b>1,019</b>	<b>270</b>	<b>1,453</b>	<b>963</b>	<b>1,551</b>	<b>1,021</b>	<b>569</b>	<b>620</b>	<b>535</b>	<b>700</b>	<b>331</b>	<b>22,083</b>	<b>1,840</b>
<b>Total Income</b>	<b>17,878</b>	<b>6,179</b>	<b>5,636</b>	<b>7,258</b>	<b>6,159</b>	<b>6,302</b>	<b>7,893</b>	<b>5,917</b>	<b>5,825</b>	<b>6,190</b>	<b>6,451</b>	<b>7,121</b>	<b>88,808</b>	<b>7,401</b>
Expenditure	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total	Monthly Ave
Administration			114		129				54				296	25
Catering			65		57		55		19				196	16
Charitable Giving	251				15	110							376	31
Equipment Purchases	57	16	17			90	306	560				243	1,289	107
Fundraising								21					21	2
Heating & Lighting	2,114	640	742	700	342	409	436	259	259	345	259	692	7,196	600
Insurance	1,739												1,739	145
Miscellaneous		150					931		81			25	1,187	99
Parish Share		6,234	6,231	6,231	6,231	6,231	6,231	6,231	6,231	6,231	6,231		62,313	5,193
Repairs & Maintenance	45	312	382	560		112	340		360	1,082	356	324	3,873	323
Salaries		1,000		500	500					600	600	1,200	4,400	367
Services	33	135	60	637			306	438	165	1,008	46	471	3,299	275
Special Collections		702	90	80	150						331	188	1,541	128
Telephone/Broadband	45	181	63	62	80	79	79	79	79	79	79	119	1,024	85
Youth work			83			460		280	113		91	16	1,043	87
<b>Total expenditure</b>	<b>4,284</b>	<b>9,370</b>	<b>7,846</b>	<b>8,770</b>	<b>7,504</b>	<b>7,491</b>	<b>8,684</b>	<b>7,868</b>	<b>7,361</b>	<b>9,345</b>	<b>-1,542</b>	<b>3,736</b>	<b>89,794</b>	<b>7,483</b>
<b>Movement of Funds</b>	<b>13,594</b>	<b>(3,191)</b>	<b>(2,210)</b>	<b>(1,512)</b>	<b>(1,345)</b>	<b>-1,189</b>	<b>(791)</b>	<b>(1,951)</b>	<b>(1,536)</b>	<b>-3,155</b>	<b>7,993</b>	<b>3,385</b>	<b>(985)</b>	
Running Man Cafe	bank a/c to 31 dec												Monthly Ave	
Income	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Total	886
Expenditure	-	2,494	1,478	78	2,197	-	1,247	-	-	1,078	1,187	870	10,629	886
<b>Movement of Funds</b>	<b>(284)</b>	<b>652</b>	<b>305</b>	<b>(85)</b>	<b>218</b>	<b>(116)</b>	<b>182</b>	<b>(800)</b>	<b>(254)</b>	<b>(32)</b>	<b>263</b>	<b>(48)</b>	<b>1</b>	
Total Income inc Café	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total	
<b>Total Income inc Café</b>	<b>17,878</b>	<b>8,673</b>	<b>7,114</b>	<b>7,336</b>	<b>8,356</b>	<b>6,302</b>	<b>9,140</b>	<b>5,917</b>	<b>5,825</b>	<b>7,268</b>	<b>7,638</b>	<b>7,991</b>	<b>99,437</b>	
Total expenditure inc Café	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total	
<b>Total expenditure inc Café</b>	<b>4,568</b>	<b>11,212</b>	<b>9,019</b>	<b>8,934</b>	<b>9,483</b>	<b>7,607</b>	<b>9,749</b>	<b>8,668</b>	<b>7,615</b>	<b>10,455</b>	<b>- 618</b>	<b>4,654</b>	<b>100,422</b>	
Total Movement of Funds inc Café	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total	
<b>Total Movement of Funds inc Café</b>	<b>13,310</b>	<b>(2,539)</b>	<b>(1,906)</b>	<b>(1,597)</b>	<b>(1,127)</b>	<b>-1,305</b>	<b>(609)</b>	<b>-2,751</b>	<b>(1,790)</b>	<b>-3,187</b>	<b>8,256</b>	<b>3,337</b>	<b>(984)</b>	

## Section 7 Response to Covid – Sue Morgan

### What Did We Do In The Pandemic?

Where were you back in March when the news suddenly broke that we were about to be hit by a pandemic, the like of which had never been known before?

I was in the church cafe at the time, talking with Nigel about the up and coming interregnum, which was just about to start. The church and the cafe had to be locked down. Only the Hub could remain open.

No-one knew how the virus was transmitted. There was no cure.

Everyone had to remain in their homes – only essential workers allowed out.

We didn't know how many of us would die. 50%? 80%? Anyone's guess? We were terrified.

The 1<sup>st</sup> job was to establish some way of communicating with people around us.

We divided the parish up into zones in order not to lose contact with everybody. Each had a zone champion who would be able to make sure that everyone in their zone was ticking over.

We quickly worked out that 2/3rds of our congregation could be reached by email. But the other 1/3<sup>rd</sup> posed more of a challenge.

Telephone links were a starter. And later a newsletter from the church helped, once someone could get out to deliver, or post it! A number of people kindly used their "exercise" walks to help with this.

The West Windsor Hub was immediately in full swing, doing food shopping for those who couldn't go out, and arranging food parcels and the collection of medicines for the vulnerable members of our community.

Our own Carolyn Carter, and David Flanagan along with Carole da Costa, were rushed off their feet keeping the Dedworth community afloat at this testing time, assisted by a veritable army of volunteers. Thanks to all of them for the work they did early on, and for ALL the work they are still doing! From March up until today, we have scanned the Covid rules to see what we CAN do for our community and what it would NOT be safe to do!

We have delivered services by telecom, broadcast from a dial-in facility, encouraged each other by Zoom and dazzled our congregation on You Tube. In all of this we have relied heavily on our tech team. We are extremely grateful to John Sturgeon, Mike Smith, Paul Watkins, Lucie Lazell, Mike Brooks and many others who have recorded sermons, led Bible studies, prayer meetings and recorded family news items. You guys have immeasurably enriched our lives at this difficult time, for which we thank you all from the bottom of our hearts.

Andrew Giles has done a splendid job in producing our newsletters, which has helped us to keep in contact with each other. He has worked hard as senior church warden and certainly deserves a brief rest now. (Don't get carried away, Andrew!). I am glad that he is continuing to do the job of secretary, and has promised to keep me up to speed by sending me even more emails than usual!

Before we were allowed back into church, we realised that we could pray in the church garden. So, we did! God blessed us with some amazing answers to our prayers. Sometimes we think that God is

not listening when we pray. Don't believe a word of it. It's simply not true. If you don't believe me, ask me one day to tell you about the entrepreneur who arrived in Dedworth in less than an hour after we prayed for one!

Once we were allowed back into church it seemed an easy thing to reinstate the 9.30am Sunday Service. Booking ahead is a good idea to save any difficulties in finding a chair. OK, you have to wear a mask, and sign in. You mustn't sing, (or blow your trumpet!) but the congregation are just pleased to be together. They receive communion every other week, courtesy of our 2 visiting clergymen Alan Dibden and Roy Burgess, and in between the services are taken by Jacki and Mike Thomas, and occasionally me. Thank you, team, for your excellent work.

It is much more difficult to work out the logistics required to get the 10.45am Sunday Service back into church, mainly because of the fact that so many children are involved. This is a work in progress and we are moving forward with this. However, we have our own team who make fun YouTube family friendly services which are stunningly good. And we have got as far as watching them from home/ watching them sitting in the church. So, we are on the way.

We have recently started doing events for the young people in the church, all carefully organised in a covid safe environment, and also Sunday School is beginning to come back as well. We are blessed with wonderful and creative leaders both for the schools' work and the children and young people's work. Which brings me to my last point...

All Saints Dedworth has risen to the challenge of both the pandemic AND the interregnum so far, and I'm very happy at the way we are all working together. Thank you everyone. Keep up the good work and all the creativity. The pandemic and the interregnum are not over yet!



## Section 8 West Windsor Hub - Carole da Costa

For anyone unaware of the West Windsor Hub, we are a response hub to covid 19 and beyond. We started with offering essential bags of shopping for £10. We did this with the support of Tesco when it was difficult to get some essentials at the start of lock down. The service we offer continues to develop, currently we offer, food parcels free of charge and foodshare referrals for clients in financial difficulties. We also do shopping at Tesco, a service that sees the hub purchase and deliver the goods, then take payment via card or BACs. We currently collect and deliver prescriptions from Tesco and Hetpole.

Currently we are running the hub 3 days a week 10-2pm, my preference is to keep it to 3 days, but we may look at changing the days and timing. I am not happy to have volunteers journeying home in the dark but would consider finishing at 3pm.

I have a meeting planned for the 20<sup>th</sup> Oct with Kerith to look at working together on future projects including CAP.

We have had an amazing donation of food from Coworth Flexlands School as they donated the produce from their harvest festival. Some of the items were a bit special and we have put them aside for Christmas boxes so we can treat clients in a couple of months' time.

We have two new volunteers Adele and Fez. Adele was a service user and is now helping us, Fez is new to the UK, he is married to a Windsor girl. He is going to work with us to get some experience in England and gain a good reference.

The kind of work we are doing is unchanged with approx. 9 shopping list, 9 food parcels, 5 foodshare referrals 5 prescriptions a week. Two volunteers are willing to help clients with filling out benefit forms if they have no one else to help them.

We celebrated 1000 tasks since we started to use the Volo system which was developed for us. This gave us an opportunity to value our volunteers and all the hard work they do. We had community wardens join us as well as Danielle from Radian community services and Jesal from the community embedment project.

#### **The future and covid 19 recovery.**

I attended the Health & Wellbeing board this week, the number of CV19 cases are increasing fast in the borough. Currently we are just below the high tier. I expect we will be in this tier by the end of October. This will have an impact on us all and the workload in the hub. The timing is likely to coincide with the end of furlough and expected increase in job losses. We are ready for this but more help is always appreciated.

The way forward must be decided by the trustees, I would like to see a program that looks to enabling our clients to become self-sustaining. "If you give a man a fish, he eats one meal, if you teach a man to fish, he can feed himself."

I am continuing to work with other community group and the community embedment project, with the aim of providing the kind of support that will help sustain our community.

If anyone wishes to volunteer, please let us know.

## Section 9 Worship 9:30 Service – Michael and Jackie Thomas

The 09.30am service has settled into a pattern of Communion on second and fourth Sundays of the month and Morning Prayer on the other Sundays. Both services use the liturgy as set in place by Nigel. Attendance is between thirty and forty people who, due to Covid, have registered in advance.

We have been fortunate to obtain the services of two retired clergy to celebrate Communion for us. Morning Prayer services have been led by Jacki and Mike, and the Church Wardens.

We have been glad to use the All Saints Hymn and Song videos and hummed behind our masks. Once the rules were relaxed, we have also had live singing – a small singing to the congregation.

## Section 10 Worship 10:45 Service – John Sturgeon

### Introduction

I start by giving thanks to God for the way that He has continued to lead and guide each one of us as we have, as a team, used our gifts and talents to enable our worship to Him over the last year and a half. Looking back since the last AGM, it seems right to split this report in to sections as the worship and teaching arrangements has been structured very differently from pre-covid to after as we have begun our interregnum.

### Since the last AGM

So much has happened in the last 18 months, and it's hard to remember everything! With Nigel as our vicar, we continued with an established pattern of service structure with John & Carolyn taking turns to leading the worship from Bass and Guitar and providing a lead though their vocals. Michael and Sue played keys brilliantly and others have joined in the group occasionally. Worship lyric videos were also used particularly if both John & Carolyn were unavailable, which did happen occasionally.

We followed a rota for leading and preaching prepared by Nigel and this included regular all age services led often by Carolyn which were geared very much towards the children, and these were brilliant! On most other Sundays all the children and young people went out to different groups. We always began with a number of worship songs as people arrived to begin our time together and loved seeing and hearing from the children young people when they came back to share at the end.

Without reference to exact figures, it really felt like we had an increase in numbers attending the 10:45 service during the year and it was always great to welcome new faces or new families. We had a number of child baptisms and often saw the church full as the baptismal party came to the service. Communion would be shared about once a month or so and we always followed our times together with tea, coffee, cake and a great time to catch up with friends.

Once we had a confirmed date for Nigel's departure, we worked closely with Andrew, Mike and Jacki to prepare a rota for preaching and teaching, readings, prayers and leading worship which was available online for those involved and which would see us establish the team for continuing during our interregnum. This was not really put into action as lockdown was announced and we had to quickly re-work these plans.

## Since Covid

We setup a new YouTube channel, rapidly pushed our online presence via WhatsApp, Facebook, our church website, email and our weekly newsletter and we prepared to live stream our first service in a matter of days. This was Nigel's last service from the church. Mike Smith kindly provided help and a very powerful laptop computer to enable this to take place and we are really blessed to have access to such kit and to be able to work as a team to pull these things off.

We soon realised that in order to keep in touch with our own flock (who were members of both congregations), and to continue to reach the community, our services needed to continue online, and they needed to be engaging, fast paced and energetic to retain the online audience – it was a steep learning curve for all involved. Nigel hand delivered his final service in pre-recorded sections to me on his iPad so that I could add the songs and bible readings and stitch it together into our first pre-recorded service.

It was evident right from the start that not all of our congregation were able to watch on YouTube and other ways to reach everyone were developed including an audio version of the service offered on the telephone, a DVD version of services distributed to a handful, and a 1:1 telephone service offered to a few individuals.

1

The YouTube service on a Sunday had grown to a peak during April but has appears to tail off slightly as lockdown eased and has dropped down a lot more in the last couple of months, based on the numbers of views of each service, and we noticed weekly views would also rise during the week as people watched in their own time. It was immediately obvious that we would never know who was watching, and that we may never see them in person, but we had to focus on keeping the service engaging and trying to encourage people to get in touch if they had a prayer need, a physical need (like food or medicine) or just needed a chat and we promoted the West Windsor hug through our services. What started as a way for our church to worship online together quickly became an outreach medium and also a communication tool to those watching – but it was fairly one way. Very few commented below the video or chatted during the stream and so we needed to do more.

We started to explore Zoom, and made use of this video conferencing tool to host a “virtual tea and coffee” after the morning services, and it was great to chat and have a catch up with a small number of our fellowship. We also used Zoom for the bible studies and PCC meetings. We then explored a few services where we used Zoom to bring everyone together in an intimate setting but we found out later that some don't want to join Zoom or appear in this way, and so this was not as an inclusive approach as we had hoped.

Since lockdown in March, we have uploaded 56 videos, 29 of these are pre-recorded services, 18 are GAP sessions, 2 are our worship groups zoom style song videos. We've and attracted hundreds of viewers to our YouTube channel plugging every week on Facebook and linked to from our website.

Since we created our YouTube channel in March 2020, we have now 101 subscribers, and 6131 views of our videos totally 1361 hours of watch time. These have come from UK, South Africa, United States and St Vincent & Grenadines! It's wonderful to know people are sharing our links.

We have been so pleased to have had so many people volunteer to be involved in recording short segments for the services, bringing together welcome messages, prayers, talks, bible readings, family news, videos aimed at the younger ones, communion at home, weekly notices and closing blessings – you all know who you are and so thank you for your willingness to be involved and to share – we wouldn't have had such great services had it not been for your help – so thank you from me and all the PCC.

Also, a massive thanks to Mike Smith for ALL his help which, as a lot of technical roles often are, has often been behind the scenes. An especially huge thanks to Mike who actually did all the video editing for the Sunday services during much of August & September whilst I took some family holiday time.

### **What's next**

As we move forward in to the next phase, we await to see what God has in store. If all the planning and preparation has worked, as we meet together virtually for our delayed 2020 AGM, this will be our second Live streamed service and will also integrate people being in church, people on zoom, and people watching on YouTube – I pray that our internet connection at church does not fail on Sunday morning!

We have a plan in place to try to not overload individuals, to give a variety of different service types, and to have services that people can join in person in the church, and online at home as some are still shielding. We pray that the way we do this will continue to attract, continue to honour God and continue to fulfil the spiritual needs of the congregation and those who are watching in the community. If you are reading this and would like to suggest ways of improving what we do or if there are things you don't like, please do let us know. We hope you will continue to journey with us in faith as we share Gods good news.

God bless, John.

## Section 11 Pastoral care, Zones and Prayer Hub – Colin and Barbara Carter

**Since the last AGM in April 2019** until mid-March 2020 the **Pastoral Care** team continued as before, visiting as needed - private homes, care homes and hospitals, supported willingly by Rev. Nigel Richards. Both Barbara and Colin supported Rev Nigel with the monthly services at Lesley Dunn House.

Wednesday lunches and services continued and were both much appreciated by the elderly, a number of whom relied on being transported to and from Church by one or other of the Pastoral Care team/lunch team. The services were often led by Rev. Nigel Richards, although Mary Morgan, Andrew Giles and Sue Morgan led the services on occasions.

The Pastoral Care team met regularly for updates on any issues or problems encountered and to share a time of bible study and prayer.

The **Prayer Hub** was held each Monday at noon in the Chapel at All Saints, attended by several people regularly. Part of the prayer time was concentrated on specific Prayer topics - 1st Monday: Local Schools (usually attended by representatives from local Schools' organisations), 2nd & 5th Mondays: Our Community, 3rd Monday: The World, 4th Monday: Church - here and in the World.

**Since mid March 2020** when we were all thrown into lockdown because of the Covid 19 pandemic, we also found ourselves in an interregnum. Colin and Barbara were unwell at that exact time, so Sue and Andrew together devised a plan to enable us to keep in touch with the congregation via telephone and social media, etc. Sue had the Electoral Roll and added the Wednesday lunch list and arranged for a few volunteers to act as a 'Zone Champions', who were asked to keep in touch with a few people from the list and report back any problems. Zone areas had been created with individual Zone Champions. This was an amazing feat and worked really well. Our grateful thanks to Sue and Andrew. We started with joint Pastoral Care and Zone Champion meetings by Zoom for a time.

As lockdown eased slightly and Colin and Barbara were available it was decided they should take this project over from Sue, who was busy enough as senior Churchwarden in an interregnum. However, before doing this and after discussion together, Sue re-arranged the Zones into smaller areas, in case there was a further lockdown anytime, and more 'Zone Champions' were appointed. This system is still in operation today and working well. Newsletters are sent out to those not on social media.

The Prayer Hub became 'Prayer Warriors' and a few of us still meet weekly on Zoom to pray over any issues or illness etc. there are. Colin and Barbara also receive personal requests for prayer occasionally and follow these up regularly with the person concerned. They also organise the Prayer Rota each Sunday for the You Tube and Zoom services.

## Section 12a Children and Youth's report – Michelle Sturgeon

### Pre – Covid

#### Sunday School

Before Covid we offered Sunday school most weeks. Each week an average of 25 youngsters attended one of the three groups aged 2-5, 6-9 and 10+. Our team of leaders has grown throughout the year and we have been putting particular effort into mentoring and nurturing new leaders. A big thank you especially to Kerry for taking over the co-ordination of the rotas. Our themes have included bible characters and encounters with Jesus. We have continued to use Urban Saints material. Thanks to all the leaders who have taught and loved our church throughout the year.

#### Youth Group.

Youth group is one of my favourite evenings of the month, always filled with laughter. Pre-covid we met on the first Sunday evening of the month. This has been led by Carolyn, Nigel, Matthew and myself. We have between 5 and 12 young people aged 10 and above. Each evening consists of chatting, games, a bible time and lots of cake. We have also had several socials including BBQ's, Windsor Monopoly and a day at Big Church Day Out. Carolyn and Nigel have also taken some of our older youth occasionally to Kerith church Bracknell who put on youth events on a much larger scale. At the beginning of February, we had a youth weekend together. God directed us to stay at church rather than go away, which was perfect as it allowed the youth to dip in and out and therefore more were able to attend. The weekend included 6 sessions using a resource called Uncut which was written for Youth for Christ. It included DVD clips, games and discussions. We also had lots of great food including a three coursed meal cooked by the youngsters in a Bake-Off challenge. A highlight was on the Saturday evening when we had All Saints has got talent, and oh my - what talent they have. I was especially encouraged with the way they all supported and cheered each other along. And to top it off, several gave their life to Jesus in the last session.

#### Summer Holidays

We fundraised and sent off 5 of our young people to three different camps in the summer of 2019. Soul Survivor, The Track and Campaigner camp. Fundraising included babysitting, a movie afternoon and a summer BBQ and fun afternoon. Thank you so much to all that supported them and prayed for them. They all had a great time.

#### Holiday Club

We delivered a beach themed holiday club at All saints in August for children aged 5-12. This was a joint event with Dedworth Green Baptist and Kerith church. It was attended by 60+ children many of which do not usually go to church. We had a wonderful week exploring stories in the bible that were set at the sea side, focussing on Peter. We had daily beach aerobics, baby shark, singing, games, craft and activities. Crafts included making team beach huts, lighthouses and boats. In the afternoons we had team games (including human hungry hippos), water games, a treasure hunt and the grand finale was a beach party and BBQ. Much fun was had by all, children and leaders included.

#### UV Light party

This was another joint effort with Dedworth Green Baptist and Kerith church. The UV Light party was an alternative to Halloween. We spent an evening and a day transforming the church. We bought UV lights especially for the occasion. A dance floor, a glow in the dark pin bowling alley, glow in the dark Jenga, UV nail and face paint, glow in the dark apple bobbing were just a few of the activities. We had a massive shock when more than 80 children turned up and unfortunately, we had to turn a few away. The evening included group games, a meal and a short talk by Carolyn. It was a great night but many lessons learned and we had lots of ideas moving forward. Unfortunately, due to Covid these have not yet happened.

#### Halloween Part 2!

On actual Halloween evening, as we often had before, we lit up the front of the church and gave out goodie bags and hot chocolate to the trick or treaters. We were overwhelmed with the amount of people that popped by, now considering it a tradition to come to All Saints as part of their Halloween evening. Our 80 goodie bags which included a book and sweets were given out very early on. We had some great chats with our community.

#### Working with other churches.

As above we have been working with Dedworth Green Baptist and Kerith on youth and children's outreach to the community events. We had been regularly meeting with leaders from both churches as part of our monthly schools and youth meetings. This was a good time to get to know what each other were doing and planning, and to bounce around ideas for future things we could do together. More recently the minister from Windsor Fellowship church had also joined us. We had a plan for an Easter holiday club day, Easter Masquerade ball, Summer holiday club and another UV Light party. We had also started praying about the possibility of regularly doing a larger event (similar to Kerith Bracknell) for the older youth at Kerith Dedworth, but with all of the churches working together. Obviously, this is all on hold at the moment.

## Covid Response

### Youth Group

Youth group went from meeting monthly to weekly pretty early on in Lockdown. We switched to zoom meetings which have been lots of fun with mainly games, but has included a bible and prayer time. During this time the group has planned and led a pre-recorded Sunday morning You Tube service. We also joined in with the United Breaks Out festival in the summer, which we did in person, socially distanced. This included lots of games, take away food and the evening meeting which we watched on a shared television screen but all had wires to our own headphones. We have just started meeting once a month again at church, but zoom youth continues on the other weeks.

### Younger Youth

We added an extra zoom youth group for the slightly younger youth 9 -10-year olds. This was attended by 3-4 youngsters weekly and followed a similar pattern to the older youth, although shorter. This discontinued at the beginning of the summer holidays.

## Prayer bags

Sensory prayer bags were made for all children on the Sunday school registers, plus a few more. Each bag consisted of several prayer cards with everything you needed for the prayer. They included prayer washing lines, growing sunflowers, bubbles and sweets. The Joy was in the delivering of the 40+ bags and being able to catch up with the families face to face for the first time in a long time.

A big thank you to everyone who supports our children and youth, whether that is by leading and teaching them, or praying for them and us leaders. I love it when I come into the 10.45 service, and someone from the 9.30 asks how an event has gone or has said that they are praying for us. So, thank you.

## Section 12b GAP report – Ruth Norris

These 18 months have been a very successful period for all involved - lots of positive interaction and practised discipleship for all the leaders involved with the mums, dads, grandparents and their little ones from the community on a weekly basis. Some true, lifelong friendships have been initiated. This is all good as these parents will see each other in school playgrounds and parks for many years to come. Here is proof, if any of us need it, that coming alongside people in real love and friendship allows you to open the suggestion that they may be seeking to know more about Jesus, and also allows you to fill that hole little by little. None of us will ever forget this time or this opportunity.

However, as a result of the Covid pandemic, these sessions in church came to an abrupt end in March this year. Michelle and I continued online however through the Easter holidays and to the end on July with GAP at Home. This involved 10 min YouTube Bible stories and many suggestions for related activities. They are still there for anyone to use. This was coupled with a Zoom coffee and chat for many weeks.

As children grow up so quickly and life moves on, on top of the continued Covid restrictions, we have not reopened yet. Michelle sees many of the mums socially and they are still in touch through our WhatsApp group. We are signposting to Rev Rosie's Bears and Prayers in the Pirate Park on a Friday morning.

## Section 12c Schools report – Ruth Norris

Schools work in the parish has been continuing in fits and starts this year. The team of Ruth, Carolyn and Nigel was significantly enhanced when Matthew joined it in January 2019 during his year out of uni. This became even more significant after Rev Nigel's departure.

As a foursome we worked very well together and continued monthly assemblies at Alexander First school with stories from the Old Testament and then the New.

The Art in Heaven competition and exhibition in May 2019 was a huge success in so many ways with all our schools.

For Harvest last year we offered the Sower. As a follow up the new RE teacher at Dedworth Green First school asked us to lead RE lessons for the whole school, each lesson with a subject heading from the SACRE syllabus. We thoroughly enjoyed engaging with these delightful children in some challenging questions, like Does the Christmas narrative need Mary?

The Creative Christmas story as we acted it out for them, both in church and in the First schools, was written by the pupils. Some of the characters were their inventions – like Emily the shepherdess, Alice Mary's sister, Ali and the Cockerel. More church members were roped in to deliver all that.

For the younger children we took the Hat and Scarf Christmas story to them, so in many cases we did 2 presentations in one school. With Clewer Green and Hilltop also coming to use our premises for their carol concerts, and our invitation to Braywood School, (not in our parish) we were extremely busy.

We had planned our Easter assembly to take round the schools and had a visit to church from all Dedworth First school pupils all arranged when . . . Lockdown . . . and everything stopped. None of it happened.

This term we have offered a Harvest assembly on Zoom / YouTube for Alexander at their request. It was well received so we have also offered and then sent it to Dedworth Green and Homer. Braywood have asked for it too.

For the future, we are now looking to Christmas. In addition, Alexander are asking for help with their RE week in January 2021.

The Children, Youth and Schools Teams continue to meet for monthly Bible study and prayer, now on Zoom.

The total impact of what we have done in God's name and to his glory will not always be clear to us, we are aware, but we are happy and feel blessed to have had the opportunity and to have been given the support we needed.

Thank you, Lord.

## Section 13 Maidenhead and Windsor Deanery Report – Ruth Norris

*The Deanery has been fairly insignificant in terms of us being your reps this year, but highly significant in terms of All Saints, Dedworth.*

### What is the Deanery?

The Maidenhead and Windsor Deanery comprises 14 parishes. There are 23 churches serving a population of 110,400 (2011 Census).

The Maidenhead and Windsor Deanery Synod comprises all the clergy in the deanery and Lay Representatives elected by their respective parishes in the deanery for a period of three years.

The Deanery Synod also elects representatives to Diocesan Synod and General Synod.

The Deanery has a Mission Action Plan (47 pages) based around Living Faith with five main themes:

- Sustaining the Sacred Centre
- Making Disciples
- Making a Difference in the World
- Creating Vibrant Christian Communities
- Shaping Confident, Collaborative Leadership

There are just three meetings a year of the Deanery Synod. The meeting in the spring of 2019 was entirely given over to giving Andrew Proud, Bishop of Reading a farewell party. This heralded the coming of Bishop Olivia in his place. She will come and address the Synod virtually in October 2020.

The two subsequent meetings in 2019 focused on becoming Christ-like as churches. They came here to All Saints in June when we studied the diocese's Common Vision, and in October when we were introduced to the new Parish Planning Tool, which we at ASD used in part on our Vision and Mission day earlier this year.

Peter and I missed the February 2020 meeting unfortunately, when there was a presentation supporting individuals to live out their faith using a national CoFE resource called Everyday Faith. The June meeting had to be cancelled.

### Parish Share

The Deanery parishes enabled the 2019 share to the diocese of £986,103 to be paid in full and on time. The Deanery expects to also pay the parish share for 2020 in full. There are two parishes with serious doubts about completely meeting their pledge, but there is a generous offer from New Windsor to pay extra, and the Deanery Reserve will contribute as well.

The Deanery Mission Fund was used to give us a grant of £3000 this year, for which we are very grateful.

We are also grateful to Area Dean, Rev Ainsley Swift who has joined our PCC and given us considerable support during this our second interregnum in only a few years.

## Section 14 Safeguarding Report for APGM October 2020 – Jackie Wiggins

The term ‘safeguarding’ is relatively new although the ideas behind it are not. It has its origins in the historic dilemma of how society has coped with its weak and vulnerable members – orphaned children, the materially poor and the disabled. Its history is tied up with child protection and social reform dating right back to the Elizabethan Poor Laws of 1601 and subsequent amendments and additions to these over many years. There is an interesting and easy to understand video summarising this chain of development that you might like to watch.

<https://www.virtual-college.co.uk/safeguarding-children-timeline/index.html>

Awareness of safeguarding, its profile and its bureaucracy within the Church of England, has risen massively since 2014. There is now a National Safeguarding Team and a Bishop, accountable to the House of Bishops, overseeing safeguarding in all Anglican churches. Every diocese has had to appoint a Diocesan Safeguarding Officer (DSO). In the Oxford Diocese, of which we are part, the team working under the DSO has grown to include not only administrative support, but during this year, personnel with background experience in social work and policing.

Safeguarding legislation now applies to churches, just as it does to schools, hospitals, care homes and all places of work. To comply with legal requirements all organisations have had to develop policies, procedures and training courses to guide and ensure that appropriate patterns of behaviour are followed. The Anglican church is among the last to put these legalities into formal practice. This is possibly because in Britain, the attitudes of justice and mercy were considered institutionalised in the Church of England and ‘deserving cases’ were considered the responsibility of the clergy. The message today is that safeguarding concerns everyone.

### **Safeguarding Training**

In February 2020, All Saints’ Dedworth had an inspection. Representatives from the diocese came to inspect our accounts, records of attendance and other paperwork. We got top marks and great praise because so many of our congregation had completed the basic safeguarding training courses and so many of our leaders had attended courses in safer recruitment and leadership. I would like to thank everyone who made the effort to attend the face to face sessions held at All Saints’ and in Maidenhead and for completing the basic training safeguarding courses online.

The main thrust for safeguarding this year (2020-21) in the Oxford Diocese is to create awareness of Domestic Abuse. I draw your attention to the publicity about Domestic Abuse appearing around the church building and in our newsletters. I had invited a speaker from the diocesan team to a parish safeguarding event on October 27<sup>th</sup> 2020. Due to restrictions enforced by Covid, all live safeguarding training in our diocese has been cancelled. There are online multichoice courses for basic safeguarding training <https://safeguardingtraining.cofeportal.org/> and Zoom sessions for Leadership and Domestic Abuse Awareness.

<https://www.oxford.anglican.org/safeguarding/safeguarding-training/#tab-id-2>

This is offered to all who wish to follow it, but candidates must have completed Basic level training first. When I followed Domestic Abuse Awareness course, I learnt a lot and thoroughly recommend it. It is well structured, interesting and not at all onerous. I hope that many of you will follow the link above and take advantage of the training. There is a diocesan requirement for leaders working with children and/or families to complete this.

### **Safeguarding Policies and Procedures**

The inspection team were also impressed by All Saint's Safeguarding Manual containing all our policies and procedures. There is much information and guidance about safeguarding on both the Oxford Diocese web site and the C of E website. As All Saints' first official Safeguarding Officer, I felt it was necessary to abstract from all this information, that which applied to us as a small and relatively informal church, with no paid administrative support. I followed the guidelines to draw up the required policies and as far as possible, documented as procedures what was already happening in practice. There were some areas in which we have had to become more rigorous in our approach.

### **Permission and Consent**

One of these areas is the requirement to obtain consent from individuals or permission from parents with respect to taking part in various activities organised by the church. This is wide ranging and includes among other things transport, attendance at Sunday School and events for our youth and photography. Permission slips are available in our safeguarding manual and on our website. The period of Covid lockdown revealed gaps in our Use of Social Media policy in terms of video conferencing meetings i.e. Zoom events. A revision of this is underway.

### **Risk Assessments**

Another area in which we have had to become more bureaucratic is that of risk assessment. It is now a requirement that events and activities at church are risk assessed. The risks and preventative precautions need to be documented and formally accepted by the PCC, prior to an event or activity taking place. Risk assessment used to be a Health and Safety concern. It now includes safeguarding too. Andrew Giles and Mike Brooks have drawn up a comprehensive general risk assessment for the whole church. This covers many activities and can be used as guidance, but every church event, on and off the premises, needs to carry its own recorded risk assessment. Risk assessment templates are available in our safeguarding manual and on our website.

### **Safer Recruitment and DBS Checks**

The process of 'safer recruitment' has become integral to safeguarding to ensure that children and vulnerable adults are protected from abuse by those working in proximity to them. During 1919 many of our church leaders took the opportunity of attending a course on Safer Recruitment run by the Oxford Diocese, to learn how this applied in the context of church.

Disclosure and barring checks must be made on all church workers before they are allowed to take up paid or voluntary work for the church, with children or vulnerable adults. This is achieved through the Disclosure and Barring Service.

*"The Disclosure and Barring Service is a non-departmental public body of the Home Office of the United Kingdom. The DBS enables organisations in the public, private and voluntary sectors to make safer recruitment decisions by identifying candidates who may be unsuitable for certain work, especially involving children or vulnerable adults, and provides wider access to criminal record information through*

its disclosure service for England and Wales.” <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

The Church of England requires that DBS checks be renewed every 5 years. *I recently audited our DBS list and found that most of us at All Saints’ who need a DBS check are up to date. There are a few people who need to apply for one and one or two whose checks will soon be due for renewal.*

In terms of safeguarding then, 1919-20 was a year of documenting and fine tuning our existing policies and practices and initiating others. I thank you all for your support. I know it has been exasperating for some people, especially those with a background in education or healthcare, who have undertaken occupational safeguarding training. Unfortunately, both DBS certificates and safeguarding training are location specific. In the same way that C of E approved training and a DBS certificate associated with All Saints’ Dedworth is not considered adequate for your occupational position, your occupational training for safeguarding is not considered adequate by the C of E for your role at church.

This is not a satisfactory situation and the Covid pandemic has in fact moved it in the right direction. Due to the back log of applications from volunteers willing and needed to support the community in lockdown, the location specific requirement was temporarily dropped. It remains to be seen how long this will last. Updates can be found here. <https://www.gov.uk/government/news/covid-19-changes-to-dbs-id>

During the coming year, the priorities for safeguarding at All Saints’ Dedworth will be:

- Ensuring DBS checks and certificates are obtained for those people needing them.
- Monitoring safeguarding training and keeping records updated.
- Raising awareness of Domestic Abuse and sources of help and advice.
- Documenting our policy and practice about Domestic Abuse.
- Raising awareness of safety issues when using social media and video conferencing i.e. using Zoom and WhatsApp, as well as Facebook and Instagram etc.
- Updating our policy on Use of Social Media.
- Updating our policy and practice following any guidelines issued by the government and Church of England.

The role of Parish Safeguarding Officer could be a quick way to lose friends. However, you have all shown me a lot of understanding and given me a lot of support. I would particularly like to acknowledge help from Naomi Sinclair in the presentation of All Saints’ Safeguarding Manual and help from Matthew Kilner in formulating the Photography and Social Media Policies. I also thank Andrew Giles for his cheerful encouragement to keep going in the face of problems and Barbara and Colin Carter who took the initiative in implementing procedures, putting policy into practice. Thank you all.

## Section 15a Christian Aid Report – Ruth Norris

Christian Aid is one of just 3 charities that our church is currently supporting.

Ruth represents us on the Windsor Christian Aid committee, which includes people from our Windsor churches of all denominations, although our central Windsor churches are noticeably not represented.

In this past year, we have been doing all 3 of the three prongs of the CA fork –

1. educating people about the different and difficult situations people are living in around the world,
2. Raising money to help,
3. campaigning to change systems that keep people in poverty.

Every year across the town we have a wide range of events including Big Brekkies, sponsored walk, pancake party, quiz nights, Carols on the Hill, Tesco collection, street collections, Advent services.

On top of these we have Christian Aid Week in May. Last year's total of £7000 was not matched this year in lockdown but we still made efforts. Ruth achieved 10,000 steps on 3 days in the week without leaving her house and garden.

Scarily, 3 of us arranged to meet the manager at HSBC bank in the High street and talked to her about the issue we have with her bank still funding fossil fuel extraction in 3 countries while trying to promote itself as a Green company. She agreed with us and passed on our missive. Nationally this drive helped the bank to decide to terminate this practice.

We had a brainstorming workshop and came up with fresh ideas which we still have to develop and activities we hope more people will want to get involved with. If that strikes a chord with you please let Ruth know.

## Section 15b Film Club – Jackie Wiggins

Film Club only ran for 2 months in 2020 before lockdown set in. About 30 people attended on each occasion and enjoyed very sociable evenings.

In 2019 attendance each month varied, with larger audiences attending in the winter months. We would like to thank Jackie Sadler, Trevor Morgan and Kerry Giles for their very dependable and practical help. They have made organising Film Club a pleasure for us.