

Annual Parochial Church Meeting

23rd May 2021

Record of meeting



ANNUAL GENERAL MEETING OF ALL SAINTS' CHURCH DEDWORTH HELD IN CHURCH ON 23rd May 2021

Sue Morgan welcomed all to the AGM, at 11:05am on Sunday 23rd February. There were 29 people present in person and a further 6 attended by Zoom. Another 57 followed the service and meeting on YouTube

The meeting opened in worship and prayers led by Sue Morgan, followed by apologies.

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

1	Opening Worship led by Sue Morgan
2	Apologies for absence : Penny Roche, Liza MacRobert

FIRST MEETING: ANNUAL VESTRY MEETING – ELECTION OF CHURCHWARDENS

		Responsible
	Meeting commenced at 11:00am	
A	Minutes of April 2019 meeting Andrew read out last year's minutes All voted in favour	Andrew Giles
B	Election of Churchwardens to cover the period October 2020 – next Annual General Meeting Two nominations have been received for this year to stand again for churchwarden: Sue Morgan and Ken Kilner All voted in favour	Andrew Giles
	Meeting closed at 11:03am	

SECOND MEETING: ANNUAL PAROCHIAL CHURCH MEETING

		Responsible
1	Introduction - Meeting commenced at 11:03am with a short preamble	Sue Morgan and Ken Kilner
2	Minutes of October 2020 meeting All voted in favour to accept There were no matters arising	Sue Morgan and Andrew Giles
3	Elections and Appointments The following were proposed: <ul style="list-style-type: none"> PCC (other than Churchwardens and Deanery Synod) <ul style="list-style-type: none"> Michael Bourne Mike Brooks Mary Findler David Flanagan Andrew Giles (co-opted) Malcolm Lock Liza MacRobert (new member) Loice Mamdizvidsn Penny Roche Jackie Sadler John Sturgeon 	Sue Morgan

	<p>Paul Watkins (co-opted) Angela West Jackie Wiggins Carolyn Carter (Observer/Parish worker)</p> <ul style="list-style-type: none"> DEANERY SYNOD (existing members elected for 3 years October 2020): Peter Norris Ruth Norris <p>There is a vacancy for one more PCC member as a third Deanery Synod representative. Sue said to speak to herself or Andrew Giles if you want to join the PCC.</p> <p>All voted in favour</p>	
	Reports	See Below
4	Electoral Roll – changes in membership	Trevor Morgan
5	Fabric report PCC report	Ken Kilner
6	PCC Secretary Report	Andrew Giles
7	Financial report - Signed copy of accounts - APCM Treasurers report	Paul Watkins
8	West Windsor Hub report	Jackie Wiggins, David Flanagan and Carole Da Costa
9	Worship 9:30 Service	Jacki Thomas and Michael Thomas
10	Worship 10:45 service	John Sturgeon, Carolyn Carter and Mike Smith
11	Pastoral care, Zones and Prayer Hub	Sue Morgan
12	Children Youth and Schools -GAP Report -Schools Team Report - Children and Youth Report	<p>- Ruth Norris and Michelle Sturgeon</p> <p>-Ruth Norris, Carolyn Carter, Matthew Kilner</p> <p>- Michelle Sturgeon</p>
13	Deanery Report	Peter Norris
14	Safeguarding Report	Jackie Wiggins
15	Any Other Reports: -Christian Aid -Eco Report	Ruth Norris Peter Norris
16	Churchwardens Report	Sue Morgan
17	Any Other Business	Sue Morgan and Ken Kilner

Section 4: Electoral Roll - Trevor Morgan

The procedures for the annual revision of the Church Electoral Roll have been followed. Ten names have been removed as a result of RIP or removal from the area. Three names have been added. The current number on roll is 136.

Names may be added to the roll at any time during the year on completion of an application form.

Section 5a: Church Wardens' Report to APCM 2021 Fabric, Goods and Ornaments – Ken Kilner

The fact that the building isn't being utilised very much means that it's in fairly good order however there are still several things to inform you about.

Our burglaries have meant making repairs and ensuring we have tightened up on our security measures. We have had Adam Parsonage fix the cafe door and fit better locks to ensure more robust security. On fixing this Mike Brooks has obtained paints and ensured the door is returned to its pre damaged state. In relation to the Burglaries, we have managed successfully to claim back from the insurance company for items that were stolen. Costings for this have been - Adam Parsonage - £173.00 and Mike Brooks - £138.93 (Does include other items)

We are also in the process of fitting security cameras to the outside of the building. The locations of these cameras have been determined, however because of lockdown we have had to postpone this work. It is anticipated that this will be undertaken in the coming weeks. Mike Smith is taking charge of this installation and has donated both the equipment and his time to this project - so a big thank to Mike for this

We have had both our boilers serviced. Unfortunately, our boiler in the Porch/Cafe area is starting to suffer with old age, it comes to us all! We have had to call out a plumber on 3 separate occasions due to the boiler deciding it had had enough. We have had thermostats changed; a new trap fitted however it has continued to cause us problems. On the last call out, a diagnosis was given that the boiler had raised CO2 emissions and that this was causing excess levels of moisture inside the boiler. The plumber believes that a seal has gone and is willing to repair. However, and this is the plumber's recommendation that as we will be having our Eco-Audit on 24th May we wait to hear any recommendations before we spend money unnecessarily. It may be that its more cost effective to fit an eco-friendlier device that saves us money in the long run. Currently the spend on servicing and fixing the boilers stands at - £160.20

We have also completed work on our guttering in the porched area. We had noticed that rain water was collecting inside the ceiling area and that this was causing the wood to rot. We have had drip trays fitted which ensure the rain water is directed into the gutters and suitably funnelled into the drain. This has come at a cost of - £216.00. Although Sue has recently highlighted that there are still some issues with leaks in this area that will require investigating.

Gardening - With the anticipated gardening day approaching on 5th June we wanted to ensure that the tools we possessed were suitable and ready for the willing volunteers who will be here from 0930. As such we have serviced our petrol lawn mower at Archway Mowers - this at a cost of - £164.36

At this time, I would like to say a special thank you for all those people who have given up their time to be here to assist in sorting the gardens and hedgerows. For those who have volunteered to assist with the security cameras and painting it really is appreciated the good work you do.

And as said previously, 5th June we intend having a gardening day. Please do come along, bring your gardening equipment and we will ensure you are well received and even supplied with suitable refreshments for your endeavours!!

Thank You

Section 5b PCC Report – Ken Kilner

The PCC consists of - Sue Morgan (Church Warden), Ken Kilner (Church Warden), Peter Norris (Deanery Synod), Ruth Norris (Deanery Synod), Paul Watkins (Treasurer), Mike Brooks, Michael Bourne, Mary Findler, David Flanagan, Malcolm Lock, Loice Mamdizvidzn, Penny Roche, Jackie Sadler, John Sturgeon, Angela West, Jackie Wiggins. Andrew Giles is secretary and is co-opted to the PCC

Since the last APCM the PCC has met 9 times including a section 11 and section 12 meeting associated with recruiting our new Vicar :

11th November

17th November

9th December

13th January

10th February

3rd March

17th March

14th April

12th May

All meetings have been conducted via Zoom.

The meetings all follow a similar format with reports from Church Warden, Safeguarding lead, Schools Team, Ministry Team, Deanery update, Finance and Hub report.

Since the last AGM the main topics of discussion (aside from regular reports) have been -

The recruiting of our new Vicar - Rev Paul Walker. We have discussed the parish profile (Rev Ainsley Swift commented on how fantastic this was), We considered our Vicar specification. Taking consideration about what we believed was the right candidate for the role at All Saints. We selected our parish representatives - (Paul Watkins and John Sturgeon) who would work with Steven Pullen (Archdeacon) and Ainsley Swift (Area Dean) in the recruitment process reading applications and interviewing the candidates. We gave great consideration to the interview process and relevant

questions. And it has to be said that all our hard work has paid off with the selection of Rev Paul Walker who will be joining us very soon.

We have discussed how we can be more mindful in our being an **Eco-Friendly church**. You will be hearing more about this in the coming months, but it is our determination that we should be more mindful in our approach and be an example to the community in how we care for God's world. We have considered several elements of our church life and we intend making changes for the greater good of our community. In fact, tomorrow myself and Peter Norris are meeting with a Church of England representative to undertake an energy audit to see how we can consider our energy usage and what if any changes can be made.

We have discussed our **technology for church services** and how we remain connected to our congregation through these difficult times. We want to ensure that everyone has the opportunity to be involved in our services and we are indeed blessed to have several very talented people who have enabled our ability to achieve this. However, we do this on the graciousness of their willingness to utilise their own equipment. So, we are now discussing how we as a church step forward out of Covid and continue to engage with our congregation/community in a way that ensures we deliver our message to as many people as possible and keep up to date with our own technology.

With this in mind, and the acknowledgement that we are now more reliant on technical media we have unfortunately seen a drop in our church donations. So another element we are discussing is how we can grow people's ability to donate to the church through different means - an example being **contactless giving**. Also increasing usage of the Parish Giving scheme - and if you haven't already signed up to this I would urge you to do so. We are also proposing to run a Generous Giving campaign to highlight the need to increase church funds to ensure we become as financially buoyant as possible.

We have discussed our profile on **social media** setting high standards. Ensuring that we aren't only talking to you on a Sunday morning but that you are having daily updates and reminders that you are part of All Saints Church, God's church. Giving you the ability to contact each other using Facebook and WhatsApp reaching out to each other in faith knowing you are not alone. All Saints is at your fingertips!!

We have discussed the **security** of our church. You will be well aware that we have had a couple of burglaries prior to Christmas and we have endeavoured to ensure this does not happen again. We have had overwhelming support from the wider community in relation to these incidents, who took exception to this happening to what they regard as 'their church'.

These are just a selection of the topics we have discussed in these past 7 months. But in truth we meet to ensure decisions are being made so that we can grow All Saints in God's plan.

Section 6 Church Secretary Report

Some of you may be wondering what a Church Secretary is supposed to do. No, I didn't know either so I went on a course for 2 and half hours a few months ago with 100 other Parish Secretaries to try and find out. It seems the main thing we have to do is have the documents ready for PCC meetings and take the minutes. PCC meetings are packed with discussion and go on for 2 – 2.5 hours so there's a lot to minute. And I am supposed to arrange and minute this Annual General Meeting, and help prepare for the Triennial Parish Inspection to check we have various documentation like Health and Safety etc

In addition, when I took on the role Sue asked me to keep up some of the admin of the churchwarden role, partly because we had had two previous vicars who really did not like admin whereas the diocese loves it! So, an example is the logbook where you have to record every building job done. I believe having the right documentation is the engine oil that ensures the smooth running the church and it keeps me in touch with a lot of what is going on

While much of what I do is routine and don't want to make a big thing of it I wanted to make the point that the same is true is a lot of the work round the church and through this job I see all the efforts people make. Other people do things like cleaning, tidying, ordering supplies for worship, sorting out baptisms and paperwork, checking our silverware, security and dealing with insurance and these jobs should not be underestimated. Thank you very much each and every one of you who do these things.

Two other things that I do are the church diary and the newsletter as a part of our communication.

The church diary consists of firstly regular church events and these groups that are starting to come back – we have half a dozen already meeting and have simple contracts with them. Secondly, we have one off/temporary events. The fun starts when we get these requests and we have to decide whether we can fit them in or do a bit of musical chairs to accommodate them

So, we were pretty busy pre-pandemic and we expect most groups to return basically because our philosophy has always to have subsidised rates for many of these charitable groups and a few meet for free. And we will try and fit in the two one-off / temporary events we have each week.

Finally, there's preparing and distribution of monthly newsletters. Around 35 -40 are hand delivered by Sue and her team, 125 are emailed and there are weekly emails.

But it's a team effort and we have our terrific website run by John Sturgeon, a what's app group with around 60 people participating and supervised by a small group and a larger group who manage Facebook. Many thanks to them all.

Section 7a Treasurers Report – Paul Watkins

Looking Back to 2020:-

Our 2020 Financial Report and Accounts have now been finalised and signed off by our independent examiner and a copy is available for review on our website.

2020 was a challenging year for both the church and the congregation due to the pandemic. The church building was closed for several months so regular collections and hall hire income was much reduced. Expenses increased last year as we had to find new ways of communicating with church members. In September we suffered the first of three break-ins to the church, resulting in emergency repair and replacement costs. Regrettably, we also had to reduce our Parish Share payment by 10% to make ends meet.

Regular Income from standing orders, envelopes and cash collections had been stable for the 5 years prior to 2020, averaging £63,000 each year, but in 2020 we lost £12,000 from cash and envelopes and a further £1,600 from hall hire due to the church being closed in the lockdowns.

This was offset largely by extra grant funding during last year and I would like to thank those church members who worked hard to secure this additional funding, completing applications and submitting justifications for the grants. In particular, our Treasurer last year, Peter Norris, identified new donation methods to raise income such as the just giving page, identified an incorrect VAT rate on our gas bills and was able to bring forward gift aid tax to support income last year.

Expenditure was managed carefully last year but the underlying trend is an increase in parish share, utilities, telephone and internet and online services. We have changed our gas and electricity suppliers which we believe will lead to reduced bills and Oxford will be carrying out an energy audit to investigate potential savings in our heat and light spend. Repairs and maintenance costs fluctuate each year but I would like to thank those members who have given up their time and materials to reduce our costs over the last year.

Whilst I have painted a negative picture of the last financial year, the extra grant funding that members managed to obtain, and the new donation methods, resulted in income remaining just ahead of expenditure, with our cash balances increased from £28,111 at the beginning of the year to £29,338 at the end, an increase of £1,196.

2020 Accounts – Regular Income

Regular Income	2015	2016	2017	2018	2019	2020
Standing Orders	27,377	28,766	36,027	38,183	24,050	13,063
Parish Giving Scheme					15,004	29,716
Envelopes	22,504	20,495	15,680	13,127	8,869	2,746
Collections (cash)	11,081	8,274	7,004	7,232	7,830	1,683
Hall Hire	3,404	3,356	5,634	7,016	7,425	5,815
Total	64,366	60,891	64,345	65,558	63,178	53,023

- In recent years givers have moved from Bank Transfers and Envelopes to the Parish Giving Scheme.
- Covid closures hit Cash and Envelope collections
 - Down £12,000 in 2020
- Hall Hire was reduced by £1,600 due to closures –
 - We are grateful for CrossRoads regular monthly income

2020 Windfall Incomes

Our 2020 bank balance held up due to

- £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 mask the effect of reduced regular incomes.

2020 Accounts – Top five Expenses

Expenditure	2015	2016	2017	2018	2019	2020
Parish Share	59,500	59,500	59,500	61,672	62,313	57,484
Salaries	10,938	10,003	17,709	5,750	4,400	7,200
Heating & Lighting	5,379	5,902	4,138	6,893	7,196	5,938
Repairs & Maintenance	12,679	6,018	17,954	9,019	3,873	4,327
Services	1,522	1,229	1,563	2,065	3,299	2,301
Total	90,018	82,652	100,864	85,399	81,082	77,250

- **We are trying to manage costs – but ...**
 - Underlying trend is up for Parish Share, Utilities, Telephone/Internet, Online services.
- **We are changing our Gas and Electricity suppliers.**
 - Oxford are providing an Energy Audit to investigate potential improvements to heat & light.
- **Repairs & Maintenance costs fluctuate from year to year.**
 - We are grateful to church members for giving their time

2020 Accounts – bottom line

YEAR	2015	2016	2017	2018	2019	2020
Total Income	131,658	125,425	118,698	106,151	99,437	95,429
Total Expense	132,444	129,708	123,370	116,513	100,422	94,233
Total Movement of Funds	-786	-4,283	-4,672	-10,362	-984	1,197

- **In 2020 income was £1,197 more than expense**
 - Follows 5 years of expense exceeding income (£20,000 losses)
 - This small profit is due to Windfall Income and 10% lower payment of Parish Share
- **Our reserves are getting dangerously low -**
 - We started 2015 with £49,000 in the bank
 - We ended 2020 with £29,000 in the bank

We cannot continue to spend more than we receive each year

Looking forward to 2021:

We pray for an end to the pandemic and a return to normal worship and fellowship in the church. We also pray that our church finances will stabilise and that we can get back to working on our mission in Dedworth and not struggling to make ends meet.

The church was in full lockdown for the first three months of this year. We re-opened for the 9.30 Sunday Service in April but with the required social distancing which means we can only manage a congregation of around 30 people each week. We hope that ahead of step 4 of the Covid-19 Roadmap on 21st June 2021 that social distancing restrictions will be lifted which will allow a full return to the church. However, this is not guaranteed and we are all hearing in the news each day the positive messages about the vaccination programme countered with negative news about new variants. Year to date, our finances are looking stable, with income remaining just ahead of expenditure, but the church and café will effectively have been closed for at least half of the year again in 2021 and with budgeted spend for the remainder of 2021, the forecast for the year is now a loss of -£9k.

Generous June and July:

I am grateful to our previous Treasurer for reminding me that generous giving to the church is far more than about money. Much of the work carried out by our church in local schools, our hub centre, visiting care homes, Mums and Tots, youth work, our pastoral visiting team and our support of the Homeless is all made possible by people giving up their time and attention, not by donations. When Jesus watched people put gifts into the treasury in Luke 21, the person he commends is the poor widow who puts in two small copper coins. It is not the amount we give in cash terms which is important but what that gift is worth to us. Out of this woman's poverty, she has put in all she has to live on. The original Greek says: 'She has put in her very life.' There are many ways in which God is generous to us and we are generous to God.

When we are called to live a generous life, we are called to be generous with our time – both to ourselves and to others. Time is a rare and precious commodity, a true gift for someone. By giving other people our time, we are saying to them that they matter and that they have value. In a world where numerous demands compete for our time, it is one of the most generous gifts we can give.

But it is not enough to give time; we need to give attention to people too, and that attention ought to be driven by a deep and profound love. God calls us to love him wholeheartedly, and to love our neighbours as ourselves. As Jesus says, there are no commandments greater than these. To love others is to give them our attention and focus, and it is in our attentiveness that we really see how we can love and care for others. It allows us to understand their needs, to see where they need encouragement and to celebrate the gifts that God has given them.

We are called to be generous with our reputation too, prepared to do what is loving, what is caring, even if we receive hostility and criticism for it. Most of us hate to be embarrassed, or

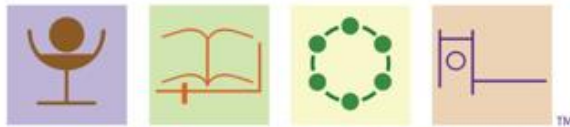
to draw attention to ourselves by doing something others don't do, so this kind of generosity can be particularly hard. And, perhaps being more honest, we like it when we are liked and we don't want people's disapproval. But sometimes, we need to be generous with our reputation, in order to fulfil Jesus' call to love one another.

And lastly, as Treasurer, you won't be surprised to hear me say that we need to be generous with our wealth. We live in a world which tries to tell us we are what we earn and what we own. There are many, many enticing ways to spend our money. There are huge social pressures and expectations over what we should buy and how we should live. It is really tough to forego things. And we live in a time where many of us struggle with debt, and where tiny houses come with huge mortgages, particularly in Windsor. So, we should be patient and kind to ourselves as we try to live more generously with wealth.

For those church members not tithing, I would ask you to consider trying the 1% challenge. Every year, aim to give 1% more of your net income away. This gives you time to adjust and to plan ahead, to think carefully about how you will live with less. Generosity then becomes purposeful and ingrained, and it becomes ever more who we are, and we become ever more like the generous God who created us.

The following slides, which will be available on the website, provide details of the ways to give money to All Saints Dedworth. Lastly, I would like to thank everyone for the generous giving that we have received in the past year and that we continue to receive, to support all the work that the church carries out in our community. I understand that this is a difficult time financially and if you would like a confidential conversation about either finance or faith, please get in touch; you can find my contact details below.

Ways to Give to All Saints Dedworth



PARISHGIVINGSCHEME

<https://allsaintschurchededworth.com/about-all-saints/parish-giving-scheme/>



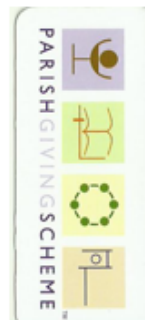
Bank Transfer
23-05-80 34016674



<https://www.justgiving.com/fundraising/allsaintsdedworth>

Parish Giving Scheme - What do we want you to do?

- 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 PGS 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

Section 7b 2019 Financial Report and Accounts – Peter Norris (paper provided at APCM to accompany Treasurers report)

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

I report to the trustees on my examination of the accounts for the year ended 31 December 2020 which are set out on pages 2-8.

Responsibilities and basis of report

As the charity trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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 ~~be reached.~~ to be achieved.

Signed:



Name: Charlie Norman

Relevant professional qualification or membership of professional bodies (if any): ACMA

Address: 17 Sherbourne Drive, Windsor, SL4 4AE

Date: 14th April 2021

TREASURERS REPORT - YEAR ENDED 31ST DECEMBER 2020

2020 was a year like no other! Income was severely hit by Covid-19. The church was closed for several months. Some of the regular congregation shielded away from church. Hall Hire was stopped. Expenses increased as we had to find new ways of communicating with our members.

By mid-year I was projecting a large loss for the full year. We had to find extra grant funding and new donation methods to raise our income. Sadly, we also had to reduce our Parish Share payment by 10% to make ends meet.

In September we suffered the first of three break ins to the church – resulting in emergency repair and replacement costs.

God is good! At year end our income was more than our expense and our bank balance remained strong. But who knows what 2021 will bring?

My comments on the financial year ending 31st December 2020 -

1) Balance Sheet

We started the year with cash balances of £28,111 and ended the year with £29,338 - an increase of £1,196. This small 'profit' headline hides the fact that our finances were badly hit by Covid. Without the Grants, JustGiving and Parish Share reduction we would have seen a £13,000 loss in the year – with our reserves reduced to around £16,000.

2) Income & Expenditure

During the year income was £95,431 (2019 - £99,445) and expenditure £94,234 (2019 - £100,428) giving an excess of income over expenditure of £1,196 (2019 excess of expenditure over income of £983).

Note – the Church bank account hosted funds for the West Windsor Hub from March until the Hub were able to run its own account.

Regular income during the year (excluding gift aid recovery) reduced by £10,156. With the church closed we lost income from cash collections, envelopes and hall hire. Some givers moved from cash and envelopes to Standing Orders and Bank Transfers which has helped keep us afloat. 2020 was the first full year of the Parish Giving Scheme as people had moved to PGS from Standing Orders and Envelopes in 2019.

Regular Income	2015	2016	2017	2018	2019	2020
Standing Orders	27,377	28,766	36,027	38,183	24,050	13,063
Parish Giving Scheme					15,004	29,716
Envelopes	22,504	20,495	15,680	13,127	8,869	2,746
Collections (cash)	11,081	8,274	7,004	7,232	7,830	1,683
Hall Hire	3,404	3,356	5,634	7,016	7,425	5,815
Total	64,366	60,891	64,345	65,558	63,178	53,023

We received donations of £7,697 (2019 - £4,565). Donations increased in 2020 following the launch of our JustGiving page (raising £5,726 to date).

We are most grateful to the following organisations for the grants that they gave in support of our work in Dedworth –

- **Berkshire Community Foundation** - £4,000 passed to WW Hub, £1,000 for church
- **The Prince Philip Trust** - £1,500 passed to WW Hub, £1,500 for church
- **The Maidenhead and Windsor Deanery** - £3,000 for church

Hall hire receipts were £5,815 (2019 - £7,425) – down as the church was closed for much of the year. We are most grateful to Crossroads for their ongoing renting of the office space as this continued for the full year.

The Running Man Cafe Income was £2,025 (2019 - £10,629) and expenditure of £2,863 (2019 - £10,628). The Café was closed from mid-March due to Covid restrictions. It opened for a few days in September – but essentially it was closed for the last 9 months.

Our largest expenditure by far is the Parish Share. We were asked to pay £ 63,871 for 2020 – but with our much-reduced regular income the PCC decided to pay 10% less at £ 57,484. In 2019 we paid the full £62,313.

Expenditure on Minor Repairs and Maintenance was £4,326 (2019 - £3,875) with the major items of expenditure being regular maintenance and repair for heating boilers, fire extinguishers, dishwasher, partition repair, drains, tree pruning etc. £1,600 was spent on fixing leaks to the Vestibule and Chapel roofs.

Salaries expenditure was £7,125 (2019 £4,400).

3) Outlook for 2021

We start 2021 under Covid restrictions so it is difficult to forecast income levels for the year. Until we return to an open church with 'normal' services and hall use we will not see income levels like before. The first few months of 2021 will continue to be a challenge.

It has been agreed by the PCC that the Parish Share for 2021 should initially be targeted at £60,000. This is a little up on our 2020 payment of £57,484 – but down on our 2019 payment of £62,313. *Note - the Deanery is asking for a payment of £64,737. Should our income recover to pre-Covid levels then the PCC will consider increasing the 2021 payment.*

In 2021, I see our income reduced vs 2020 due to reduced cash giving and lower Gift Aid income. In 2020 I brought forward some Gift Aid from 2021. Hall Hire income will be slow to recover.

Our expenditure will be similar to 2020. We continue to focus on cost reduction going forward where possible. We are changing Electricity and Gas suppliers to reduce costs.

Clearly, we must try to increase our income to cover our running costs for 2021. A focus on giving and fundraising is planned once the Covid restrictions start to be relaxed.

I am now stepping down as church Treasurer. Paul Watkins has kindly agreed to take on the Treasurer role for 2021. Paul and I have been working closely for the last few months as we effect a smooth transition. I wish Paul well as he picks up the reins.

Peter Norris – Treasurer (2019 to 2020)

All Saint's Church Dedworth

06.01.2021

<u>INCOME & EXPENDITURE ACCOUNT</u>			
<u>YEAR ENDED 31ST DECEMBER 2020</u>			
INCOME			
<u>2019</u>			<u>2020</u>
£47,924	Net Gift Aid Pledges	£45,525	
£15,879	Tax Relief on Gift Aid Pledges	£18,684	
£63,803	Total Pledged Giving		£64,210
£7,831	Church Collections	£1,683	
£7,425	Hall Hire	£5,815	
£15,256			£7,498
£90	Baptisms	£0	
£3,566	Donations	£7,697	
£1,231	Fund Raising	£555	
£608	Funerals	£434	
	Grants	£5,500	
	Homeless Fund	£400	
£27	Interest and Dividends Received	£16	
£1,000	Legacies	£0	
-£38	Miscellaneous	£0	
£1,260	Special Collections	£562	
	WW Hub fund	£6,080	
£586	Weddings	£356	
£1,427	Youth Group	£98	
£9,757			£21,698
£10,629	Running Man Cafe		£2,025
£99,445	TOTAL INCOME		£95,431

	EXPENSE		
2019			2020
	THE CHURCH & SERVICES		
£7,197	Lighting & Heating	£5,938	
£1,740	Insurance	£1,802	
£3,875	Minor repairs cleaning	£4,327	
£1,187	Miscellaneous	£0	
£3,299	Upkeep of Services	£3,600	
£0	Churchyard	£0	
£4,400	Salaries	£7,125	
£21,699			£22,792
	OTHER EXPENSE		
£296	Administration	£567	
£196	Catering	£94	
£1,290	Equipment Purchases	£1,049	
£21	Fundraising	£0	
	Homeless Fund	£1,104	
	Special Collections	£689	
£1,025	Telephone/Internet	£1,228	
	WW Hub Fund	£6,080	
£1,043	Youth Work	£133	
£14,499			£10,943
£10,628	Running Man Cafe		£2,863
	PAYMENTS OUTSIDE PARISH		
£62,313	Parish Share	£57,484	
£1,917	Charitable Giving	£152	
£64,230			£57,636
£100,428	TOTAL EXPENSE		£94,234
-£983	Excess of Income Over Expenditure		£1,196

BALANCE SHEET AS AT 31ST DECEMBER 2020				
31/12/2019	Assets	31/12/2020		
£537	Diocesan Trustees Investment Account	£537	Market Value 31-12-19	
£25,262	Metro Bank - ASD Current Account	£27,297	at 31 Dec 2020	
£2,849	Metro Bank - Running Man Cafe	£2,042	at 31 Dec 2020	
	Petty cash			
£28,648		£29,875		
	Apportioned as follows			
	Unrestricted Funds			
£25,715	General Fund	£27,813		
£2,396	Discretionary Funds	£1,525		
	Petty Cash			
	Restricted Funds			
£537	Perpetual Trust Fund	£537		
£28,648		£29,875		
	Discretionary Funds			
	Homeless Fund	£809		
	Youth Fund	£716		
	West Windsor Hub	£0		

ALL SAINTS' CHURCH DEDWORTH						
6 year Annual I&E						
	2015	2016	2017	2018	2019	2020
Regular Income	Total	Total	Total	Total	Total	Total
Standing Orders	27,377	28,766	36,027	38,183	24,050	13,063
Parish Giving Scheme					15,004	29,716
PGS Tax income					3,547	7,002
Collections (cash)	11,081	8,274	7,004	7,232	7,830	1,683
Envelopes	22,504	20,495	15,680	13,127	8,869	2,746
Hall Hire	3,404	3,356	5,634	7,016	7,425	5,815
Total	70,850	71,005	68,845	65,558	66,725	60,025
	2015	2016	2017	2018	2019	2020
Other Income	Total	Total	Total	Total	Total	Total
Baptisms	141			120	90	0
Donations	3,900	21,442	11,447	6,860	3,566	7,697
Grants						5,500
Fund Raising	2,561	1,083	836	441	1,231	555
Funerals	3,072	1,933	2,927	2,071	608	434
Gift Aid Recovery	12,484	12,830	12,593	15,218	12,328	11,682
Homeless						400
Legacies			5,000		1,000	
Miscellaneous (inc Interest)	16,632	219	543	188	26	16
Special Collections	3,066	2,526	1,249	4,462	1,260	562
Theology Centre		1,365	3,615			
Weddings				43	586	356
Youth Work		670		45	1,427	98
WW Hub Fund						6,080
Total	41,856	42,068	38,210	29,448	22,083	33,380
Total Income	112,706	113,073	107,055	95,006	88,808	93,405

	2015	2016	2017	2018	2019	2020
Expenditure	Total	Total	Total	Total	Total	Total
Administration	3,643	2,888	1,243	2,809	296	567
Church Catering	3,728	9,474	200	1,346	196	94
Charitable Giving	1,125	1,155	1,380	10	376	152
Equipment Purchases	660	573	721	1,718	1,289	1,049
Fig Tree Chapel		9,145				
Fund Raising	773	208	214		21	0
Heating & Lighting	5,379	5,902	4,138	6,893	7,196	5,938
Homeless						1,104
Insurance	1,582	1,699	1,719	1,693	1,739	1,802
Miscellaneous	13,834	1,991	3,405	4,476	1,187	0
Parish Share	59,500	59,500	59,500	61,672	62,313	57,484
Printing						1,299
Repairs & Maintenance	12,679	6,018	17,954	9,019	3,873	4,327
Salaries	10,938	10,003	17,709	5,750	4,400	7,125
Services	1,522	1,229	1,563	2,065	3,299	2,301
Special Collections	4,748	2,457		1,000	1,541	689
Telephone TV & Internet	603	752	837	1,020	1,024	1,228
Theology Centre		286	1,436			
Youth Work	310	1,817	909	338	1,043	133
WW Hub Fund						6,080
Total	121,024	115,097	112,928	99,809	89,794	91,371
Church Movement of Funds	(8,318)	(2,024)	(5,873)	(4,803)	(985)	2,035
Running Man Cafe	2015	2016	2017	2018	2019	2020
					Total	Total
Income	18,952	12,352	11,643	11,145	10,629	2,024
Expenditure	11,420	14,611	10,442	16,704	10,628	2,862
Café Movement of Funds	7,532	(2,259)	1,201	(5,559)	1	(838)



Section 8 West Windsor Hub - Jackie Wiggins

West Windsor Hub began in response to the need for social isolation imposed by the Covid pandemic, hosted by All Saints' Dedworth and with the support of local shops, businesses and RBWM. During the periods of lockdown and restrictive Covid precautions set by the Government, it has provided a shopping delivery service, a prescription collection and delivery service and phone buddies for anyone living in Dedworth or Clewer. WWH is very proud to have been nominated for the High Sherriff of Berkshire's award and to have been chosen as one of the three finalists.

WWH currently operates with a small core of 16 committed and capable volunteers who undertake the tasks of call taking, shopping, delivering and hub working. All these volunteers are DBS checked. WWH has progressed to work with a network of local charities and the RBWM to address the needs of those in the community who are facing food poverty. It refers clients to FoodShare, Baby Bank, Driven Forward and the Windsor Homeless Project. The charities work together to identify emerging needs and to meet them in various ways.

Since its formation, grants totalling £12,500 have been granted to enable WWH to carry out its mission to support those in need. It has become necessary for WWH to apply to the Charity Commissioners for Registered Charity status. Our most recent large-scale funding was the Government's Winter Support Fund via RBWM. This was specifically to cover 1st December 2020 to 31st March 2021 and had to be spent by the end of March. Much of it was earmarked for fuel payment support and the rest was used it to provide 'snack packs' to augment food supplies during periods of home-schooling, school uniform fleeces and tracksuit bottoms and cosy packs for some vulnerable elderly clients.

Community support as well as financial support has been great. We were magnificently supported by the community over the Christmas period following a series of burglaries at All Saint's when stores for Christmas treats were stolen. Money and food were donated, re-donated and extra help given in response.

WWH is hosted by All Saints' Dedworth and thanks go to the PCC and congregation for providing premises. Our operation will soon be moving into the Porch in the courtyard at All Saints'. This will enable the church to resume 'new normal' activities and the congregation to spill into the Prayer Room when social distancing needs demand.

The future is unknown. The Covid pandemic is likely to have long-term economic effects. WWH is in the early stages of developing a counselling service to signpost those in need to organisations and services offering support which they would find helpful and to which they are entitled. In this work, it is led by the RBWM Community Embedment and Engagement project. Such help may include guidance with form filling, making applications for state benefits, signposting to job clubs and debt counselling, in conjunction with Kerith church and Christians Against Poverty. WWH hopes to support the community in the most appropriate ways it can.

Section 9 Worship 9:30 Service –Jackie Thomas

In the last 12 months, the 9.30am service has been punctuated by three lockdowns but we have been able to hold in-church services on 21 Sundays

The main points

1. With the Area Dean's agreement, we have alternated between MP and communion. This was partly due to the lack of ordained clergy from the local area to help. At the time there were four unfilled posts in the Deanery.
2. The services used were those prepared by Nigel before he left the parish.
3. We have been assisted by two excellent ordained ministers Alan Dibden (from Burnham) and Roy Burgess (from Easthampstead). Our sincere thanks to both Alan and Roy.
In the latest start up in-church services began on Easter Sunday when Bishop Olivia presided. Pre-registration, distancing, and face masks have been a requirement.
4. Attendance has been around 30 which is about all we can accommodate given the 2m spacing requirement. This compares to 40-45 pre-covid attendance
5. In the last month we have widened the number of people taking part in the service in reading, leading prayers and preaching.
Our thanks to: Paul (and Lucy) on the sound desk, Andrew, Sue, Sarah, Ken and Matthew, Trevor, and Penny, Mike B, Joanna for their assistance preaching, reading, leading prayers.

The biggest issue is song/hymn selection as we currently are not allowed to sing (only hum) and the search for relevant hymns/songs that fit in with the message/ theme of the service and have the words on the video is not always easy. The search can be time-consuming. Sound-recording quality also varies and sometimes the video starts off with the words but then they stop! Some hymns/songs have words and music but the pictures are off-putting. Musical presentation can also be a problem - slow speed when we are not allowed to sing is not encouraging. (Drags)

Mike and I have had an on-line meeting with Paul and one of the first things on the agenda after the licensing is whether he will wish to continue the pattern of alternating communion and Morning Prayer.

We look forward to singing again and to being able to socialise in church with refreshments and chocolate biscuits!

Section 10 Worship 10:45 Service – John Sturgeon

Since the last APCM in October last year we have continued with our online services, and have had a mix of different types of services including:

- Pre-recorded from home and uploaded to YouTube for anyone to watch.
- Zoom services (anyone welcome to join the zoom call)

- Live Services streamed to YouTube (where those involved with the service are connected from home on zoom)
- Live services streamed from the church building.

We sadly had to share our first Christmas where we couldn't be in church to sing carols or to have Christingles services but did have an online Christingle, online carol service, online Christmas nativity service, and a short time together on Christmas day.

January was a time for some of the team to take a bit of a break and services were on Zoom, led by Carolyn, and then in February we went back to a pattern of the different type of online services. We've been very blessed by those who have prepared and shared God's word during our services – a big thank you to all of you who have welcomed, given the talks and prepared prayers.

We have also been asking those speaking to share their "script" and this has been posted on our website each week under "Thought for the week"

<https://allsaintschurchededworth.com/category/tfw/>

With doing a quick check of the planning rota, we have had about 37 services online since the last APCM, and a good number of 'viewers' when we stream to YouTube, with people watching on Sunday's and also some catching up during the week however we continue to be unaware of who is watching. All our streamed services continue to be linked from our website and available on our YouTube channel which currently has 122 subscribers.

<https://www.youtube.com/c/allsaintschurchededworthlive>

One observation is that although our YouTube services are really great and enjoyed by many (and that we reach more people than attend the zoom services), I feel that for those who have joined our Zoom services have brought us together more, feeling more connected as we sing, worship and pray. If you've not joined a zoom service, I would encourage you to do so and if you need help with the tech, please do give one of us a shout.

As covid cases reduce in the area, we are hoping that this is the final period of this season of 'church at home' and we very much look forward to be able to meeting in person to worship either in church or outside. We could meet now – seated & socially distanced and wearing masks – but this would not be fair on the children in our church family, and so we wait to make plans to bring us all back together safely. Watch this space for details of what is planned.

All the services continue to be advertised on Facebook, on our Website, on Whatsapp and in our newsletter. We continue to encourage you all to share the events if you can, and encourage your family and friends to join us!

I have learnt a massive amount about video editing & live streaming both zoom events and live services over the last year. To be able to serve God and our church family through this period has been very rewarding and has been a big mixture of time consuming hard work, fun and a few highs and lows along the way. Thank you to everyone who has helped with planning rotas and organisation, leading services, preaching, praying, sharing in the family news, giving the notices, contributing to all our services and to those of you for coming along! A special thanks to Mike Smith and Carolyn Carter for all their hard work in this ministry too.

We now look to what God is calling us to do next and how we can continue to serve Him in all we do.

Section 11 Pastoral care, Zones and Prayer Hub – Sue Morgan

Once we had established the zone system at the start of the pandemic we used it as a means of delivering pastoral care and prayer support whenever it was needed. We tweaked the system from time to time, whenever it was needed, to keep things running smoothly. Barbara and Colin were in charge of it until, sadly, Colin lost his battle with cancer, and then it came back to me. It has given us a useful framework for giving support when needed, and I think we shall be carrying it over into the future.

Section 12a GAP report – Ruth Norris

There is much anticipation and demand for a return of our Parent/Grandparent and Toddler group at All Saints. We have kept in touch with many of the families via our WhatsApp group, occasional Zoom evening chats, meet ups in the park and Easter doorstep deliveries and chats, giving them bags of goodies. We are aware that many more babies are expected and have been born in this last year and that there are few opportunities for parents in the community to meet each other outside what the churches offer. However, restrictions are still in place and endless cleaning is not attractive, so we are going slowly. We will begin by meeting in the church garden as soon as is feasible. Hopefully by then the café will be open again too.

This is a wonderful opportunity to engage with young parents at the major turning point in their lives as a baby comes along, and we have found that many are receptive to God's call of love and are now coming to Sunday school and Youth group events too.

Section 12b Schools report – Ruth Norris

As I reported last October, we have offered a Harvest assembly via Zoom to YouTube to all our First schools.

Christmas 2020 proved to be exciting as various families in the congregation filmed themselves acting out parts of the story of Jesus birth under the title of 'A Christmas Cracker', and it was all skilfully put together as one by John Sturgeon. The virtual Package sent to schools also included Carolyn doing actions for a new song, Christingle lighting direction and singing Away in a manger, links to suitable YouTube songs to accompany celebrations, and Matthew and Jo demonstrating how to make Christingles and to explain their significance. 'A Christmas Cracker' was also used as part of the service on the Sunday before Christmas.

We helped Alexander school with their RE week in January 2021 by loaning out our 6 artefact boxes for the 6 main religions. They were greatly appreciated.

A virtual assembly on the theme of Love was produced in February, around St Valentine's day, and another on Water of Life with just Carolyn and Ruth in March. (Matthew is working hard on his finals.) They were circulated to all First schools. At this time, they may well have been viewed at home with their parents as home schooling was still in place.

A virtual Easter assembly was also sent to our schools, thanks to John again. This incorporated a film of children telling the story and acting it out on a farm in Kent. It was clear and straight forward and we hope it was well received.

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

Looking to the future, we are not making specific plans for various reasons, not least because we are hopeful that Rev Paul would like to be fully involved when he joins us in the summer.

Many thanks to Carolyn and Matthew for their help and support this year without whom none of this would have been possible.

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 12c Children and Youth's report – Michelle Sturgeon

Since the last AGM meeting, we have settled into a bit more of a pattern for children's and youth work.

We have been having monthly Sunday schools on zoom for the 7-10 year olds. These have been organised by Kerry, Carolyn and Michelle. A bag is delivered to each child before consisting of everything they will need for the session – props for games, craft materials, sweets etc. Each session focusses on a memory verse, with games, craft, bible story and prayer. Always great fun and the children join in confidently.

With the young people God has directed me to focus on fun and relationship building during this time. Youth sessions continue on a Sunday evening, but with a new structure as we mix up the age groups and face to face with online sessions. This is because we have had several new older young people join, our regular youngsters are getting older and younger siblings are now old enough to join in. We therefore realised it was important to do something with just the 13+. We have therefore started the Fire Pit. We meet literally around a fire pit, chat, roast marshmallows (or sausages), play games and have a time focussing on our relationship with God. We are still learning and developing this idea but God has given us 12 young people and four leaders (Liza, Carolyn, Michelle and John) so exciting times ahead.

To give you an overview here is our monthly Sunday night plan:

Week 1 – Youth group at church for 10+

Week 2 – Zoom youth for 10+

Week 3 – Fire Pit at church for 13+

Week 4 – Zoom youth for 13+

We will aim to follow this plan at least until the summer holidays and then will expectantly await to hear Gods new plan for September.

We have a few of other events in the pipeline.

1. 4th and 5th June – Festival style evenings with takeaway/BBQ, a murder mystery evening and a Gladiator Duel evening. Each evening we will listen to a talk from Spring Harvest and have small group time. This is to help build relationships as this is much easier with a longer time together. Pizza donations welcomed (Pleeeeeaaaasse)!!
2. 2nd-5th August - Dreaming the impossible Festival. This is taking place at Trent Vineyard Church with accommodation at Nottingham University. We currently have 7 young people booked on to this.
3. Sunday 29th August - Church Fest in the Park. This is a free community outreach event in the Pirate Park. Michelle has been bouncing ideas for this with Rev Rosie Webb, and it is supported by Churches Together in Windsor. The idea is that there will be a central stage with different things every hour...worship, aerobics, toddler session, Pym's and Hymns etc. All around the park will be tents hosted by different churches with crafts, creative prayer, games, BBQ, Coffee, Hopefully some inflatables and possibly a climbing wall if our funding stretches. Please save the date and be praying about this exciting mission.

Thanks to all who support the children's and youth work at All Saints, by leading, planning, joining in, praying and encouraging your children to come along.

Section 13 Maidenhead and Windsor Deanery Report – Peter Norris

Ruth and Peter Norris are our reps for the Deanery Synod. They were elected at the October 2020 APCM to stand for the next 3 years. The size of All Saints allows it to have a third member and we are seeking someone (possibly younger) who is interested in how the church hierarchy works and would like to know more. Is that you?

The Maidenhead and Windsor Deanery comprises 14 parishes and benefices.

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

The Deanery's role is to encourage and resource parishes to further mission and ministry, including through:

- Deanery Synod meetings (3 a year) include external input;

- An evaluation of sustainability and resources;
- The three-yearly cycle of parish inspections;
- Support for all parishes, encouraging use of the Diocesan Planning Tool, the Emerging from Coronavirus document and growth in online presence;
- An encouragement for parishes to offer collaborative ministry.

There were two meetings of the Synod since our last APCM:

October 2020 on Zoom: Bishop Olivia, Bishop of Reading, spoke about her vision for the church in this area, encouraging us to be kingdom-focused, to celebrate what we have been given, and to celebrate all God's people. Members of the Synod commented on new ways of doing church and encouragements that had been seen during the pandemic.

February 2021 on Zoom: This was the first meeting of the new three-year Synod. The main topic was to discuss the draft Deanery Mission Action Plan.

Deanery Mission Action Plan (2021)

There are five main focus areas.

1. The Nurturing and Nourishing Disciples section of the plan focuses on:

- Promoting Everyday Faith
- Supporting parishes as all emerge from Covid 19
- Promoting clergy wellbeing and spiritual development
- Supporting parishes as they engage with wider issues of diversity within the Church.

2. The Engaging with Young People section of the has three parts:

- Exploring the development of a chaplaincy post based at Altwood School, to include developing support in deanery parishes and a focus on well-being
- Exploring the possibility of a Youth Hub, based at St. Peter's, Furze Platt
- Develop a covenant for the process of CYP ministry across the Deanery, embracing a variety of ministries in school, home and parish
-

3. The Re-imagining Church section of the plan includes:

- Develop ways of building up existing church communities, alongside the development of, and support for new / fresh expressions, and emerging online presence.
- Build on the 'gains' of the pandemic through the further development of online worship and activities, and further lay leadership of various projects.
- Support parishes as they draw in people who joined church online as new and draw back those who have been distant during the pandemic.
- Supporting parishes in interregna – and learning together.

4. The Making a Difference in the World section main focus is on Environmental Awareness and Action. Bishop Olivia is taking the lead on this for the Oxford Diocese.

- Encourage, resource and facilitate parishes in local, national and international ministry, including collaborative projects.
- Encourage energy audits via Synod

5. The **Ongoing Evaluation of Sustainability** section of the plan includes finance and deployment of resources.

- To review the Deanery's current clergy deployment.
- To review the individual parishes' financial resources and re-evaluate the current Parish Share collaborative system, and to devise and agree a formula for application in future years.
- Explore more formalised collaboration between New Windsor Team / Dedworth / Clewer / Old Windsor.

If you'd like to know more about the working of the Deanery then please contact Ruth or Peter.

Section 14 Safeguarding Report– Jackie Wiggins

Each year, every diocese in the C of E asks PCC's to complete a questionnaire called the Articles of Enquiry. This enables Archdeacons to stay up to date with key information about the churches in their diocese. This year the questionnaire focused on Safeguarding.

Our responses to the Articles of Enquiry 2021 were generally reassuring. They showed that the recommended safeguards are in place, our policies are put into practice and show due regard for the House of Bishops' rulings.

- Our Safeguarding policy and procedure is displayed prominently. (In fact, our notice boards have recently been rearranged to give more space to safeguarding information).
- Visual aids from the diocese **are** on display.
- Newsletters contain occasional safeguarding **reminders** to the congregation.
- DBS checks **are** up to date. We needed a new DBS Administrator. John Wiggins has now taken that responsibility.
- **Most** people have completed the basic training for their roles in church. Since October 2020 five people have completed training in Domestic Abuse Awareness, **in addition** to their basic training. One or two still need to do so. Some PCC member's need training in Safer Recruitment, but this is not currently available from the C of E.

An area in which we needed to formalise our actions was that of Risk Assessment. While we had in place a comprehensive Risk Assessment covering Health & Safety and Safeguarding for the church building and religious services, we needed to develop a generic risk assessment for activities other than religious services. Thanks go to John Sturgeon for providing a comprehensive, generic risk assessment for our Youth Activities.

The PCC needs to be advised of one-off events and activities for any age group and to authorise them before they take place. Separate risk assessments are needed for each of these. We also

require hirers of our church premises to follow our safeguarding and risk assessment guidelines and copies of these form part of our letting's agreements.

Another area we have been required to address more rigorously is that of Safer Recruitment. Historically, few people have been employed by ASD and those who have been employed have been well known to the congregation beforehand and so their engagement has been informal. This year the diocese has required the safeguarding measures for Safer Recruitment to be put in place retrospectively. For this reason, appropriate contracts have been drawn up for Carolyn Carter as Ministerial Assistant and Loice Mamdizvidzn as Café Manager.

There is increasing pressure for churches of to use Volunteer Agreements, as well as Employee contracts. These set out the responsibilities of volunteer roles and time scales for them to be undertaken. The PCC has resisted so far. We have all worked extremely well together during our interregnum and the confines of Covid and we feel no urgency to formalise arrangements. It may be that we will need to reconsider at some point, but in this we will be led by our new vicar.

I would like to thank the whole congregation, as well as PCC members, for their cooperation and support in taking on board the requirements of safeguarding compliance. While the intention behind them is protective, like a lot of legislation, the minutiae can appear and feel restrictive. Thank you for your patience and friendliness, everyone.

Section 15a Christian Aid Report – Ruth Norris

The pandemic reduced the Windsor Christian Aid group activities this year, but now things are revving up again.

Christian Aid Week is to be marked significantly this year with an apt sponsored event – a Water Walk on May 15th. We hope many people especially families, will be challenged and inspired to take part and raise money to help provide water close to home for many families where climate change has reduced rainfall, and their opportunities to thrive and indeed their very existence is under threat. Help to design and build earth dams is one way ahead.

After being inspired by attending the virtual Christian Aid Conference, I was grateful for the opportunity to talk to both congregations in the run up to the Week via online technology, and to explain our plans. Thank you.

I also sent a virtual assembly to Churchmead School for them to use to inspire their fund-raising efforts in CAW.

Towards the end of September this year, and with the COP26 Climate Change Conference in Glasgow looming in November, the group plans to launch a Christian Aid Creation in Crisis Trail around Windsor. There will be about a dozen stations to visit with both locally and globally focused stories. The plan is to make each one attractive and fun with 2D or 3D art work of endangered species. We plan to ask local action groups to participate. It's exciting and we are just at the early planning stages but if anyone would like to be involved specifically, we would be very glad to hear from you.

Jesus said we would always have the poor with us but we can improve their lot.

Thanks to everyone for your continuing support.

Section 15b ECO Report – Peter Norris



Climate Change is real

IT'S HERE, IT'S NOW. WHAT WE DO MATTERS

“Our response [to the climate crisis] must be nothing less than an ‘ecological conversion’ of every person and every part of society. Responding to the current emergency is the responsibility of every family, every workplace, every village, town and city, every company, and every public institution.

The earth is God’s gift as well as God’s creation. Human beings are far more than consumers: we are called to be just stewards of creation, to care for the poorest and the weakest. Human fulfilment lies not in escalating consumption but in meaningful rest and labour and learning to be content.

Churches and faith communities must play their part and are beginning to do so. Many dioceses, including Oxford, are placing care for the earth at the top of the agenda for the coming years, recognising the distance we still have to travel. This means measuring and restricting our own carbon emissions, commending lifestyle changes, undertaking energy audits and campaigning for wider change. It means identifying challenging but achievable targets and the practical path to reach them. We need to hear the voice of government in policy detail and not just principle.”

Rt. Revd Dr Steven Croft, [Speech in the House of Lords](#), 6 February 2020

Oxford Diocese Actions

One of our main priorities is responding to the climate crisis and the broader environmental crises facing our planet. It's a priority for us all, individually and corporately. [Diocesan Synod has declared a climate emergency and set ambitious but clear targets for reaching net zero.](#) An Environment Task Group (ETG) is overseeing an ambitious programme of change and we are investing over £200,000 during the next seven years on a carbon footprint reduction programme across our church buildings.



In our own lives, our churches, our schools and other institutions, we're working to be agents of change —

- taking practical action,
- bringing the issues before God in prayer,
- undertaking advocacy at every level of government,
- standing in solidarity with our overseas partners,
- calling for disinvestment from fossil fuel companies whose plans aren't in line with the Paris Agreement, and
- seeking to support a just transition locally and globally.

To find out more about our Christian calling to care for God's world, and what individuals and churches can do and are doing, [explore the EcoHub.](#)

Our Bishop of Reading, Oliva and the Oxford Diocese have made responding to the Climate Crisis a prime focus.

See the Oxford website for details – [Environment - Diocese of Oxford \(anglican.org\)](http://Environment - Diocese of Oxford (anglican.org))



[All Saints Dedworth Actions](#)

Here at All Saints, we acknowledge the need to do much work in order to make Greener our building, our grounds, our congregation and our surrounding environment.

People of great passion for a greener world can influence all those around us.

Our initial focus will be determined by an ECO team of Peter Norris, Mike Brooks, Ruth

Norris, Ken Kilner, Malcolm Lock, Angela West, Jackie Sadler, Jackie Wiggins and Penny Roche. We invite other ECO warriors from the congregation to join us on this journey as we work towards becoming an ECO Church.

All Saints is setting out on a multi-year project to reduce our Environmental impact.



For details see - [Eco Church - An A Rocha UK Project](#)

The ECO Church Bronze, Silver and Gold awards enable a step-by-step process towards an end goal of combating Climate Change. The certification process requires evidence across these six main areas –

1. **Worship and Teaching** – what we do in church and say to our congregation, having Climate Sundays, supported by Sermons, Hymns, visiting speakers, study groups, etc.
2. **Buildings** – our energy use (Electricity, Gas, water), building insulation, waste disposal/recycling, use of new technology (e.g. Solar, heat pumps), collecting rainwater, etc.
3. **Land around the building** – how we manage the grounds and trees, attract wildlife, the plants we have, reducing pesticides, composting, etc.
4. **Adoption of ECO materials within the church and cafe** – our use of disposable cups, plastic wrapping, toilet paper, cleaning materials, local sourced food, food waste disposal, Fairtrade products, etc.
5. **Community Engagement** – what we say and do with the local community, events we run, ECO things we put in our Newsletters, on our website, WhatsApp and Facebook pages, the charities we support, organising litter picks, etc.
6. **Personal Lifestyle** – what individuals are encouraged to do, what they eat, how they reuse/recycle, walk/cycle more - use car less, reduce carbon footprint at home, fly less, etc.

ECO Church is much wider than the Energy Audit that we will undertake in the next few weeks. This short film describes Wokingham's Energy Audit – but as they say this is much more than a simple energy use audit - [Eco Church and environmental audits in Wokingham \(anglican.org\)](http://Eco Church and environmental audits in Wokingham (anglican.org))

WHAT YOU CAN DO? MAKING CHANGES THAT MATTER

These steps are the most effective way to reduce your carbon pollution and persuade others to do the same.



Many may be familiar with the RBWM Greenredeem scheme. They regularly have good ECO ideas with blogs/videos/quizzes. Please sign up to Greenredeem to get regular updates on how to become greener.

[Greenredeem - The behaviour change experts since 2009](#)

Pray

***Creator of our common home,
You fill the earth and sea and sky with life
Forgive us our neglect of your creation
The choking waste of our pollution
The damage done by careless habits
And our indifference to future generations.
Help us to amend our lives
To refuse more plastic if we can't reuse it
To lift our voice for lasting change
And to live well and gently on the earth
To the glory of your Son, the living Word
Through whom you made this fragile world.
Amen***

Rt. Revd Dr Steven Croft

Section 16 Churchwardens Report – Sue Morgan

It hardly seems possible that it is about 14months since the lockdown started and we plunged into yet another interregnum! We recognize the toll this has taken on a lot of people in terms of physical and mental health, but we are also thankful that God has sustained us as a church community during this time. You don't need me to remind you of all the various things that we set up during this time to support the church family, and the local people, and I should like to say a big thank you to all who have been involved in this. But I AM going to speak to you about what will come NEXT in the 6 weeks or so before our new vicar, Paul, moves into the vicarage with his lovely family. There are some things that we need to do.

The 1st is to re-establish face to face links with everyone in our church family, so that we are comfortable about being back together again. The 2nd is to deepen the new links we have made during this time using technology and newsletters. The time is coming when we need to be prepared to listen to other people's stories of how they have journeyed through

these extraordinary times, and to share with them how God has blessed us, even throughout these many months of darkness.

In order to provide a place where we can meet up and chat, we are hoping to re-open the church café from early June, when the children go back to school after the coming 1 week holiday. Various community groups and activities are looking to resume their meetings around then, if possible. Morning and evening services will continue every day, as at present, and Youth activities are thriving.

Of course, in all this we need to be ready to assume battle stations for the “submarine to dive under the water again” if there are more restrictions. And we need to recognize that there will probably be a legacy of caution and nervousness about interacting with others for some time to come, even in an unrestricted setting.

One of the most striking things that have happened in the last year is the urgent call that has gone out to save our planet from the destruction caused by mankind’s greed and careless thoughtlessness. Young people are passionate about these things, and rightly so. As a church, we have agreed to take action, and you will begin to see changes both inside and out on your return.

During this Covid period we have suffered a catastrophic drop in income, and this is something we really do have to address urgently. This is partly due to the fact that, unsurprisingly, we have received very little income from hiring out our rooms to community groups during the pandemic and, also, we have received very little money in the collection plate, even at the times when the church has been open. This is a serious matter and has to be addressed urgently. So we have decided to raise awareness of this now, so that everyone knows. The amount needed to finance the things we have to pay for is £70,000, which sounds a formidable sum. But we have a generous heavenly Father, who blesses more abundantly than we dare to imagine, and Paul (our treasurer) and I are confident that this money will come in. We have dubbed the next month on the calendar “Generous June”, and I will be in church on weekday mornings to receive your offerings and pledges. It would be brilliant to get this money in before Rev. Paul arrives with his family in the middle of July.

The Hub, which has done so well with supporting local families during the pandemic, will continue to function from All Saints, but will run from the porch area so that we can use the chapel again for church worship services. This will help us to get the Family Service back into church again, even if we are still required to do it with an element of social distancing.

Finally, I’d just like to say a big thank you to everyone who has worked so hard to ensure that there is still a church to come back to in Dedworth as the pandemic comes, hopefully, towards a close. Praying for God’s blessing on us all.

Mike Brooks then proposed a vote of thanks to Sue Morgan and Ken Kilner for all their hard work of the last 7 months. All enthusiastically in favour!