

ALL SAINTS' DEDWORTH Annual Report & Financial statements May 2022 – May 2023



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PART I – Annual Report

I. AIMS and PURPOSES

All Saints' PCC is responsible, in co-operation with the Vicar, for promoting the whole mission of the Church – pastoral, evangelistic and social – within the ecclesiastical parish.

The PCC of All Saints' Dedworth is a corporate body established by the Church of England and operates under the Parochial Church Council Powers Measure. The PCC exceeds the limits for exception from registering with the Charity Commission and is therefore registered under the name of "The Parochial Church Council of the Ecclesiastical Parish of All Saints' Dedworth" (Charity No. 1183536).

The method of appointment of PCC members is set out in the Church Representation Rules. The membership of the PCC consists of the Vicar, Licensed Lay Ministers, Churchwardens, Deanery Synod representatives and members elected by those members of the congregation who are on the electoral roll of the church. All those who are members of the congregation are encouraged to register to be on the Electoral Roll and stand for election to the PCC if they so wish.

The PCC is aware of the Charity Commission's guidance on public benefit in "The advancement of Religion for the Public Benefit" and have regard to it in the administration of the parish.

The PCC believes that, by fulfilling its responsibility to work together with the Vicar and co-operate in all matters of concern and importance for the promotion of the whole mission of the Church, it provides a benefit to the public, both to individuals and to society as a whole, by: providing resources and facilities for public worship, pastoral care and spiritual, moral and intellectual development, both to its members and for anyone who wishes to benefit from what the church offers; promoting Christian values and the service by members of the church to their communities.

To facilitate this work, it is important that we also maintain the fabric of All Saints' church.

This review summarises the life of All Saints' church during the calendar year 2022/2023 and highlights a number of events and activities. Again this year, those responsible for many of the church's activities have been invited to contribute.

The PCC met eight times during May 2022 to May 2023 with an average attendance of 12 (out of 16) members. During the year the following served as members of the PCC, ex-officio, elected or co-opted/invited to attend.

Ex officio members:

The Vicar and Chair	Rev Paul Walker
Churchwardens	Sue Morgan
	Michael Bourne
Deanery Synod reps	Peter Norris
	Ruth Norris

Elected Members (term of election as a parochial representative by each name)

David Flanagan (died July 2022)
Mary Findler – 1 year
Andrew Giles – PCC Secretary – 3 years
Malcolm Lock – 3 years
Astra Parsons – 3 years
Penny Roche – 3 years
Jackie Sadler – 2 years
John Sturgeon – 2 years
Angela West – 2 years
Paul Watkins – Treasurer – 3 years
Jackie Wiggins – 1 year

2. Electoral Roll Report – Carol Hughes

All are welcome to attend gatherings at All Saints! The procedures for the annual revision of the Church Electoral Roll have been followed. 9 names have been removed as a result of their passing to glory or moving from the area. 29 names have been added. The current number on roll is 123. Names may be added to the roll during the year on completion of an application form.

3. Vicar's Report – Paul Walker

As we review the last year, I am reminded that there is so much to be thankful to God for. As we have rebuilt with the Lord following the pandemic, it has been wonderful to see how the Church community here at All Saints' Dedworth has continued to grow and be transformed. Thank you so much to so many who have taken an active role in supporting all the areas of mission and Church life that are mentioned below. Thank you also to those who underpin all we do in prayer, let's keep this and Jesus at the centre of all we seek to do.

This year has been another where the foundational principles of mission, discipleship and pastoral care have been central to Church life. Our life groups have continued to be a key part of that and it's been wonderful to see them continue to flourish. Thank you to those who pray for, lead and have offered up their homes to support the groups. It is our hope that as time goes on, more groups will form and that as many as possible will be part of one.

It has been so encouraging to see a significant number of people join the Church this year. Each time someone does we remember that the body of Christ takes a new shape. Each of us has different gifts and callings from God and it's the Church's role to encourage each other to mature in active service, as we grow together in faith. We've all been called to All Saints' at this season for a reason and I hope that you, like me, are excited to see what the Lord is calling us to next. Please be praying that Jesus would reveal the part he is calling you to in that journey.

We look forward to welcoming our new Curate Adam, as well as his family, Emma, Ellis and Levi to Dedworth very soon. This will be a significant life change for them, so our prayers and love will continue to be so important to support them. Adam will be ordained as a Deacon on 1st July at Christchurch Cathedral, Oxford. Please come along if you can to encourage him.

During another year of much change in the world, we have all seen our personal situations affected, both by the environment and economy. Our financial situation was significantly affected by the pandemic and remains an area of great challenge. This year our worship has focused a lot on stewardship and discipleship and we pray we'll see the fruit of that through increased giving, both financially and in time. Please prayerfully consider increasing your giving in these areas if you can as we begin our Giving for Life campaign.

This year many improvements were made to ensure the aging Church Centre—which is now 50 years old—could be run, both in a more ecologically and financially smart way. It's wonderful to see so many community groups calling the Centre home and we look forward to the opportunities we have for continued outreach with these and the other community groups we serve. It is hoped that with increased giving we will be able to seek further funding not just to replace the aging kitchen, but to transform the centre for the next season of mission.

Finally, my prayer for us all is that we would continue to grow in faith, remaining close to Jesus, as we see the Holy Spirit's transformative power at work in our lives. Thank you all for all you do to make Jesus known, but most importantly for who you are in him. As we step forwards in faith, may the Lord bless us all and grow us in trust and confidence that, 'God will meet all y[our] needs according to the riches of his glory in Christ Jesus.'* Amen!

*Philippians 4:19

4. Worship and Prayer – Sue Morgan

Worship and prayer are fundamental to our Christian journey through this life and so we run two gatherings on most Sunday mornings. This pattern accommodates all our worshipping needs, usually Communion at 9.15am, and a later more contemporary gathering for those who prefer more informal worship at 11am. Sometimes this will be an All Age gathering, but the majority of the time we worship God as a family together, before the children attend their own life groups.

Adult mid-week Life Group meetings and meetings for the PCC, all give time for reflection and prayer, as we seek to grow in faith and in service to the Lord. We feel that it is very important to make time for this.

Prayer ministry has an important place in the life of the Church and underpins our regular gatherings for special events—like the Queen's funeral, and the opening up of the church for funerals and other special events.

Morning Prayer is much appreciated by those who join us at 9am on weekdays. These are often based on Lectio 365, a really good start to our day.

A number of us attended New Wine in the Summer where we were encouraged in our faith as we received from God and were sent out in love to reach the lost with the good news of Jesus. A larger group will be going this year, so do come if you can.

5. Financial Review for 2022 – Paul Watkins

Treasurer’s Report for APCM May 2023

Our 2022 Financial Report and Accounts are now finalised and signed off by our independent examiner, and will be made available on our website for review.

Looking back to 2022, the budgeted loss was lower than expected, at -£11.4k, due to lower than forecast fuel bills and due to receipt of an energy grant from the Diocese. Income from regular giving remained stable, with new joiners to the Parish Giving Scheme offsetting members who left in the year, and was ahead of 2021 and 2020, albeit covid lockdown closures contributed to record low giving during the years of the pandemic:

	2018	2019	2020	2021	2022
Regular Income	Total	Total	Total	Total	Total
Standing Orders	38,183	24,050	13,063	10,186	10,426
Parish Giving Scheme		15,004	29,716	31,503	35,453
Collections (cash)	7,232	7,830	1,683	1,079	1,641
Envelopes	13,127	8,869	2,746	1,793	57
Sub-total of regular giving	58,542	55,753	47,208	44,561	47,577
Hall Hire	7,016	7,425	5,815	6,475	10,145
Total	65,558	63,178	53,023	51,036	57,722

Looking forward to 2023, the forecast is a greater loss, of -£17.5k against last years -£11.4k. We are budgeted to spend £3k less on repairs and maintenance this year (in 2022 we spent just under £4k on electrical and lighting work) and hall hire income is expected to increase by £2k, but this is offset by forecast reductions in income from the café of -£2k, reduced grants and donations of £-1.5k, increased fuel costs of circa £2k, increased parish share of £2k and new curate housing costs from July of circa £4k.



6. Reserves Policy

All Saints' Dedworth 2023 Reserves Policy

All Saints Church Dedworth is a medium sized church with an annual income of circa £73k which includes £10k from Hall Hire. There is a need for new staff, particularly to assist in church centre activities and the café. The condition of the buildings is generally good. The church currently has general reserves of £45k.

The PCC discussed the following factors in arriving at their reserves policy:

- Money should only be kept in reserve for specific reasons – whilst the Bible clearly indicates that we should not hoard, it is also clear that sensible planning for known events is important.
- An exceptional one-off donation in 2021 provided the church with time to grow the level of regular giving through deepening discipleship and growth in Life Groups. Regular expenditure has exceeded regular income over the past 5 years, with the loss in 2022 growing to -£11.4k. The 2023 loss is forecast at -£17k so it is proposed to set aside this amount for the next year to allow time to grow discipleship. **(£17k)**
- A wish to have two months running costs in cash reserves in case of a major problem. **(£16k)**
- Whilst no other major building repair works are expected, minor ones are likely to need doing and it would be prudent to allow for this now. **(£5k)**
- A need has been identified for salaried staff (part time) to help out in the church centre (£5.2k) and to act as café manager. (£5.2k). **(£11k)**
- There was a general wish that more should be spent on outreach to the community.
- The PCC would like to move towards modelling generous giving, by donating 10% of its income to mission outreach projects and Christian charities.

This policy will be reviewed in twelve months' time apart from the local mission, outreach and giving, which will be reviewed frequently during the year.

It is proposed that the above level of reserves of **£49k** enables the church to maintain its current level of worship and pastoral support and in the event of surplus funds above this level at the financial year-end, the PCC will consider how these funds might be used for local mission and outreach.

7. Fabric - Andrew Giles

One of the big achievements this year was that we kept the church running well and kept expenditure to a minimum. We spent only £5,464 in 2022, which is line with our lowest on record and that was £2,000 below the previous year!

One of the big achievements this year was that we kept the church running well and kept expenditure to a minimum. We spent £5,464 only in 2022, which is line with our lowest on record and that was £2,000 below the previous year! Some £3,500 of this was an investment – a total 96 tubes in the church hall were replaced with 24 LED panels and a further 36 tubes in chapel, kitchen and cafe were changed to 36 LED tubes A further 20 other old light fittings were changed to new LED fittings in the toilets), porch, vestry and corridor and the two outside security lights. This was much more than a simple LED lamp swap. We had previously changed the vestibule and some cafe/porch lights to LED lamps in the past but this latest work was to make a big dent in our electricity costs for lighting - and in response to recommendations in the Energy Audit that was carried out in 2021 (see Eco Report.) Whilst the electricians were in, a few other small electrical jobs were completed.

Work was also completed by John Sturgeon in the church to fit additional cabling and sockets for sound and lighting equipment for £453. John was able to call on significant assistance from willing pairs of hands to help as he did all the technical work with his wide range of tools!

Following on from this, after a long period where the church has had more and more little things needing fixing—despite the best efforts of volunteers and Peter Norris' work, we have formed a Facilities Group, led by Peter Norris, John Sturgeon, Brad Applewhite and Brian Johnson and convened by Andrew Giles with 14 people involved, most of whom have filled in a skills list. Brian regularly inspects the church and members of the congregation are encouraged to report jobs that need doing—big and small—to members of the group. The leaders then enter the jobs online and prioritise them according to need.

Many of the smaller jobs are now done with the minimum of fuss and expenditure—examples include fitting blinds, replacing fire door bolt bolts, fixing a dripping tap, unblocking the toilet, and removing the Christmas tree from the garden.

We have also had our first fixing day on March 11th where 21 of us came! We installed a handrail leading up to the loft including necessary carpentry, fitted shelves in the hot water cupboard and put up ladder hooks. We also got out in the garden, cleaned the gutters, and trimmed the hedges as well—and ate some delicious food supplied by Angela and her team! Our next day is scheduled for Saturday May 13th when our focus shifts more to the grounds. We anticipate potentially two more opportunities to help out in this way during the year.

The big item that we will need to tackle is the roofing & guttering adjacent to the Porch in the courtyard which has a temporary fix from Peter but must be sorted soon!

8. Technology – John Sturgeon and Mike Smith

The technology team continues to support the mission of the church through a number of areas. We continue to keep the church website up to date with a regular refresh of content, events and news along with the calendar of “what’s on”. Daily Facebook scripture posts aim to inspire us and all those in the community who scroll past them and specific events are publicised on Facebook too. Each week, Paul’s weekly update is also posted online.

In order for these things to happen smoothly and securely there are background tasks that don’t just happen automatically. The church domain, email accounts, website and cloud storage are all hosted on a server in a datacentre, and this has been re-built this year, and requires ongoing regular maintenance and security patching.

In the church, facilities were made to hang professional LED lighting at the front which is now used each Sunday, along with fixed DMX cabling and sockets around the church to control further lighting should it be needed for larger events such as at Christmas. A new *Tap to Donate* machine was also installed at the back of the main hall.

The Ethernet network in the church was upgraded in the church with a new switch and with further patch sockets installed, allowing laptops and live streaming equipment to be connected more easily, whenever required.

Additional XLR Microphone/instrument sockets have been added on rear stage to give more flexibility to how equipment is connected.

Finally, recording equipment is now permanently installed to allow Sunday services to be recorded each week, and the talks to be uploaded to our website.

9. PCC (what the PCC discussed) – Andrew Giles

The PCC meets generally bi-monthly and the sub groups mainly in the intervening month: Standing Committee, Growth and Vision and Pastoral care.

This year the PCC refocussed after the pandemic to support the growth in the church of both numbers, deepening discipleship and how to allocate our finite resources with existing programmes and several new initiatives. There was much joy and laughter in the meetings which always contain an element of worship—reading the Bible and prayer. Growth and Vision, Safeguarding, Finance and Fabric and Mission are recurring items with many themes below riding through the year. Some highlights include:

July: the main focus was on Safeguarding: Driving vulnerable people, GDPR, Social media policy and there was initial discussion on our new curate and the Ice Cream Sundae event for September.

September: We mainly discussed Stewardship, Alpha courses, Lighting LED replacement in the church preparation.

November: We talked about Through the keyhole and other Christmas initiatives, Community meal, Safety of Running Man statue (it is safe), Pop up café initiatives and Church Centre moves and centre hire fees.

January: We delved into the outcomes of the Welcomers Meeting, Fabric Team creation and looked at Finance in more depth.

March: Initiatives with Schools, Stewardship campaign and Church growth compared with national trends.

APRIL: to discuss Summer Mission, approve the APCM and Financial Report and review our safeguarding and procedures actions and confirm Stewardship Programme

10. Maidenhead and Windsor Deanery Report – Ruth Norris

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.

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

May 2022:

- Archdeacon Stephen Pullin reminded the Synod about what Common Vision is, speaking about each of the five Common Vision focus areas and available resources in those areas
- Stephen asked for parishes to consider how well these resources are wanted and being used

September 2022:

- John Sykes shared a brief overview of the Wycombe Deanery Discipleship Training Centre
- The Synod spent time in small groups sharing encouragements, needs and struggles
- Daniel Matovu, General Synod member, reported on the July 2022 General Synod sessions

February 2023:

- Parishes shared different ways that the Bible has been studied successfully. Rev Paul described the Bible Society course enjoyed by All Saints' Dedworth.

Anyone can join a meeting at any time but we are hoping that someone else would like to join us as Deanery Synod representatives for our church. If you are interested, please speak to Paul Walker or one of the Churchwardens.

Elections for Deanery Synod lay representatives will take place during the first half of 2023 with effect from 1st July.

Thanks to parishes' hard work and generosity, despite the ongoing legacy of Covid-19, and the use of Deanery reserves, the Deanery paid 100% of its parish share for 2022, a total of £ 1,019,381. This was an increase from the £ 961,058 paid against an allocation of £ 1,020,191 in 2021. The Deanery are looking for a new Treasurer.

11. Safeguarding Report – Jackie Wiggins

I am pleased to report that All Saints' church is well on the way to full compliance with the Church of England's safeguarding regulations. According to the Safeguarding Dashboard against which every church is now assessed, our safeguarding policies are fit for purpose. They show due regard for the House of Bishops' rulings and are put into practice.

Our Safeguarding policy statement is displayed prominently, together with visual aids from the diocese indicating practical procedures for reporting safeguarding concerns and obtaining help and advice. Our Safeguarding Handbook is published on our web site and is updated, as necessary, in line with reviews by the PCC and changes advised by Oxford diocese. Hard copies are available from Rev. Paul Walker and Jackie Wiggins, Parish Safeguarding Officer.

Disclosure and Barring Service (DBS) checks are required by all persons working with children, youth and vulnerable adults. The validity of these changed from 5 years to 3 years and renewals continue as needed.

People have completed safeguarding training (or their training is booked) at the level they need for their roles in the life of our church. There have been changes in the structure and levels of training required for various roles since many of the congregation trained in 2019, so it was expedient to organise a group training session. On November 10th most people who needed to update at Foundation Level attended a course held at All Saints' Dedworth. Others have followed the on-line training available for the roles they currently fulfil. Thank you all for your cooperation. The intention of safeguarding demands and procedures is protective and the Safeguarding Team strives to prevent them becoming restrictive.

Last year Recruitment was flagged as an area for development in terms of safeguarding and changes are being introduced gradually. Role descriptions have been written for the positions of Café Manager and Leader of Children's and Youth's Life Groups. Tools such as 'structured conversations' are being refined to enable us to follow the safer recruitment process when appointing new volunteers.

The review of our policies and procedures for safer recruitment continues. A formal, written policy for the Employment of Ex Offenders is now required and before the APCM will have been presented and accepted by the PCC. Previously, this was dealt with as a pastoral concern. Further role descriptions and policy updating will continue during the coming year.

12. 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. The earth is God’s gift as well as God’s creation. We are called to be just stewards of creation.” Steven Croft, Bishop of Oxford

The Church of England has set a target that all parts of the church should be planning for net zero carbon by 2030. At All Saints’ we acknowledge the need to do much work in order to make Greener our building, our grounds, our surrounding environment and ourselves. We are one year into a multi-year project to reduce our Environmental impact as we aim for net zero.

In the past year we have worked on the following –

- Made major changes to our *Electricity* use by installing LED lights. Our electricity use in 2022 was 12K kWh vs 20K kWh prior to Covid
- Our new Electricity contract for 2023 provides renewable energy
- Reduced our *Gas* heating use. Our Gas use in 2022 was 50K kWh vs 75K kWh prior to Covid
- In 2020 our Carbon Dioxide emissions were estimated as 22 tonnes. By 2023 these have been reduced to 15 tonnes. But there is a long way still to go
- Getting a quote for Solar power. But the main reduction will come from stopping our use of Gas for heating – a big challenge
- Putting ECO advice items on our Facebook page
- Planning a certification for A-Roche Bronze ECO Church status.

Whilst we have begun with a few tiny steps there still is a huge amount more we need to do. Consider the following to reduce your personal carbon pollution. Please do them - and encourage family & friends to do the same.

- **Your home energy use and waste production.** Electricity, gas and water used, where they’re sourced from. Whether you recycle or send your waste to landfill.
- **Travel.** Your use of car, motorbike, cycle, walk, public transport. Any flights contribute significantly.
- **Your diet.** The food you eat. Where you source it from. How energy-intensive it is to produce and ship.
- **Your shopping habits.** Purchase new products such as electronics, household goods and clothing. The lifespan of these items. Where and how they’re produced.

Please join us on this journey as we work towards becoming an ECO Church with Net Zero carbon emissions.

13. Sung Worship – John Sturgeon

“Let everything that has breath praise the Lord.” Psalm 150 v6 [NIV]

As one family of God here in Dedworth, we have continued to praise and worship Him with our voices during our times together on a Sunday morning. We have been blessed with different people leading, singing and playing instruments—which has been wonderful and we have continued to use a variety of songs old and new, and some lyric videos on the screen.

Outside of Sundays, we have also had times of worship during the week in our life groups, and at Christmas we sang Christmas Carols together whilst gathering for watching the World Cup Final! God gives us all gifts and it is His will that we take time to learn how to grow these in order to serve Him to the best of our abilities. This includes singing and playing instruments and as a worship team, we ask you to pray for us, that we would have time to practice and that we would be receptive to God's Holy Spirit as we lead the church.

If anyone feels called to lead worship, sing, or play their instrument in church please do let us know, and more volunteers are always needed to operate the computer to put the words on the screen – it's not that hard and training will be provided.

14. Churchwarden's Report – Sue Morgan and Michael Bourne

This year has given us a first breath of fresh air after the troubles of the Covid pandemic, with all its regulations and advice! Paul and his family have settled in at the vicarage and he has introduced some new initiatives, like the Life Groups, which are really working well. Many more individuals and families are joining our Christian community and God is blessing us, for which we are very grateful.

The past year was marked out as a time both for being disciples and discipling others together, and as a time for people to gently hear God's invitation to join his family. God has blessed us. We would like to thank those who have contributed to the success of this past year, for all the many and varied ways that they have stepped in to help, dealing with the everyday things that crop up in any organisation.

Now looking forward to the coming year, it is obvious that we need more volunteers to help with all the little and big jobs that keep the Church fit for her missional purpose in the coming year. Please speak to your churchwardens and the PCC who will be able to tell you what opportunities there are for you to be involved!

Wishing you God's blessings.

ACTIVITIES

15. Café - Sue Morgan

Since March '22 we have tried various ways to love the church café back into life, following on from the difficulties posed by the Covid pandemic and social distancing. For various reasons it seems that God is saying to wait and we're prayerfully considering how a new reimagined café could, in time with the right leader, provide again for the Dedworth community.

Currently, we are running the café as a "pop up café", responding to need, providing refreshments for the various groups meeting in the Church Centre premises, like the West Windsor Food HUB, French classes, an Out and About group and others. We have also acted as a "Warm Space", providing hot meals on Thursday evenings during the coldest part of the winter.

We would like to thank Astra for undertaking the necessary study in order to gain the qualifications to become the Café Manager, and we thank all the people who have volunteered for what they have done for us and look forward to seeing how the café will develop in the coming year.

16. Support for those Advanced in Years – Angela West

In Autumn 2022, Sheila Allen and Angela West started a fish and chip lunch, courtesy of the local fish and chip shop, with a home-made dessert, every Wednesday at midday. This was paused during the winter months. The lunch was held in the Running Man Cafe, and although we are still a very small group, it is always a happy friendly afternoon together.

Initially, it was been targeted towards the more elderly of the community, with lifts being offered, as required, but anyone who is able to join us would be most welcome.

A meal to celebrate the Coronation of the King is planned for Wednesday May 10th at Midday. This will not be a fish and chip meal, but a celebratory lunch. If you would care to join us, you will be most welcome. Please let either Sheila or Angela know if you are coming. Our thanks go to Neil who has helped with the transport and Jackie and John Wiggins who have helped and encouraged us.

Further details of support can be found in the Life Groups and Pastoral Care report.

17. Children and Youth – Michelle Sturgeon

Another year of children's and youth work at All Saints' and what a privilege for us leaders to be a part of it.

Sunday morning life groups have continued with Sparks (pre-school to reception) led by Sheree Walker, Flares (school years 1-4) led by Kerry Giles and Flames (School Years 5-9) and Fire Pit (school Years 5-13) led by Michelle Sturgeon. Themes this year have been The Lord's Prayer, Stewardship and Fruits of the Spirit. The sessions are full of Bible stories, creative/sensory prayers, crafts and games. Flames and Firepit have also had several prayer walks around Dedworth. We have been able to listen to God's voice and see where he leads us, often giving out chocolate or ice-lollies and have prayed alongside people in our community. Thank you to all those that help in these groups so faithfully.

Flames and Fire Pit groups also meet separately once a month on a Sunday evening. Flames has grown in number; we usually have between 12-20 young people. They are a very lively (and noisy) group. Often evenings have consisted of a group game such as bench ball, followed by a Bible time, and then free time for table tennis, card games or kicking a ball around. We do like to mix this up though and have also had other special evenings such as our firework/BBQ evening and our more recent 'Who's Dun It?' evening. The Flames group have been fantastic at inviting their friends along to these evenings. A Fire Pit evening is normally card games, and a Bible-based discussion. A smaller group, which means they can be much more open and appropriately vulnerable with each other. Thanks to all who support Michelle with this. A special shout out to Andrew who helps most Sundays, sometimes morning and evening, and to Angela who comes along and rustles up the most amazing treats for us. Some of the older youth have also enjoyed attending Saturday evening worship at Soul Survivor.

In the Summer Holidays several of our children and young people attended New Wine. They had an amazing time, going off to their age groups for fun, worship and exploring the life of David. They also grew in relationship with each other as they spent each day just enjoying each other's company, and playing a serious amount of card games. We also took 8 young people to an Urban Saints camp at Carrotty Wood Christian Centre. Again, so much fun, laughter, games, challenges, chatting, water fights and the most amazing food. With Alpha videos and discussions every morning, and worship and talks from different leaders in the evenings, we were all able to explore and deepen our relationships with Jesus.

Thanks so much for all you do as a church to support our children and young people. So many of you help by leading, giving financially, baking and praying for us all.

18. GAP (God and Play/Grandparents and Parents) – Ruth Norris

Despite many changes this year, GAP has continued to bring a time of relaxed fun to many from outside the church community on a Monday morning. People are welcomed in to experience God's love and friendship. Numbers have been fairly stable at around 10 families a week but this can mean 25 or more individuals, and comes from a pool of well over 20 families.

With the team of Sheree (lead), Ruth and Mary continuing to work well together, but the group members also helping, to clear up especially, and the toys now mostly stored under the stairs instead of up them, it has all been manageable. We have been looking at the life of Jesus.

In February Sheree secured a full-time job and so Ruth, rather reluctantly, took over the lead. Mary still helping. A few of the members now come to help set up at 9am in turn. We would welcome help from other church members especially anyone with interest in helping at the craft table. We are continuing to look at the life of Jesus.

Mention must be made of the invaluable help of Sue and Jackie who prepare the room for us each week and wash the floor. Thank you both.

19. Schools' Report – Ruth Norris and Paul Walker

Connections with our 5 schools is continuing to grow. Focus has been on the major festivals.

Harvest continues to be a First School tradition and Paul enjoyed leading assemblies at some of the schools. Students from Alexander came to All Saints' for a morning exploring miracles, wrapping each other up in toilet rolls as they explored the raising of Lazarus!

'Christmas through the Keyhole' brought the whole church together in our effort to explain the joy of Christ's birth to the community via our First schools. Some 50 people supported the effort by either lending props for the 5 scenes set up through the church building, dressing up for the stable scene, helping craft activities, providing refreshments, or taking round the successive groups of up to 10 children and their teachers. In addition, schools wanted Rev Paul to lead Christmas assemblies or Christingle events in school, and Ruth and Carolyn took an assembly at Homer for the youngest children.

Over the last eighteen months, Paul has been exploring the possibility of developing a team chaplaincy at Windsor Girls School. This would see local Churches supporting the school in many different ways, while helping to bring together and support a Christian faith community within the school. Please pray into this!

Dedworth Middle have also been keen to explore community relations with the Church and Paul had the opportunity to take an assembly for the school on being valiant and working as a team.

Plans for Easter were smaller after the massive effort at Christmas. Easter assemblies are being conducted in 3 of our schools with a focus on the Risen Jesus. There are already a number of ideas stored away for 2024.

20. Life Groups and Pastoral Care – Paul Walker

Discipleship and pastoral care are two central areas that we have been called by the Lord to focus on over the year. As we have come out of Lockdown and into this new season, we have done all we can to support people's needs and we hope where we have fallen short, people will tell us and forgive us.

Life Groups have now entered their second year! Leaders of the groups meet termly to reflect and pray together on how things are developing and it was decided that after the Bible course, Alpha and the Prayer Course that groups would begin to meet in homes or continue in the Church and follow courses of their

choice. Choices have included: Come and See, Freedom in Christ, Discipleship Explored and the Bible Through Art. All groups share socially and have refreshments, cake and in some cases meals together! It has been wonderful to hear of the friendships that these groups have nurtured and, as hoped, it seems that Life Groups have become a central aspect of discipleship and pastoral care in the Church, while encouraging others to join and not becoming a clique.

Following the reduction of COVID measures home visits and the taking of communion to the infirm is once again happening. It is hoped that at some point it will be possible to lead a communion service at Leslie Dunne and we are currently waiting for permission to do this.

During the year a group has met to review pastoral care and consider how to meet people's needs. A particular thank you to Andrew, Sue, Jackie, Sheila, Jacki and Mike for all they do to support this and to all who help people come to worship on a Sunday morning, whom otherwise would have no means of transport.

A big thanks to Angela West and Sheila Allen who have led a few Wednesday Fish and Chip meal get togethers for some of the elders in the Church and to the children's and youth teams who gently support the pastoral care of the young. We continue to explore how we can grow together in faith, sharing Christlike love in new ways!

21. Community Outreach – Andrew Giles

We had another good year this year. Our aim continues to be to support encourage and show God's love to community organisations who we regard as part of our extended family.

The number of regular community groups climbed to 16: AA, AI – Alanon, Crossroads, Friends in Need, French Classes, Brownies, Guides and Rainbows (4 groups) Men's Matters, Music With Mummy and Jolly Babies, Out and About, SANDS, Singing for Pleasure, U3A coffee morning, West Windsor Hub.

Crossroads social care continued to use the church office (now an 8-year partnership) and West Windsor Hub continue their great work not only supplying emergency food and signposting support and advice bi-weekly but also working with us on providing their own warm spaces and hot food served by church members and becoming a significant community meeting point.

Several loyal groups use us whenever they can on an occasional basis such as Abri, Age Concern, Royal Berkshire Bengalese Association, Windsor Photographic Society.

We continue to ensure that new organisations are aligned with the values and ethos of the Church and that we have the resources to serve them.

Thanks to Jackie Sadler and Sue Morgan in particular we have established real and lasting friendships with all of them, even serving many of them coffee and refreshments so when there is the odd issue, we sort it out together.

One such issue was the steep rise in costs we are facing, particularly fuel costs and we took the decision to increase our hiring fees by an average of 28% which was accepted with good grace by our groups. They also agreed to some rationalisation of meeting times so we could switch off the heating. Income rose by 57% to £10,145 - a record.

We are getting to the stage where we need more help as we are heavily reliant on Andrew, as well as Sue and Jackie who continue to have amazing patience and cheery good humour, willing to come to the church almost every day to ensure things run smoothly and cope with the odd "musical chairs" issues. Thanks too to Brian Johnson for his help, usually on a Thursday.

PART 2 Financial Statements of the PCC

I. Independent examiner's report to the members/trustees of the PCC

Independent examiner's report on the accounts

Report to the trustees

Parochial Church Council of All Saints Church
Dedworth Road, Windsor, SL4 4JW

On accounts for the year ended

December 2022

Charity no
(if any)

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2022

As the charity's 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 Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

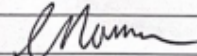
Independent examiner's statement

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:



Date:

26/4/2023

Name:

CHARLES NORMAN

Relevant professional qualification(s) or body (if any):

CHARTERED INSTITUTE OF MANAGEMENT ACCOUNTANTS - ACMA

Address:

17 SHERBOURNE DRIVE
WINDSOR
BERKSHIRE SL4 4AG

2. All Saints' Church Dedworth – 2022 Financial Report and Accounts

Our 2022 Financial Report and Accounts are now finalised and signed off by our independent examiner, and will be made available on our website for review.

Looking back to 2022, the budgeted loss was lower than expected, at -£11.4k, due to lower than forecast fuel bills and due to receipt of an energy grant from the Diocese. Income from regular giving remained stable, with new joiners to the Parish Giving Scheme offsetting members who left in the year, and was ahead of 2021 and 2020, albeit covid lockdown closures contributed to record low giving during the years of the pandemic:

	2018	2019	2020	2021	2022
Regular Income	Total	Total	Total	Total	Total
Standing Orders	38,183	24,050	13,063	10,186	10,426
Parish Giving Scheme		15,004	29,716	31,503	35,453
Collections (cash)	7,232	7,830	1,683	1,079	1,641
Envelopes	13,127	8,869	2,746	1,793	57
Sub-total of regular giving	58,542	55,753	47,208	44,561	47,577
Hall Hire	7,016	7,425	5,815	6,475	10,145
Total	65,558	63,178	53,023	51,036	57,722

Looking forward to 2023, the forecast is a greater loss, of -£17.5k against last years -£11.4k. We are budgeted to spend £3k less on repairs and maintenance this year (in 2022 we spent just under £4k on electrical and lighting work) and hall hire income is expected to increase by £2k, but this is offset by forecast reductions in income from the café of -£2k, reduced grants and donations of £-1.5k, increased fuel costs of circa £2k, increased parish share of £2k and new curate housing costs from July of circa £4k.



ASD 2023 RESERVES POLICY

All Saints Church Dedworth is a medium sized church with an annual income of circa £73k which includes £10k from Hall Hire. There is a need for new staff, particularly to assist in church centre activities and the café. The condition of the buildings is generally good. The church currently has general reserves of £45k.

The PCC discussed the following factors in arriving at their reserves policy:

- Money should only be kept in reserve for specific reasons – whilst the Bible clearly indicates that we should not hoard, it is also clear that sensible planning for known events is important.
- An exceptional one-off donation in 2021 provided the church with time to grow the level of regular giving through deepening discipleship and growth in Life Groups. Regular expenditure has exceeded regular income over the past 5 years, with the loss in 2022 growing to -£11.4k. The 2023 loss is forecast at -£17k so it is proposed to set aside this amount for the next year to allow time to grow discipleship. **(£17k)**
- A wish to have two months running costs in cash reserves in case of a major problem. **(£16k)**
- Whilst no other major building repair works are expected, minor ones are likely to need doing and it would be prudent to allow for this now. **(£5k)**
- A need has been identified for salaried staff (part time) to help out in the church centre (£5.2k) and to act as café manager (£5.2k). **(£11k)**
- There was a general wish that more should be spent on outreach to the community.
- The PCC would like to move towards modelling generous giving, by donating 10% of its income to mission outreach projects and Christian charities.

This policy will be reviewed in twelve months' time apart from the local mission, outreach and giving, which will be reviewed frequently during the year.

The above level of reserves of **£49k** enables the church to maintain its current level of worship and pastoral support and in the event of surplus funds above this level at the financial year-end, the PCC will consider how these funds might be used for local mission and outreach.

Paul Watkins
Treasurer, All Saints Dedworth,

INCOME & EXPENDITURE ACCOUNT

YEAR ENDED 31ST DECEMBER 2022

<u>2021</u>	<u>INCOME</u>		<u>2022</u>
£43,482	Net Gift Aid Pledges	£45,879	
<u>£ 9,373</u>	Tax Relief on Gift Aid Pledges	<u>£11,197</u>	
£52,855	Total Pledged Giving		£57,076
£1,080	Church Collections	£1,698	
<u>£6,475</u>	Hall Hire	<u>£10,145</u>	
£7,555			£11,843
£234	Baptisms	£0	
£50,743	Donations	£2,879	
£220	Fund Raising	£81	
£1,175	Funerals	£1,704	
£1,000	Grants	£1,881	
£12	Interest and Dividends Received	£17	
£473	Miscellaneous	£0	
£3,971	Insurance Claim	£0	
£3,201	Special Collections	£1,121	
£188	Weddings	£144	
<u>£40</u>	Youth Group	<u>£1,620</u>	
£61,257			£9,447
£560	Running Man Cafe		£2,368
<hr/> £122,227	<u>TOTAL INCOME</u>		<hr/> £80,734

<u>2021</u>	<u>EXPENSES</u>	<u>2022</u>
	THE CHURCH & SERVICES	
£2,901	Lighting & Heating	£5,527
£1,808	Insurance	£1,859
£4,409	Minor repairs & maintenance	£4,253
£1,231	Miscellaneous	£1,426
£2,446	Upkeep of Services	£3,443
<u>£4,950</u>	Salaries	<u>£1,040</u>
£17,745		£17,548
	OTHER EXPENSES	
£39	Administration	£246
£461	Catering	£1,078
£3,042	Equipment Purchases	£1,211
£1,144	Printing	£489
£2,209	Special Collections	£511
£2,031	Telephone/Internet	£2,851
<u>£705</u>	Youth Work	<u>£1,769</u>
£9,631		£8,155
£0	Running Man Cafe	£0
	PAYMENTS OUTSIDE PARISH	
£64,737	Parish Share	£64,737
<u>£0</u>	Charitable Giving	<u>£0</u>
£64,737		£66,412
£92,113	<u>TOTAL EXPENSES</u>	£92,115
+£30,114	Excess of Expenditure Over Income	-£11,381

BALANCE SHEET AS AT 31ST DECEMBER 2022

31/12/2021	Assets	31/12/2022	
£656	Diocesan Trustees Investment Account	£656	Market Value as at 31/12/22
£57,411	Metro Bank - ASD Current Account	£46,030	As at 31/12/22
£2,797	Metro Bank - Running Man Cafe	£2,797	As at 31/12/22
£0	Petty cash	£0	
<u>£60,864</u>		<u>£49,483</u>	
	Apportioned as follows		
	Unrestricted Funds		
£58,584	General Fund	£47,353	
£1,624	Discretionary Funds	£1,474	
	Restricted Funds		
£656	Perpetual Trust Fund	£656	
<u>£60,864</u>		<u>£49,483</u>	
	Discretionary Funds:		
	Homeless Fund	£809	
	Youth Work Fund	£665	
		£1,474	