

The Parish Church of All Saints, Emscote



In the Warwick Team Ministry
of the Diocese of Coventry

ANNUAL REPORT

**Annual Report and
Financial Statements
of the Parochial Church Council
for the year ending
31st December 2021**

*In the second year of the Covid19
Pandemic*

Team Vicar:
The Revd. Diane Thompson
All Saints' Vicarage,
Vicarage Fields
Warwick CV34 5NJ

Registered Charity Number 1131059



CHAPTER 1

AIMS AND ORGANISATION OF THE PCC

THE PAROCHIAL CHURCH COUNCIL

The PCC (Powers) Measure 1956 states that 'the PCC is to co-operate with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.' It also has maintenance responsibilities for the Church of All Saints', the Contact Centre and for No.1 All Saints' Road.

The PCC is a charity, registered with the Charity Commissioners, and is required by law to produce this full report of its activities along with a financial statement identifying how the activities of the parish have been funded in the past year and the way in which future plans will be funded.

Members of the PCC are either ex-officio, elected by the Annual Parochial Church Meeting (APCM) or co-opted by the PCC in accordance with the Church Representation Rules. During the year the following served as members of the PCC:

Incumbent and Chair:	Revd Diane Thompson	
Churchwardens: (elected annually)	Sandra Barnsley Christine Dunn	
PCC members ex officio:	Andrew Giles Christine Dunn Gill Frigerio	from APCM 2017 Vice Chair (from April 2018) from APCM 2021
PCC members by election (three year term):	Joanne Adams Margaret Hogg Rory Keegan Eleri Parry Fay Hughes Andrew Baugh Moirra-Ann Grainger	PCC Minutes Secretary from APCM 2018 from APCM 2019 from APCM 2019 from APCM 2019 from APCM 2019 from APCM 2021
Co-opted members:	Alan Rylett	
PCC Treasurer	Alan Rylett	
PCC Secretary:	Joyce Rylett Hannah Wilson	to 31st October 2021 from 6th December 2021

Representatives on Deanery Synod: Andrew Giles
Christine Dunn
Gill Frigerio

Diocesan Synod: (ex-officio member of PCC) Gill Frigerio

General Synod: (ex-officio member of PCC) Gill Frigerio

Bankers: Co-operative Bank, P O Box 250, Dell House, Southway, Skelmersdale, WN8 6WT

Independent Examiner: Mrs L Briggs

On behalf of the PCC/Churchwardens..... March 2022

During 2021 the PCC met as follows:

21st January, 25th February, 28th April, 1st July, 20th September, 18th November.

Sub-Committees

The work of the PCC is delegated to sub-committees (Standing Committee, Finance, Worship) and a number of working groups who report to the PCC. Over the course of 2021 working groups have met, as needed. We continue to use a flexible approach, enabling a wider range of people to use their gifts and skills in needs-focussed and time-limited ways. All their work is reported in the chapters below.

ALL SAINTS' PCC REPORTING 2021

The year's reports appear under the following main headings, around which our PCC agendas are organised.

Table of Contents

CHAPTER 1	2
AIMS AND ORGANISATION OF THE PCC	2
CHAPTER 2	5
THE VICAR'S LETTER	5
SAFEGUARDING	7
PRAYER AND WORSHIP	8
COMMUNICATION	14
COMMUNITY OUTREACH	16
DISCIPLESHIP	23
INTER-CHURCH & INTER-FAITH	25
JUSTICE AND PEACE	27
FABRIC AND FINANCE	33
CHAPTER 3	36
FINANCE REPORT 2021	36
CHAPTER 4	46
THE PCC AND FUTURE GROWTH AREAS	46

CHAPTER 2

A Year's Journey Together

THE VICAR'S LETTER

25th March 2022

*Through all the changing scenes of life
in trouble and in joy,
the praises of my God shall still
my heart and tongue employ.**

At All Saints we are committed to marking the changing times and seasons of the Church's year. This feels to be an essential part of who we are. Today is an important feast day in the life of the Church: the Annunciation of our Lord to the Blessed Virgin Mary. In two more days, on Sunday 27th March, it will be Mothering Sunday. At All Saints these kinds of connections and occasions matter, perhaps more than we realise.

Do you remember that it was on Mothering Sunday 2020 that we found ourselves prohibited from worshipping together for the first time? Covid19 meant that all 'in person' public worship was banned by the government. Do you remember how this time last year we had not long emerged from another lockdown, a very tough winter one at that? For example, it was on the 8th March when all children returned to school. In Emscote the day was marked by the planting of four new trees on St Edith's Green. Today they stand proud, as signs of hope for all to enjoy.

As vicar I'm very proud of how, after each lockdown, All Saints did not hesitate to re-open its doors. Before public worship was allowed, we opened up for private prayer; as soon as possible we re-instated the Mass 'in person'. Here again is something essential for All Saints: the embodied encounter with Jesus Christ through the bread and wine of the eucharist. The Mass matters to us.

But maybe one of the temptations now is that we rush into re-instating things which are perhaps not that important. Covid has not gone away and we are now confronted with another global crisis (the war between Russia and Ukraine). There is a lot to concern us and the world as a whole continues to be in an insecure state.

I am also aware of the large amount of energy All Saints members have put into things in the past 12 months. Energy is not infinite. So, taking our time to think about how we want to re-instate certain things could be well worth it. We've also learnt to accept that what we plan does not necessarily happen when we think it will, if at all. That's a good lesson for all of us, especially the vicar! The wonderful thing is though, that times of struggle can become times of grace. God's transforming love can really break through when we're no longer in control. Then we learn new things about ourselves and begin to discern afresh what really matters. So, let's pledge to 'wait upon the Lord'.

This report also reminds us of another crucial thing: that when the doors had to be closed at All Saints, God did not desert us. Other ways emerged of praying and worshipping together, of keeping in touch, of reaching out to others. 2021, as 2020, has been a surprisingly enriching time. In the two years of the Covid pandemic some radical pruning has been unavoidable, yet green shoots are emerging that may not have come any other way.

With all this in mind, please take time to read this report for 2021 and as you do, pray for the ongoing mission and ministry of All Saints. Notice the surprising opportunities that did come our way, and your own personal responses to the changes. How have you experienced this past year? Was it hard, exciting, manageable, bewildering etc? What might the Holy Spirit be wanting to say to you about this? In faith let's trust in the Lord, that nothing will be wasted and that we will come to see anew the real essence of All Saints Emscote.

My thanks go to all who, in whatever way, have contributed to the life of All Saints in 2021:

for all of those involved in the writing of this report and for the many volunteer hours invested into each area of our church's life;

for the work of our paid staff, giving thanks for the contribution of Joyce and Sue;

for the firmly supportive ministry of our musicians and retired clergy;

for the appointment of new staff, Hannah and Ania, and for the arrival of our new curate Revd. Sarah;

for the contribution of our treasurer Alan and churchwardens Sandra and Christine, helping us to navigate safely and purposefully through 2021's many changes;

and last but not least, for all those who continue to hold in prayer this parish of All Saints Emscote - and for those who work for the coming of God's kingdom in sundry places.

*To Father, Son and Holy Ghost,
the God whom we adore,
be glory, as it was, is now,
and shall be evermore.**

Revd. Diane

**From Nahum Tate (1652-1715) and Nicholas Brady (1659-1726).
A New Version of the Psalms of David, 1696, 1698 Psalm 34*

SAFEGUARDING



So many people here at All Saints' offer their time to support our activities which is much appreciated, and in return we need to ensure that they do this with their own safety, and those of others in mind.

Safeguarding is the responsibility of each and every one of us. Adults at risk, and children deserve the best care the Church can provide.

The Safeguarding Policy we use is used by all the churches in the Coventry Diocese. It adheres to the national policies of the Church of England, approved by the House of Bishops, and All Saints' PCC must have due regard to their guidance in relation to the policy. The Policy Statement is displayed on the church noticeboard, and a copy of the policy is available in the Church Office, and on the Diocese website.

Safeguarding is a standing item on the PCC, and Staff Meeting agendas. Throughout the year reports are presented to the PCC to enable policies to be reviewed, and or adopted.

We have encouraged the congregation to undertake the online safeguarding training that is available, and we are delighted that 28 members to date have committed to this, with most having completed both the Basic, and Foundation levels. The Basic level was mandatory for PCC members, and from January 2022 the Foundation Level has also become mandatory. If you would like to complete the training, the sessions are available on the Diocese website, but if you prefer to complete the training in a group, let me know, and I will set up sessions, with the Basic level taking approximately 1 hour, and the Foundation level 1½ to 2 hours.

Linda Cooknell

PRAYER AND WORSHIP

WORSHIP REPORT

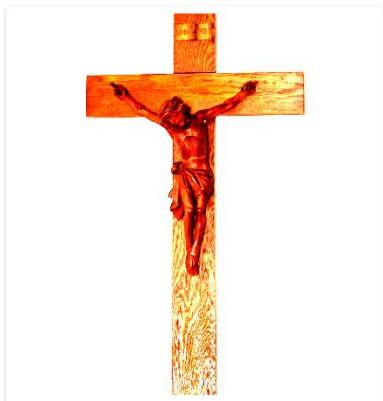


PEWS NEWS

Keeping connected
WORSHIP AT ALL SAINTS

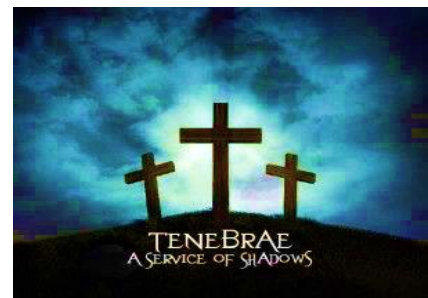
2021 started as 2020 had ended, with Covid restrictions making corporate worship in the church building not possible. The congregation of All Saints had become very adaptable over the previous year, taking on other forms of worship, which did not necessarily involve a Mass. Zoom services became a fairly regular alternative for those who were able to access it and copies of the service sheets and Pews News were distributed weekly via the Parish office, either electronically, by post or hand delivered by a number of volunteers, keeping the members of All Saints in touch as a regularly worshipping community. Those who didn't have access to a computer or mobile device, were encouraged to sit quietly at home and follow the service using the sheet, at the same time as those meeting on Zoom. Although we were all in our own homes the worship was all happening at the same time. We were a congregation.

Over the previous year a number of members of the congregation had been meeting up with fellow members via phone or on-line for prayer or meditation and this had continued. The Northumbrian Evening Prayer led by Gill Frigerio on Zoom and instigated during Advent 2020 also continued. Revd. Diane continued to do Morning Prayer, in the Lady Chapel at church, each day during this time, Sandra Barnsley often accompanying her. Any funeral services over the period, had restrictions on numbers of attendees, whether at the crematorium or in church. Some funeral services were held at the graveside only. It was hoped that by mid-February restrictions would start being relaxed but infections were still high and restrictions remained in place. Therefore, Zoom services continued, as did the distribution of booklets from the Parish office.



Passion Sunday was a Zoom service and during the week following, we saw an outdoor "Stations of the Cross" journey being set up, in and around the church grounds, for use from Passiontide to Easter. "Stations" service sheets were also made available so that small groups or individuals could walk the journey at any time during this period. On the Monday of Holy Week two groups of year 5 children from All

Saints' Junior School came with their teachers and assistants, to walk the Stations of the Cross. On the Tuesday this was repeated by two groups of year 6 children. Volunteers from church accompanied all school groups.



The Maundy Thursday service did not happen in church. However, sheets were distributed so that individuals could participate, privately, at home. The first gathering at church, as lockdown was lifted, happened on the evening of Good Friday when a Tenebrae Meditation took place led by Revd. Diane. This was all done socially distanced and following Covid guidelines, wearing facemasks. Easter Day 2021 saw the return of Parish Mass when 44 people met in the church building, to celebrate the rising of our Lord Jesus Christ.

In the week that followed Easter, on April 9th the country heard of the death of the Duke of Edinburgh, Prince Philip. Prayers were said for the thanksgiving of his life and a link was distributed so that congregation members could take part in a service which was held at Coventry Cathedral. On Sunday 18th April the Parish Mass at All Saints was a remembrance service for the life of Prince Philip, for the long and constant support he gave to his wife the Queen. The next three weeks saw the Sunday services either by Zoom or Mass in church.

Ascension Day was celebrated on the morning of Thursday 13th May, in the main worship space at church, with social distancing and the continuation of mask wearing. In the week that followed Pentecost, we saw the children of All Saints' Junior School join with members of All Saints' church for a "Pentecost Party". On Tuesday 25th May, years 3 and 4 came and on Thursday 27th years 5 and 6 came, in class bubbles, to take part in various activities. These activities took part both inside and outside, including in the Vicarage Garden. The activities included speaking in different languages, parachute games, science experiments, art and craft and dancing followed by cake. A good time was had by all, both adults and children, the experience will stay in all our memories.



Regular Sunday and Thursday Masses were held throughout June and July, with the Thursday service being held in the Coffee Room, to make it more intimate but also to keep the space well ventilated. There was a number of funerals and memorial services also during these months. As summer progressed the congregational numbers began to rise as people felt more comfortable to attend services indoors. On 11th July we welcomed the Revd. Sarah Cushing as our new assistant curate.



At times when Revd. Diane was not available to preside, retired clergy of the parish stepped in to officiate. We would like to thank the Revd. Roger Garrett, Fr. Terry Henderson and Fr. David Pettifor, for their continuing help. In August, Thursday Mass did not happen although Home Communion recommenced at the end of that month, enabling the housebound and those unable to attend church services to receive the Blessed Sacrament. In September there were more funerals but also two Baptisms and Simply Worship Sunday again happened, singing in church began to reappear, instead of just recorded music.

At the beginning of October Harvest Festival was celebrated in church, with the offerings going to help refugees. On the afternoon of the 16th October, All Saints hosted an Open Afternoon for the "Tree of Life Project" to exhibit an art installation which had been created by artist Jake Lever and made with the help of children from both

All Saints Junior and Emscote Infant schools. The service on Sunday 17th took the form of a Celtic Mass with Gill Frigerio preaching.



Bishop Christopher joined us on the last Sunday of October, to preside and preach at our patronal festival. He also dedicated the new Book of Remembrance. In the evening of the same day, the 31st, a reflective service for All Souls was held and the names of those written in the Book, were read out. Two weeks later on the 14th November we remembered those who had lost their lives in the service of their country, during the two World Wars and subsequent conflicts. On the anniversary of the

bombing of Coventry, we also remembered those who were killed or injured in the raid on the city.

Midweek Mass continued to be celebrated in the Coffee Room with a steady number of participants. As part of Outreach the Revd. Diane led a Service of the Word, at Queensway Court Leamington Spa, for their residents. Advent began at the end of November and regular services took place through the weeks leading up to Christmas. The Community Carols with Christingles, was led by Sandra Barnsley, due to Revd Diane being indisposed at the last minute. Bishop David Evans, who was in the congregation, stepped in to do the final blessing. The music was enhanced by the amazing, all age, brass band, who played throughout. On Christmas Eve, we celebrated midnight mass at 8pm, ('Midnight Mass Bethlehem Time'). This was followed on Christmas Morning by a shorter, all age, mass.

Despite all the restrictions of Covid in 2021, All Saints succeeded in continuing as a thriving, adaptable, worshipping community. We look forward to a New Year of Prayer and Praise in our tradition of Anglo-Catholic worship, whilst exploring new ways of spreading the Word to more people.

Glynis Goodfellow

NORTHUMBRIA COMMUNITY EVENING PRAYER

NORTHUMBRIAN EVENING PRAYER

Wednesdays at 7.30pm by Zoom Next: 16th June

A small group of 8-10 members of the congregation plus a few other family members living elsewhere have been meeting on zoom on alternate Wednesdays at 7.30pm to offer Evening Prayer according to the rite published by the Northumbria Community. The 20 minute service includes Celtic music, a series of readings and some open prayer. A warmth and depth of relationship has developed amongst the group as we pray for one another, for situations in our lives and for the world at large. After a pause for Advent we have begun again in 2022.

Gill Frigerio

LITTLE SAINTS



It was a great joy to restart Little Saints again on Monday September 4th after 18 months closure due to Covid 19.

We realised that our previous generation of little ones had grown up and moved up to pre-school - so we looked forward to a new young group joining us. Five very young ones and their carers came on that first Monday. These children had not been able to socialise and enjoy being together in toddler groups etc because of the pandemic. We now have a regular attendance of eight to ten children and their carers, and they are starting to enjoy and look forward to coming.

It has been a great delight to welcome back Maya who first joined us as a tiny baby in 2018 and doesn't do Monday morning pre-school, and still loves to come to Little Saints with Mummy.

We still have a special worship time together in church, sharing our songs and prayers and stories from the Bible. We talk about and show how much God loves and cares for each one of us all the time.

The blue box with the instruments in is still very popular and the high spot of our worship together. The most popular chorus with this group is 'He's Got the Whole World in His Hands' - they sing it with great gusto and real joy. Many thanks to Julia who looks after our music sessions and encourages us to try new songs.

We return to the coffee room for our craft session and refreshments, and of course play and chat - very essential ingredients. This year, week by week, we made the figures from the nativity story. I am sure that some Christmas trees were adorned with the most beautiful angel, lovingly made.

Many thanks to Margaret Hitches who keeps us supplied with exciting ideas to illustrate our stories and to Janet and Fay for the wonderful way they provide hospitality and welcome to all. It has also been good to be joined sometimes by Revd. Sarah and Ania – Family Link Worker

Many thanks to all those adults who faithfully bring their little ones to Little Saints early on a Monday morning, and to the great team who share their skills and enable it to take place. It is a great privilege and joy to spend time with these 'Diddy Disciples' - they have much to teach us.

Thanks be to God that we have been able to return. *Fay, Janet, Julia, Margaret and Sandra*

MUSIC



2021 started with a service in church for the Epiphany on Jan 3rd with organ playing music before and after and one hymn – but with no singing - and CDs of other appropriate music. Thereafter we were back again into lockdown so we alternated a Zoom service (using recorded music) and no service but with a circulated order of service. This state of affairs continued until 2nd April - Good Friday - when the Revd Diane

devised a service of Tenebrae for that evening in the candle-lit church consisting of readings, prayers and music on CD. It was a most atmospheric occasion and much appreciated.

There was no service on Holy Saturday, but then on Easter Sunday we finally had a Mass in church again, with organ playing before and after and during the Offertory and cantors singing – ‘Now the green blade riseth’ and ‘Water of new life’.

There was no service for Easter 2, but orders of service were circulated.

On Easter 3 we commemorated the Duke of Edinburgh at the Mass in church with, as before, organ/CDs /cantor singing the Communion hymn.

From then until July this pattern continued of alternating a service on Zoom with a Mass in church - organ/CDs /cantor Communion hymn.

From Pentecost, 23rd May, Zoom services ceased, and we resumed weekly Masses in Church.

In June the Cantor additionally sang a hymn at the Offertory. Finally, by July 25th (our Dedication Festival) we were allowed to sing hymns again, albeit with masks on, so these were immediately re-introduced as well as the Agnus Dei and an occasional sung psalm. By September CDs were being used only very occasionally and in October sung Sanctus & Benedictus were re-introduced.

October 31st was All Saints’ Day with Bishop Christopher. For this a choir of cantors rehearsed and sang a psalm setting and an anthem by Bernadette Farrell.

In December the cantor choir was again rehearsing for music at Midnight Mass on Christmas Eve; however, the Covid situation got worse and we decided that we should not continue, so organ only was used over Christmas.

Trevor and Martin have continued to share the organ-playing and wish to express their thanks and appreciation to all those who have acted as Cantors through the year, including one recent recruit and one returned after a break.



On December 12th we had a full church for Community Carols led by Emily Stewart-White and her players from the development

bands from Royal Spa Brass – a very successful evening.

During most of this year other singing/music groups were not able to rehearse in church. The Royal Leamington Spa Bach Choir resumed weekly rehearsals in mid-May, and the Emscote Community Singing Group began, twice monthly, in October. *Martin Latham*

FLOWERS

Many thanks to the faithful flower arranging team – Fay, Jill Popple and Margaret Hitches - and to those who have generously donated towards the cost of flowers in the sanctuary this year.

It has been another difficult year due to Covid restrictions. It has been helpful to include some artificial lilies in our arrangements.

Thank you to Leanne for giving her time and talent – we had some lovely displays for our 'Tree of Life' celebration and for All Saints and All Souls and the visit of Bishop Christopher to bless the new Book of Remembrance.

Christmas was another time threatened by Covid. However, we had some lovely displays of small artificial Christmas trees and red and white lights. We invested in some large artificial red poinsettias – they looked really good and joyful alongside the candles. Many thanks to Stewart for his candle displays.

We pray that next year we may be able to return to a regular rota for flowers in the Sanctuary and at the Book of Remembrance in the Lady Chapel

Margaret Hitches and Sandra Barnsley.

FROM THE REGISTERS

2021

Baptisms:	Jack Ronnie Daniel Gleeson; Eleanor Rose Whitehouse-Bray; Sydney William Thompson; Samuel Rexford Jones & Christopher Bailey Jones
Weddings:	(Revd DT at St Mary's Warwick for Scott Marcus Easterlow & Hayley Victoria Bates; Revd DT at St Mary's Cubbington for Bethany Jade Carey & Ben Scott Northall)
Funerals:	Graham Bicknell, Marjorie Cotterill, Richard Anthony Perkins, Jacqueline Fletcher, Ann Emily Sadek, Shirley Ann Parsons, Margaret Hawkins, Pamela Mary Berry, Glenys George, Christine Elizabeth Horley, Donna Taylor, Elizabeth Joy Lawson
Memorial Services:	Peter Phillips
Interment of Ashes:	Elaine Margaret Cooper

COMMUNICATION

THE SOUND SYSTEM

The last 12 months has again been mainly around investigating what each of the parts of the sound system does and documenting them so that we can have a wider group of people able to get the best out of it. Below the sound desk (which are the mixers) are the amplifiers which raise the levels before sending them to the speakers. We identified early last summer that the Flower Room side speaker was not putting out the same output as the Coffee Room side. This was caused by the amplifier to that side being on a different setting, this has now been set the same and it has rebalanced the sound. Before those on the right-hand side of the church were actually listening to the left-hand side speaker, and thus it was very difficult to hear. It's not clear how long this has been the case but is now balanced.

We have also begun changing the way the sound is mixed, previously we had the microphones low and the output high. I think this meant that the reproduction of the sound wasn't ideal. For the last few months we have had the microphones higher and the output lower which gives the same overall volume but seems to have a better quality to it.

We are considering some new microphones (for the cabled ones) and perhaps a new pair of portable microphones (one of which does not work) of the same specification. We think we may be able to get ones which are easier to use (pick up the sound in a wider volume around the person's head, so direction is not so critical). This outlay would be modest.

I have also discovered that for a £3 cable we are able to take any input from a headphone jack (e.g. a mobile phone, ipod, laptop etc) direct into the sound system and get excellent reproduction. This means that, if we buy a bluetooth compatible CD player, we can take any media output into the main sound system just by plugging it in. This would also mean that when a laptop is beaming on the wall, the laptop would be able to put the sound out through the main speakers (as most have bluetooth). Again, outlay would be modest (below £100).

Andrew Giles

FROM THE CHURCH OFFICE

Our experience of restriction over the last two years has made us all keenly aware of the importance of good communication, both within and beyond our community at All Saints'.

Traditional methods of communication, particularly Pews News, have continued, with the addition of delivery via email, as well as on paper in the church foyer.

Meeting online for worship via Zoom proved a worthwhile, if very different, replacement for 'in person' meeting before last year's return to the church building. And, of course, we remember that not everyone can access the appropriate technology. The PCC continues to alternate in-person meetings with meeting-from-home via Zoom.

Website

The church website (www.allsaintsemscote.home.blog) has a refreshed, colourful look and is updated regularly.

Administrator Hannah Wilson is hoping to install a widget to increase accessibility for people with visual impairment. These can offer audible read-out of website text, as well as altering the size of text or adjusting the font to improve legibility for people with dyslexia.

There is now a growing bank of photos and images for the website, social media and printed publicity.

A Church Near You

Up-to-date information about All Saints' is easily accessible via www.achurchnearyou.com. Links to the church website work effectively. Information on Sunday worship is posted on ACNY (and on all other platforms) on the preceding Friday.

Social Media

Facebook: All Saints' pages are now updated at least weekly with pithy information on services and activities. There are currently approximately 220 followers.

Instagram: We now have regular updates on this platform (@allsaintsemscote)

Twitter: All Saints' joined in February 2022. Accessible via @AEmscote.

Photography

We have continued to keep a photographic record of a variety of church and community events: The Pentecost Party and Tree of Life projects; tree and bulb planting projects; the re-launch of the Memory Cafe.

Rory Keegan

COMMUNITY OUTREACH

CHURCH AND SCHOOLS LINKS

Working Together, Valuing Everyone, Learning for Life (Luke 10 v 5-7)

This vision statement underpins an ethos of love, respect, religious tolerance, attitudes to people who are different, who is our neighbour (including Global neighbours) and how we should treat others.

The church - school (Foundation) governors are Revd Diane, Christine Dunn (Chair), and Margherita Finney. Rachel Raftery has joined the team as a co-opted governor. Rachel is a lawyer by profession and works for Birmingham Diocesan Board of Education. She lives in Emscote. Pat Daly and Andrew Baugh have retired and were gratefully thanked for their services.

All Saints C of E Junior school is part of the **All Saints and Emscote Schools' Federation** and both schools are included in the Governors' responsibilities. Throughout 2021 Governors' meetings were 'virtual'.

Church - school governors are part of the SIAMS group (SIAMS: Statutory Inspection of Anglican and Methodist Schools) at All Saints' School, with an inspection now likely in 2023, the schedule having been impacted by Covid. The SIAMS group has met termly to pursue the Action Plan devised to ensure the recently revised (and more rigorous) SIAMS inspection requirements are met.

The main elements covered have been: monitoring the provision of collective worship throughout the pandemic, including attending online assemblies particularly when schools were closed and when considerable restrictions around gathering in groups were in place; the delivery of the RE curriculum and the Governors understanding and knowledge of the materials used, notably 'Understanding Christianity'; the development of teachers, pupils and parents understanding of spirituality and Courageous Advocacy; and the creation of both pupils' and parents'/carers' questionnaires to ascertain their views on the Christian ethos of All Saints' C of E School. The Sex and Relationships curriculum, and the Special Needs, Behaviour and Exclusion policies have all been carefully examined to ensure these fit in with the overarching Christian environment within the school.

At Emscote Infants School, it has been heartening to learn of all teachers participating in RE training, and, with their increased confidence, enthusiastically delivering lessons, as well as collective worship during both home learning periods and whilst 'bubbles' have been required and no full school gatherings were possible in the hall. SIAMS Governors have commented upon the inclusive, caring nature of the Infant School, seeing this as evidence of the Holy Spirit at work in that community. In more recent times, it has been possible for Revd Diane to lead some assemblies and how she enjoyed playing the piano for the Year 2s Christmas carols.



The year began in March with a **Community Tree Planting** initiative involving Warwickshire District Council, both schools and the church: several species trees were planted on St Edith's Green and surrounding grassy areas. Invited local community representatives and Assistant Bishop David Evans joined the children in planting the trees which happened on the first day back to school after the Lockdown. 'The Courier' recorded the event.

In Holy Week, years 5 and 6 pupils from All Saints Juniors came to walk the **Outdoor Stations of the Cross** around All Saints Church's site. These were written by church member Margaret Hogg. Adapted from Margaret's booklet by All Saints' RE co-ordinator, Liz Garrett, Years 3 and 4

walked an equally meaningful Stations on the field at school.

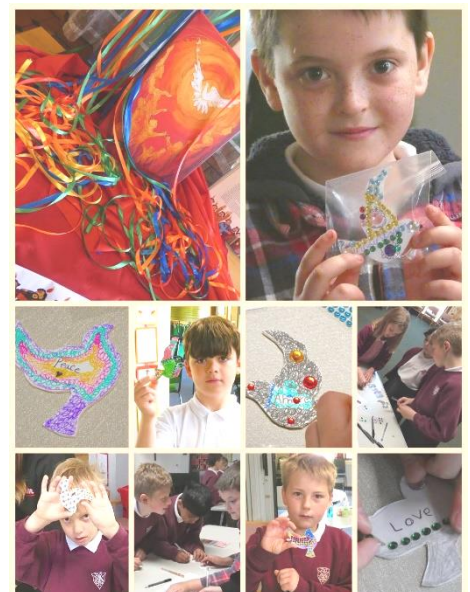


Pentecost planning, by a team of church volunteers led by Revd Diane, and assisted by Fiona Stutton (THRIVE Children's Ministry advisor) resulted in the **Pentecost Party**. Stalls in the vicarage garden gave the children a first experience of the Harvest first-fruits grown in the Holy Land. A parachute game helped in telling the Pentecost story and the children made "wind" for the balls to bounce about; a science experiment produced a colourful fountain, an overflowing of the Spirit. The children went into church to make streamers for the big outside cross, window art and dove fridge magnets and enjoyed cakes and biscuits provided by the local Tesco and church volunteers. There was also

folk dancing outside round the cross.

One child, after hand sanitising, entered the church, stood at the doorway and said:

"Wow, we haven't been here in ages. It's like coming home!"



The Tree of Life was next for planning. This involved all children and teachers at both schools, the church and an established artist, Jake Lever, who specialises in spirituality within art. The aim: to build and decorate an enormous Tree of Life inside church. To display all of the children's work within the building was a truly daunting prospect. With Jake Lever's guidance, congregation members and the planning team assisted in putting up the tree, and displaying all of the children's work. This was in mid-October. Two days later (Saturday 16th) there was a Tree of Life celebratory open day, attended by families, staff from the schools and many more. Bulb planting outside church, various stalls, including one from Warwickshire Wildlife Trust, family activities and a café all helped to make the event a very special community occasion. Proceeds were given to the Wildlife Trust.



The Bishop of Coventry came to celebrate Mass on All Saints Day and a silent film show celebrating the Tree of Life project ran throughout the service. In their different classes, children from the Juniors' came to visit the Tree again, before it was taken down at the start of November.

Important to note are the **colourful booklets** which were produced for the Community Tree Planting, Stations of the Cross, Pentecost Party, The Tree of Life, and the Prayers for Love, Joy and Peace from Christmas 2020. These were available for all members of the congregation, parents/carers and others in the community. All Saints' School also produced some **Refugee Reverse Poetry** which involved seeing life from a refugee angle. These were very heartfelt and moving.

The church funded an initiative to provide training for a Teaching Assistant to address **children's Social and mental health needs**. Drawing Therapy was taken up for children with these difficulties, which the pandemic may have intensified.

Looking towards the future, a **Family Link Worker** was appointed in December 2021 and began her role between the church and schools' with considerable verve, creativity and passion.

Please take a look at **All Saints C of E website** to see how the school and the children are leading the way in living out their mission statement and to learn how Emscote Infants link with the Junior School.

Margherita Finney Christine Dunn

C&YF@EMSCOTE (Children and Young Families in Emscote)

*In 2021 the members of the **c&yf@emscote** team were: Revd. Diane, Sandra B. Margherita F. Glynis G. Margaret Ho. Martin L. Julia G, Revd. Sarah C, with the continued assistance of Fiona S. of THRIVE. Throughout the year several other people ably assisted the team, using their time and talents for the many tasks needed.*

JANUARY

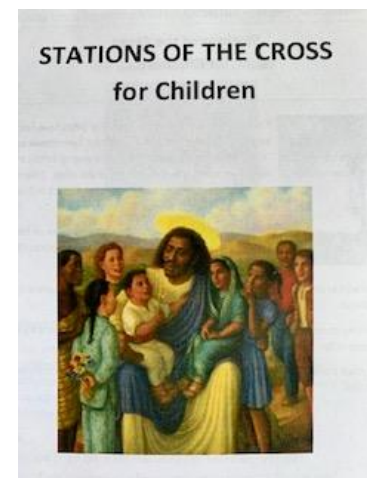
There was promising feedback from both the local schools and from the local parents' interest in the display of children's work on and around the Christmas tree in 2020. Building on this foundation we aimed to provide more RE curriculum enrichment. With the goodwill of the schools' we were able to plan activities for use during school time, meaning that a larger number of children within our community could be reached.

As Easter plans were forfeited by the continuing Covid 19 pandemic, the focus turned to Pentecost and a "birthday" party, first suggested by Liz Garrett, the junior school R.E. coordinator.

MARCH

A tree planting ceremony, instigated by Emscote Infants, was held on St Edith's Green and four flowering trees were provided by the Forestry Commission and planted by the County Council highway department (*see Church – School links for more on this*).

A booklet titled "Stations of the Cross for Children" was compiled and promoted by both local schools through their mailing system. Children in years 5 and 6 from All Saints Junior School came on two separate days to walk the Stations with their teachers and church volunteers. Both year groups were attentive and interacted well, especially enjoying the 'cream egg' on their way back to school. The booklet was adapted for years 3 and 4. All Government guidelines were followed during this curriculum-based event.



MAY

May 25th and 27th. A 'Pentecost Party' was devised for all classes in turn from All Saints Juniors'. The focus was *Connections*. Pentecost is a feature of the RE curriculum in years 4 and 6, as well as a focus for collective worship for all children.

For the event, the vicarage garden and outside of church were hung with bright bunting for a party atmosphere. Each session included around thirty children with support from teachers, assistants and volunteers. In the garden, the children were divided into smaller tented groups of North, South, East and West to demonstrate how people came to Jerusalem from far and wide to celebrate Pentecost.

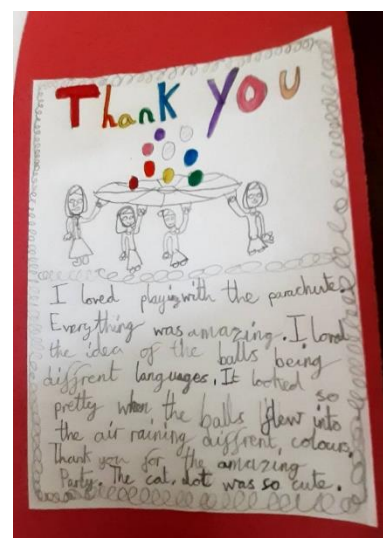


The children heard of the connection between the Festival of Weeks (celebrating the giving of the Torah to Moses and the first harvest of the Jewish year) and the coming afresh of the Holy Spirit at Pentecost. The story of the disciples at Pentecost was told through the use of a large parachute and lots of coloured balls representing different languages. The children tossed into the air the balls on the parachute, calling out HELLO in different languages to much laughter. Some very atmospheric music and a bubble machine demonstrated

the presence of the Holy Spirit. A science experiment demonstrated the generous bubbling over of the Holy Spirit onto all. It was a lot of fun.

Moving across to the Church, years 5 and 6 created, in very little time, striking window art with Hayley Hindle-Williams as well as making a fridge magnet of a decorated dove with Margherita Finney. The grand finale to the hour of activity was a Jewish folk dance around the cross on the lawn, devised by Margaret Hogg; and then party food: small cakes and Jewish first-fruits kindly provided by Warwick Tesco. Year's 3 and 4 didn't do the art work but did make a fridge magnet, enjoyed the folk dance and the party food.

All the activities were connected to the Pentecost story of God's mutual love and generosity for all people. Afterwards, coloured ribbons, fixed to the large cross on the lawn, and the children's artwork on the windows made a bright visual effect for all to see and enjoy. Feedback from the school was positive, and the children did seem to have enjoyed all parts of their time with us judging by the many thank you letters.



JULY

The PCC agreed to send a donation to THRIVE in thanks for the helpful assistance of Fiona Stutton, their children's work facilitator.

OCTOBER



THE 'TREE OF LIFE'
ALL WELCOME TO AN OPEN AFTERNOON
 Saturday 16th October
 2-5pm
 at All Saints' Church,
 Emscote

Come and see the 'Tree of Life'
 made by the children of Emscote
 Infants and All Saints' Juniors

A Tree of Life open afternoon was held on October 16th. It coincided with Harvest and Creationtide celebrations. Several activities had been planned. On the outside 1000 crocus bulbs were planted on St Edith's Green and at the front of All Saints Church. Warwick Rotary Club had donated 4000 bulbs to be shared between All Saints Church, the two local schools and the GAP; a bouncy castle and other games completed the outside activities. On the inside there was a video loop of tree photos and landscapes by Rory Keegan, and a stall from Warwickshire Wildlife Trust, who benefitted from generous donations collected by the Café Corner. Live music was provided by a trio of string players from Leamington Chamber Orchestra. Craft activities, quizzes, tree detective kits, amazing tree facts, various objects crafted from various timbers all helped to

create a splendid afternoon.

The main feature of the day though was a large art installation called The Tree of Life. Birmingham artist Jake Lever was commissioned to work with the children and staff of both schools on the project. A grant making this possible came through the King Henry VIII Endowed Fund. Jake held workshops at the schools and very much enjoyed sharing in their creativity.

On the open day the Tree of Life became a prayer tree; visitors were encouraged to offer their own prayers and then to insert them into the 'bark' of the tree. The event was extremely well attended. The aim of the day was to encourage all to appreciate the beauty of nature, fostering a sense of wonder and care for it. A booklet of photos recording the project was created by Rory Keegan.

Following the open afternoon - where both outside and inside spaces were so well used - it was agreed by PCC members that finding a way to improve access and flow between the

Coffee Room and the big lawn would merit some serious consideration, as would a more intentional development of All Saints on the outside, for the benefit of church and wider community together.

NOVEMBER

On the 11th the Message Bus came to All Saints and was viewed by the Warwick Churches clergy, PCCs and Team Council, the Henry VIII Trustees. The double decker is fitted out especially as a base for young people, with screens, iPads, kitchen with oven, a nail bar etc. It is a mobile state of the art place from which to spread the Good News of Jesus Christ. The Warwick Team has appointed driver and manager (Gary Matthews). All Saints is also hoping that partnership working with the GAP's youth worker and THRIVE'S young people's Mission Enabler, will also be of benefit to young people in Emscote.

DECEMBER

A Community Carols was held on December 12th at 5pm, inspired by Margaret Hitches whose desire it was to build an outdoor nativity stable for families to come and view. Sandra and Margaret had also taken time to decorate the coffee room windows with festive figures and designs, much to the delight of the smaller children." It was a very festive occasion helped along by Buddin' Brass (part of Royal Spa Brass) and All Saints musicians, delicious refreshments (thanks to Melissa from Tesco) a tombola and Christmas draw. 130 people came. £163 was also raised from donations for refreshments for 'Children with Cancer'.

JANUARY 2022

We have recently welcomed Ania Matthews, the new Family Link Worker. She joined the team in January and planning has begun for Messy Church to be held in 2022 on Saturday afternoons.

Margaret Hogg, on behalf of the team.

CRAFTY CAFÉ



The Crafty Cafe was formed after a discussion between the Revd. Diane and myself, the idea was an afternoon where people could meet for tea, cake and a chat, and also, if they wished to, bring and try different crafts.

The Café meets on the 1st and 3rd Tuesday afternoon of each month, 1.30pm to 3.30pm. The first one took place on the 21st September 2021. I try and think of small projects to make during the afternoon: we have made lavender bags,

cross stitch coasters, Christmas decorations and pin cushions. No one is under any obligation to do the set projects, and can simply come and enjoy the company.

The numbers vary from month to month. When we first started, we had an attendance of four/five but it has sometimes been as many as twelve. We charge 50p for the tea and cake which goes back into church funds and if necessary, a small charge is made if I need to buy items to complete the project.

Initially we said we would give it until Christmas 2021 to see how the attendance went but people seemed to enjoy the afternoon so we are continuing.

Ellen Huitson

SAINTS ALIVE LUNCH CLUB

Due to the Covid 19 pandemic, Saints Alive Lunch Club were unable to meet until late summer of 2021. On August 20th we celebrated the relaxation of restrictions, with a barbeque styled meal and from then on we have met twice a month, on the first and third Friday in the month, to enjoy food, friendship and companionship.

Lunch consists of a two course set meal of traditional wholesome food, cooked freshly from scratch each time. There is even provision for those who used to attend but can no longer for health reasons. A "Meals on Wheels" delivery service is offered which keeps those who are housebound in touch with the church community and news from friends that they no longer see.

At our Christmas lunch we had a meal of Roast Pork with all the trimmings, sage and onion stuffing, roast potatoes, roast parsnips, mashed potatoes, carrots, sprouts and gravy, followed by a variety of cold sweets which included gateau, roulade and cheesecakes. There were Christmas crackers and seasonal napkins as well as low/non-alcoholic wine. Entertainment also happened in the form of a quiz and bingo and we even sang a rendition of the Twelve Days off Christmas with individuals singing their parts, using the song sheets from the previous weeks carol service. There was much laughter and high spirits which served to make a very joyous event to wind up what had been a very difficult year.

Glynis Goodfellow

DISCIPLESHIP

JANUARY

Due to the continuing pandemic All Saints' Church has remained closed for everyone's safety. A fun and informative Bible Quiz was prepared and delivered through the Pews News over three weeks.

MARCH

An alternative to the traditional Stations of the Cross was prepared for the Lenten season and Easter. Due to the ongoing pandemic, All Saints' Church remained closed for general worship, so a Booklet was compiled as a guide to the Stations, centred round the onsite Church buildings. A circular route took participants outside and around the Church, from the old Headmaster's House for Station 1 The Last Supper, on to Golgotha - at the Bog Store (the old school toilets) and then on round to the lawn and large chestnut tree (just coming into bud) for the final Station 14, Resurrection. Hoping to make Jesus' final journey relevant in these days of pandemic, the focus has been on the many different and changing emotions people have felt as their lives have been turned upside down, just like the Disciples lives were. To close, participants were directed to the large cross on the lawn for further reflection on their journeying experience. The completed booklet and a separate version more suited to children was promoted through the Pews News to the congregation, and to the wider community via All Saints' Junior School and on the All Saints' website and Facebook page. Feedback from the schools and other people from within the community was positive.



MAY

Meeting indoors for other than worship, was still prohibited, so a reflection for Pentecost, focussing on our altered relationships and their subsequent outworking during this time of pandemic, was available through the Pews News.

SEPTEMBER

Archbishop Justin Welby envisions the church becoming a reconciling presence in the midst of conflict and to that end has, along with leading peace-making thinkers and practitioners, compiled a five session course to help people encounter and engage with others well, to cross divides and see society transformed. The course titled "Difference" included stories of conflict, scriptures on how Jesus dealt with difference and division, interactive exercises, discussion and prayer. Participants were encouraged to learn three habits, to **Be Curious** about the reasons for division, to **Be Present** to their own biases and to **Reimagine**, where that was wise, a new way forward to reconciliation. The five-week course



commenced Wednesday September 22nd and proved interesting, revelatory and quite challenging to the small group that attended in places. A re-gathering session was held one month later.

NOVEMBER

A Quiet Morning on Saturday 20th, focussing on Gifts both given and received was arranged this month. It included a meditation, reflection and craft activity and was fairly well attended both in person and through email. Several reported that it had been beneficial.

Looking forward to 2022, it is hoped the Difference Course will be run again, but on a Saturday so that it may be more widely available to the congregation and the community.

Eleri Parry & Margaret Hogg

INTER-CHURCH & INTER-FAITH

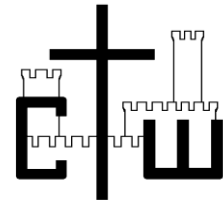
CHURCHES TOGETHER IN WARWICK (CTW)

Taken from the AGM Report of October 2021

CTW Moderator Rev'd Jonathan Hearn (St Paul's) reflected on a year during which much activity had been curtailed due to the pandemic. Prayer Breakfasts had nevertheless continued on Zoom; they had now resumed in-person to great delight at the new time of 8am. Week of Prayer for Christian Unity leaflet was well used, and the Methodist windows had been a very good witness, beautifully done by Julie Barr.

A live event, the Thanksgiving & Remembrance Service at Warwick cemetery led by Fr Stewart since 1986, was valued by those who attended. We had said Farewell to Rev'd Barbara Greenwood, and welcomed her successor at Warwick Methodist, Rev'd Sally Jones, a probationer.

HOTS (Healing on the Streets) Richard Akers reported the demise of HOTS, which had been running for 12 years in Warwick; no new volunteers had come forward, so the team remained at four who were aging. Requests for prayer could continue to be sent by e-mail to warwickhots@gmail.com. It was suggested that Market traders will miss it, and suggested that they be advised that prayer for them is ongoing through local churches. Prayer ministry continues at Mary's Sweet Shop. Prayers of thanks were offered for the faithfulness of all who had prayed, for peace at its ending.



Election of Officers - The following having been nominated and being willing to stand and 7 were duly elected:

- a) Moderator - Rev'd. Jonathan Hearn
- b) Secretary - Mark Leonard. Claire Harris stood down after 5 years and was thanked for all her work.
- c) Treasurer - Richard Akers

Other roles - The following were confirmed as willing to fulfil these roles for the coming year:

- a) Minute secretary - Val Brant, for one year only
- b) Publicity/Media - Stacey Bains
- c) Webmaster- Andy Walker
- d) Facebook - Emma Pace

Request from The Redeemed Christian Church of God to join CTW. Pastor David Olanrewajo explained the origin of RCCG in Nigeria in 1950's, the first UK parish being established in 1983. HQ is in Brent Cross. It is a very evangelical church, more liberal in UK than in Nigeria. From Regional HQ in Coventry, David & his wife Angela were sent to minister to their worshippers in Warwick. It was proposed by C Harris, seconded by R Akers, that RCCG become a member church, with all in favour.

SYNODS

At the last APCM Andrew Giles, Christine Dunn and I were elected to represent All Saints on the Warwick and Leamington Deanery Synod. In October I also stood for election to represent Coventry Diocese in the House of Laity of the General Synod of the Church of England and was successful. This now means that I also now sit on Diocesan Synod.

General Synod

The new Synod was inaugurated in November in great pomp and circumstance in Westminster Abbey after training and briefing we were able to discuss the new Church of England vision and strategy, proposed governance changes and disparate income and reserve levels across dioceses. We also passed a motion calling for action on wealth inequality in the UK.

In February a further three-day session saw us discuss safeguarding, releasing lay discipleship and ministry, racial justice, human trafficking and modern slavery as well as passing legislation associated with the churches stated aim to be carbon net zero by 2030. We have also agreed to co-opt five new lay members of UK Minority Ethnic/Global Majority Heritage background in response to the recommendations of last year's 'Lament to Action' report on racial justice.

Diocesan Synod

I was unable to attend the meeting of Diocesan Synod in November but will attend on 19th of March 2022.

Deanery Synod

Christine and I attended online meetings of the Deanery Synod in May and October. A prayer walk was organised across the Deanery over the summer under the heading 'fire unlocked' with an app used to map the coverage of the Deanery. This was discussed in October.

Much of the meeting was spent discussing the proposed deanery vision (feedback requested by the diocese). It was proposed that we ask the diocese to fund a clergy person in each church in the deanery. In breakout groups we discussed this and many questions were raised about the extent of this vision, consultation with PCCs, alignment with diocesan and national strategy (e.g. new worshipping communities), role of lay ministries, resource needs across the diocese and the 'success criteria' in use (it seems that numerical factors such as attendance, electoral roll or financial giving were winning out). Ultimately the differing situation for Warwick and Leamington parishes did not feed into the discussion.

There has not been much discussion in meetings about engagement with the national 'Living in Love and Faith' process across the Deanery. This is a series of resources and a short course designed to stimulate discussion about sexuality, relationships and marriage, as the church discerns an appropriate way forward. A course will be running in this Deanery shortly, prior to the deadline for feedback of April 30th 2022.

Gill Frigerio

JUSTICE AND PEACE

January

Covid 19 restrictions continue to prevent gatherings of different households indoors for the foreseeable future but as mentioned in the 2020 report, the many and varied small groups, both social, prayerful and community volunteering, continue while adhering to Government guidelines.

February

A short five week session of videos, stories and interactions was presented by The Clewer Initiative to engage with and pray through, during Lent. The sessions featured modern day slavery of various kinds both secretly and in plain sight and encouraged us to be more aware and to respond through the relevant authorities with confidence.

July

Warwick and Leamington Deanery initiated a PRAYER WALK from Thursday 1st to Thursday 21st July called "**Fire unlocked.**" This involved prayer walking, literally or virtually, all of the roads and lanes in the Deanery. A list of the streets and a map of Emscote parish was made available and prayer walking provided several opportunities to talk briefly to those we met and in some cases to learn more about them and their hopes or cares. Some discussions arose with those of other faiths that were interesting for future prayerful thought. Locally, six different faiths are represented.

August

Following the harrowing scenes of military forces leaving Kabul and the frantic state of the Afghan refugees a collection was arranged by "Welcome Here" a charity aiding families coming to Warwickshire under the Government Resettlement Scheme, which the Church supported.



October

A suggestion for the current financial year was made to the PCC meeting for a Mission and Charitable Giving amount of £500 to be offered to Inini, a mental health charity operating in Coventry for asylum seekers including the BAME community and for a similar amount to be offered to Christian Aid.

'Welcome Here,' a charity aiding the Afghan families being resettled locally was also offered £1K from the same fund and the amount rose to nearly £2K when donations from the congregation and funds from the auction of fruit and vegetables following the harvest thanksgiving service were added.

Also from the October 3rd harvest service, baby goods and adult toiletries were donated to Carriers of Hope, another charity working in Coventry to aid and support a larger, wider group of asylum seekers in Coventry.

November

A booklet, called "At the Heart of Christmas" was made available to the congregation. Inside were twelve days of stories and meditations for Christmas compiled by Archbishops Justin Welby, Stephen Cotterall and guests.

December

Following the prayer walk in July, links of friendship were renewed with the Ahmadiyya Muslims in Leamington Spa with a desire to form a local inter faith woman's group, that would also include those who identify as women. Plans with this are gradually progressing and links are being explored with the other four local faith communities.

The congregation was invited to celebrate the centenary of Lajna, the woman's branch of the Ahmadiyya Muslims by joining them in planting trees on Newbold Comyn, at the old Leamington Spa Golf Course. Dunsmore Living Landscape Scheme and their lead partner Warwickshire Wildlife Trust provided 440 saplings of which 413 were planted during the morning of Sunday 5th. About fifty people and children attended and all seemed to enjoy the friendly though muddy morning but as several of All Saints congregants were unable to attend, a signed card of congratulations was also given and warmly received.

Next year in 2022 it is hoped the inclusive woman's interfaith group will begin to take shape and grow and to in some way dispel the suspicions of difference that fear and ignorance promotes while also offering information on, and peer support for, the life issues all women face.

Gill Frigerio & Margaret Hogg

THE ST EDITH'S HOUSE, MISSION HOUSE AND ALL SAINTS' SMALL CHARITIES TRUSTS.



The above trusts are governed by the same board of trustees.

During the year we bid farewell to Ms Monica Ory who has retired to the east of the country. The trustees would like to record their thanks to Monica for the many years she has given to the trust and wish her happiness in her new home. We were delighted to welcome Mr Trevor Barr as a new trustee in February.

In the report last year, we recorded that Mr Paul Robinson retired from the trust after his long service as Treasurer. In recognition of his dedication to managing the finances of the trusts so admirably, the trustees presented Paul with a framed collage of pictures of St Edith's House beautifully arranged by Rory Kegan.

With the continuation of the Covid pandemic, in spite of the notable success of the vaccines, not all residents have yet returned from temporarily staying with their families.

The trustees would like to thank Amber Housing, our agents, and People in Action, for so effectively managing St Edith's in the face of a challenging year.

The Mission House continued to disburse funds to meet specific local needs and the All Saints Small Charities trust provided for the Vicar's discretionary purse for meeting ad hoc calls for help.

Andrew Baugh, Chair of Trustees

PASTORAL

MEMORY CAFÉ

In July 2021, conversations between the Revd Diane, Marcos Campos (the manager of The Gap) and Cherylynne Harrison (older peoples' work co-ordinator at The Gap) led to the proposal that personnel from The Gap might be able to assist with the publicity for a re-launched Memory Café+ and that the Memory Café+ and The Gap might in some way benefit from working in partnership.

A meeting of all the volunteers from Memory Café+, Rev^d Diane, Nicky Entnicknap (dementia care social worker) Tony Britton (Pam Britton Trust) Cherylynne Harrison and some of the carers from the pre-Covid Memory Café+ was proposed for 2nd August to enjoy a social "catch-up" and a planning meeting for a new Memory Café+ to start as soon as was feasible – given that all the previous clients had moved on in one way or another and we would be starting from scratch with a new list of the cared-for and their carers. This would require considerable publicity / word-of-mouth contact and a team to plan an enhanced programme featuring more music therapy; Margaret Douglas, Nicky and the Rev^d Diane were exploring the value of music in dementia care before everything came to an end with the onset of Covid-19.



The meeting on August 2nd took place with an enjoyable social time. We listened to and reminisced on a range of music that had significance to each of us, the catalyst for this being resources from the charity "Playlist for Life". We then heard from Tony Britton on the dementia groups that

were hoping to start up again in the coming months, and the publicity to be gained from being listed in his PBT booklet giving us details of its distribution. He told us that we could apply for funds from the Pam Britton Trust if appropriate. Our social gathering ended with some extensive and very helpful feed-back from the 3 carers about the way Memory Café+ had been run, the therapies and speakers offered, and the great value of support for carers through contact with experts and the time to share with each other. All this helped to inspire and inform our first meeting that day of the newly-formed Steering Committee: this consisted of: the Rev^d Diane Thompson, Cherylynne Harrison (The Gap), Nicky Entnicknap (social worker) and 4 of the original volunteers – Karen Matthews (St Paul's) Sarah Bazin (St Nicholas') & Christine & Martin Latham (All Saints').

The original proposal to start Memory Café+ in autumn 2021 was soon revised in the light of a further Covid-19 wave developing. At the subsequent meetings of the Steering Committee in September, November and December, a new starting date for Memory Café+ was settled on - March 21st 2022 with a Launch event on 7th March in All Saints'. It was felt that publicity for this renewed project was very important because of the disruption of normal opportunities for social and professional interaction, so we could not rely solely on posters and hand-outs. The Launch, which takes place on 7th March over a buffet lunch is aimed at local/district/church community medical and charity reps to inform them and hopefully thereby spread the word to those who might come to or refer people to Memory

Café+. Café workers, artists, musicians from Leamington Chamber Orchestra, Caroline Backhouse (co-ordinator for Playlist for Life) and other experts will also be present.

An enjoyable programme of activities and speakers has been organised for the cared-for and their carers up to the end of the summer, and plans for autumn 2022 will be arranged by the Steering Committee.

Other topics covered at the meeting in autumn 2021 included finance and safe-guarding. More volunteers have been added to our numbers.

The Steering Committee has re-affirmed the original vision and ethos of Memory Café+ as established by Margaret Douglas: *“To support those in the community in the early stages of their journey with dementia: this for carer and cared-for together”*.

Christine Latham

HOSPITALITY

As we approach some normality after 'Lockdown', things are improving for after service coffee and biscuits. The new Coffee Rota is running well with new church members volunteering to take part.

We provided lovely refreshments for the Carol Service and the Tree of Life event, with lots of us helping to make things run smoothly.

Little Saints is very popular with refreshments after singing and prayers, and cake and present for those little ones with Birthdays.

Fay Hughes

HOSPITALITY AT OTHER TIMES

AT PENTECOST

As part of celebrating Pentecost Party out of doors with All Saints Junior School. We provided every child with a small box of chopped up Israeli fruit (grapes figs ,dates and pomegranates to celebrate the Jewish Harvest Festival.) Some of the children enjoyed trying something new and acquired a taste for pomegranates! We also served cakes and fruit - thanks to donations by Tesco.

A sandwich lunch was prepared and enjoyed by all volunteers who helped with the Party.

FUNERAL OF CHRIS HORLEY

We said goodbye to Chris one of our much loved church members followed by the sandwiches and cakes which Chris loved to eat. We shared our memories of Chris in the Emscote community.

MESSAGE BUS

Refreshments of delicious sandwiches, cakes and fruit were provided for all those PCC members and clergy from across Warwick who came to see this amazing new resource which will bring support to young people across the District.

TREE OF LIFE OPEN AFTERNOON

Tea and cakes (provided by Tesco and members of the congregation) were served by Glenys and Fay, and enjoyed by the many families who came along to this – donations went to Warwickshire Wildlife Trust.

COMMUNITY CAROLS

This was a great evening! enjoyed by all who came. Once we had all shared in the carol singing, lit up our Christingles, listened to the Buddin' Brass and jumped up and down to the 'Twelve Days of Christmas' - we all found an appetite for hot dogs with fried onions, mulled wine and mince-pies.



COMMUNITY CAROLS

**SEE THE
OUTDOOR STABLE!**

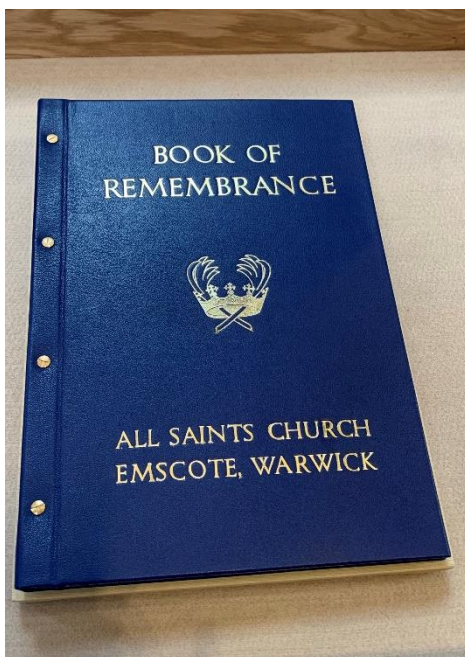
Donations went to 'Children with Cancer'.

Thank you to Linda Cooknell, Fay and Janet for all their help on such a big successful night.

Margaret Hitches

BOOK OF REMEMBRANCE

In November 2020, the church was approached by the son and daughter-in-law of the late Joyce Hampson, a devoted member of All Saints', with the wish to fund a Book of Remembrance in memory of her. The PCC readily accepted their wish, and their very generous offer, with the proviso that the church would fund half the total cost, to which Tim and Lena Hampson agreed.



In April, F.G. Marshall Ltd, a well-known producer of books of remembrance and who supplied the Book of Remembrance at the Oakley woods crematorium, was commissioned to provide both the book and its cabinet after the total cost was covered through the generosity of members of the congregation.

The Book and its cabinet were delivered in time for its dedication by the Bishop of Coventry at the All Saints' Day Festival Mass on 31st October.

At the time of the dedication some seventy names had been calligraphically inscribed in the book. These represented all those people from the congregation and parish whose funeral had taken place at All Saints, or whose funeral was taken by an All Saints' minister at the crematorium. With one or two exceptions the

book so far records those who have died since the year 2000. Though proving to be more difficult to research, it is hoped in the future to include names of those who died during the decade 1989 to 1999, from the year of consecration of new All Saints.

The Book, now comfortably established in the Lady Chapel, is a major focus of affectionate attention of members and visitors to the church and ensures all those recorded are remembered in services at the anniversary of their death. It also provides the opportunity for more contact in 2022 and beyond through, for example, invitations to next of kin for the Evening Meditation/Faure Requiem being organised for Good Friday.

Andrew Baugh

FABRIC AND FINANCE

FABRIC

The year was relatively quiet in terms of the fabric of our buildings. Little was required for either No 1 All Saints Rd or the Contact Centre. However, the Autumn 2020 Quinquennial Inspection had put the repair of the Sanctuary Lantern as top priority, because of leaks. In May 2021 panes of glass slipped from the Lantern onto the roof, making the need to get the work done even more pressing. A perspex temporary repair was soon in place but finding a company to make permanent repairs was proving to be somewhat difficult. Warwick Glass have finally been appointed to do the work.

Thanks mainly to a grant from the King Henry Project Pool, the Food Bank shed has been fully repaired with a new roof and lighting. This ensures that the food is maintained in secure and dry conditions. At the same time, we moved the fence behind the Contact Centre to allow the Guides to put a secure shed behind the Centre and provide more space in the Food Bank shed.

As part of the Tree of Life project, also partly funded by the King Henry Project Pool, a large number of crocus bulbs have been planted around the church. The bulbs were donated by Warwick Rotary Club. We await the spring to see the impact on the grounds.

Grounds were maintained throughout the year by a team of mowers and gardeners who regularly kept the grass mowed and the weeds cut back. Big thanks to the team for their efforts.

Within the church the range cooker failed, due mainly to lack of use during Covid, and needed to be replaced. As a result, we updated some of the electrics as we changed the cooker from gas to electric. The other addition withing the church was the introduction of the Book of Remembrance, on display in the Lady Chapel. The electrical upgrade included power to the casing so that the book could be illuminated.

Alan Rylett

RECRUITMENT AND STAFFING

What a busy year it has been! With Joyce Rylett and Sue Whitehouse stepping back from their shared administration roles and after many years of service to All Saints', a rigorous selection procedure was set in motion to appoint a replacement. This included submitting an application form, shortlisting criteria being applied to those applications received, a panel interview and practical tasks being assessed. The successful candidate was Hannah Wilson, who began her month-long induction programme in early December, and is already demonstrating her multitasking skills and putting her many digital skills to good use on the church's behalf. Hannah is working for 20 hours per week, every morning apart from Tuesdays. Hannah has a considerable background in working for church and charitable organisations, is mum to a two year old and holds a PhD in archaeology! Her church base is at All Saints', Leamington Spa, where she is an active member of the PCC, runs a group for LGBTQIA+ Christians, and sings.

After the Family Link Worker post being put on hold due to the pandemic, it was gratifying to be able to recruit Ania Matthews, with her first day of work coinciding with the Spring term commencing in our partner schools which had contributed to the selection process. The post is shared between Emscote Infants and All Saints' C of E Junior Schools and the church. Funding for the three year post comes from church and schools' resources, as well as generous contributions from both the King Henry VIII Pool and Together for Change (a Diocesan initiative). Ania has just completed her induction programme, and works flexibly according to the needs of the church and school, though predominantly Mondays-Thursdays for 25 hours per week. Ania brings a decade of experience as a teaching assistant at All Saints' Juniors, alongside considerable study and work involvement in coaching, drug and alcohol addiction, music, and runs various activities at Castle Hill Baptist, her home church in Warwick. Should you want to try out your Polish vocabulary, she's your go-to person.

A very big thank you to all who assisted in the delivery of the Induction programmes, which have really made our 'newbies' feel welcomed and informed as well as to everyone in voluntary capacities who support the work of all our paid staff and all who offer encouragement, prayers and practical help to them.

A large Thank You must go to Vlad Burca, our caretaker for over two years, who works quietly 'behind the scenes' preparing our worship spaces, greeting and assisting those who hire the premises, undertaking a range of maintenance jobs and generally supporting all church activities. He gives generously of his time and talents.

Another paid employee is Kerri who cleans the Contact Centre on a daily basis, just getting on with that important task of ensuring an hygienic environment for all groups who hire the Contact Centre. A massive thank you for her work also.

Since September, a fortnightly 'staff' meeting has been held with clergy and churchwardens, in order to share diaries and other information and visit any issues of safeguarding, maintenance, health and safety which require addressing.

Christine Dunn



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name

The PCC of All Saints Church, Emscote, Warwick

On accounts for the year
ended

31 December 2021

Charity no
(if any)

XN89346

Set out on pages

1 and 2

(remember to include the page numbers of additional sheets)

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 31/12/2021.

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:

L. Briggs

Date:

8/2/2022

Name:

Lindsey Biggs

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

Address:

8 Montague Rd

Warwick

CV34 5LJ

IER

1

Oct 2018

CHAPTER 3

FINANCE REPORT 2021

ALL SAINTS Emscote Warwick PCC Accounts

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR TO 31 DECEMBER 2021

			2021		2020
	Note	unrestricted funds	restricted funds	Total funds	Total funds
		£	£	£	£
INCOMING RESOURCES	2				
Voluntary income		45324	95121	140445	85763
Fee and premises income		27742	0	27742	7720
Interest and dividends		46	2998	3043	3296
Other Income		0	0	0	2029
Total incoming resources		73112	98119	171231	98808
RESOURCES EXPENDED					
Church activities	3	60637	86717	147354	113247
Missionary and charitable giving	5	0	5166	5166	4091
Total resources expended		60637	91883	152519	117338
NET INCOME/(EXPENDITURE) before transfers/revaluations		12476	6236	18712	-18530
Revaluation of investments	6	0	14829	14829	15037
NET MOVEMENT IN FUNDS		12476	21065	33541	-3493
Balance brought forward at 1 January 2021		117223	98777	227887	
BALANCES CARRIED FORWARD at 31 December 2021		129699	119843	249541	

BALANCE SHEET AT 31 DECEMBER 2021

			2021 restricte d funds £	Total £	2020 Total £
	Note	unrestricted funds £			
FIXED ASSETS					
Investments	6		117963	117963	103133
CURRENT ASSETS					
Creditors and prepayments	9	6105	377	6482	7660
Short term deposits		87891	0	87891	87846
Cash at bank and in hand		36432	41208	77641	19767
		130429	41585	172014	115272
Debtors due within 1 year	8	730	39705	40435	2405
Net current assets		129699	1880	131579	112867
TOTAL NET ASSETS		129699	119843	249541	216000
FUNDS					
Unrestricted		129699		129699	117664
Restricted			119843	119843	98336
TOTAL FUNDS	10	129699	119843	249541	216000

Notes to the Financial Statement for the year to 31 December 2020

1. Accounting Policy

The financial statement of the PCC has been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the Charities SORP 2011 using standard accruals accounting basis.

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

Funds

Restricted funds represent donations and grants received for a specific object or invited by the PCC for a specific object. The funds may be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year must be carried forward as a balance on the fund. The PCC does not invest separately for each fund. Where there is no separate investment, interest is held in the general fund. Unrestricted funds include the general fund for the use by the PCC for general purposes, and funds designated by the PCC for use for a particular purpose

Incoming Resources

Planned giving, collections, other donations and tax are recognised when received. Income from grants and legacies are accounted for when received with legacies funds being treated as restricted funds. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Resources Expended

Grants and donations are accounted for when paid, or when awarded if the award creates a binding obligation on the PCC. The diocesan parish share is accounted for when due. All other expenditure is generally recognized when it is incurred and is accounted for gross.

Fixed Assets

Consecrated and benefice property is not included in the accounts in accordance with S.132 of the Charities Act 2011. No 1 All Saints Road is owned by the Earl of Warwick and is therefore not shown as an asset. All expenditure incurred during the year on such property, whether maintenance or improvement, is written off on purchase or acquisition. No value is placed on the Contact Centre as this is regarded as an integral part of the Church complex.

Moveable church fittings held by the Team Vicar and churchwardens on special trust for the PCC, and which require a faculty for disposal, are inalienable property and are listed in the church's inventory which can be inspected during office hours. For such property no value is held on the fixed asset register as all items are expended at the point of purchase. Other fixtures, fittings and office equipment used within the church premises are similarly expended and written off in the year of purchase.

2 Incoming Resources

	unrestricted funds £	2021 restricted funds £	Total £	2020 Total £
Voluntary Income				
Planned Giving				
Tax efficient donations	26392	2932	29324	29465
Tax recoverable	8280	161	8441	8810
Other planned giving	2816	313	3129	3040
	<hr/> 37488	<hr/> 3407	<hr/> 40895	<hr/> 41314
Other Donations				
Open Plate	6060	0	6060	2270
Bequests	0	90110	90110	40053
Events and miscellaneous	1776	1605	3381	2126
Total Voluntary Donations	<hr/> 45324	<hr/> 95121	<hr/> 140445	<hr/> 85763
Fees and premises income				
Fees and miscellaneous	4200	0	4200	1270
Premises Letting	23542	0	23542	6450
Housing Allowance				0
Total fees and premises Income	<hr/> 27742	<hr/> 0	<hr/> 27742	<hr/> 7720
Interest and Dividends	35	2998	3033	3296
Insurance	0	0	0	0
Furlough Pay	0	0	0	2029
Other Income	<hr/> 0	<hr/> 0	<hr/> 0	<hr/> 2029
Total Incoming Resources	<hr/> 73101	<hr/> 98119	<hr/> 171220	<hr/> 98808

3 Church Activities

	unrestricted funds £	2021 restricted funds £	Total £	2020 Total £
Ministry				
Ministry Expenses	0	305	305	139
Parish Share	13604	14564	28168	28518
Worship & Music	7173	2427	9601	3317
Mission & Outreach	0	3500	3500	180
Pastoral Care	2293	0	2293	1014
Education & Nurture	2384	0	2384	696
	25454	20796	46250	33865
Support Costs				
Church running costs	15164	464	15628	22425
Contact centre running costs	4961	0	4961	3256
No 1 All Saints costs	1400	0	1400	4175
Vicarage costs	260	0	260	0
Church office	13397	4194	17592	13822
Total Support Costs	35183	4658	39841	43678
Special Expenses				
FLW	0	29105	29105	0
Church Fabric	0	12280	12280	0
Church Equipment	0	664	664	0
Contact centre Fabric	0	4116	4116	0
Contact centre Equipment	0	6948	6948	0
No 1 Fabric	0	0	0	33726
Church Shed	0	8150	8150	1
Special Mission Gifts	0	0	0	1979
Total Special Expenses	0	61263	61263	35705
Total Church Activities	60637	86717	147354	113247

4. Staff Costs and Reimbursed Expenses

During the year the PCC employed 4 people, as Contact Centre Cleaner, Parish Administrator, assistant Parish Administrator and Caretaker. Each earned less than £50,000 per annum.

Expenses for staff and PCC members were reimbursed and paid once authorized. There were no disclosable transactions in respect of PCC members

	unrestricted funds £	2021 restricted funds £	Total £	2020 Total £
Salaries & Wages	14257	29105	43362	11480
National Insurance & Tax	11	0	0	0
Total Staff Costs	14268	29105	43362	11480

5. Mission and Charitable Giving

The following mission giving was approved by the PCC for 2020. These include giving from the 10% of planned stewardship which is allocated to charitable giving, collections for specific causes and all Christmas collections.

	Planned Giving	Special Appeals	Funeral Collection	Christmas Appeals	2021
Oversea					
Afghan Refugees	1000	1131			2131
Christian Aid	600			95	695
Home/Church Mission					
Warwickshire Wildlife Trust		282			282
Children with Cancer				163	163
Carriers of Hope				95	95
Local/Secular					
ININI	600				600
Thrive	1200				1200
Total Mission & Charitable Giving	3400	1413	0	353	5166

6. Investments

The Church holds, and gains benefit from two separate endowment funds set up for the support of the church. Revaluations are on the basis of the CCLA annual statement detailing the value of the asset. Further details are found under section 10 of this report

7. Tangible fixed assets

There are no fixed assets on the balance sheet

8. Accruals

Amounts relating to services or goods which have been received in the year but not invoiced are recognised as accruals

	unrestricted funds £	2021 restricted funds £	Total £	2020 Total £
Accruals				
Special Collections	0	0	0	255
Church Running Costs	0	0	0	1550
Church Office	0	0	0	400
Mission Giving	0	600	600	0
Staff Salaries	530	29105	29635	0
No 1 Maintenance	0	0	0	0
Treasurer's expenses	200	0	200	200
Church Fabric	0	10000	10000	0
Myton Hospice Chaplain	0	0	0	0
Total Debtors	730	39705	40435	2405

9. Creditors and Debtors

Amounts paid by the PCC in advance of the service are treated as pre payments while amounts due to PCC for the financial year 2021 but not received are treated as creditors

	unrestricted funds £	2021 restricted funds £	Total £	2020 Total £
Prepayments				
Insurance	2067	0	2067	2529
Church Maintenance	568	0	568	1034
Contact Centre Maintenance	0	0	0	0
No 1 All Saints Rd Maintenance	155	0	155	0
Licence & Affiliations	1070	0	1070	791
Office Costs	0	0	0	205
Total Pre Payments	3860	0	3860	4559
Income Due not received				
Tax Recoverable	1785	0	1785	2242
No 1 Council Tax Rebate	0	0	0	130
No 1 Insurance Refund	0	0	0	430
Mission House	0	0	0	100
Henry Trust	0	377	377	0
CC Income Outstanding	460	0	460	200
Total Amount due & Prepaid	6105	377	6482	7660

10 Funds

	Total as at Dec 2020 £	Income £	Revaluation £	Expense £	Total as at Dec 2021 £
Restricted					
Dickins Fabric Fund	8731		0		8731
Assistant Clergy Fund	94402		0		94402
Mission Giving	926	3245		3400	771
Other Collection	0	1766		1766	0
Flower Fund	0	0		0	0
Dickins Dividends	0	254		254	0
Assistant Clergy Dividends	0	2744		2744	0
Emscote Community Project	143	0		0	143
King Henry Money	-5425	90110		83719	966
Youth Group	0	0		0	0
Total Restricted Funds	98777	98119	0	91883	105013
Unrestricted Funds					
General Fund	117223	73101		60637	129688
Total All Funds	216000	171220	0	152519	234701

Restricted funds

Dickins and Assistant Clergy: Included within the balance sheet of the PCC are the restricted funds relating to the Trusts set up to support the Parish known as the Dickins Fabric Fund and the Assistant Clergy Fund. Income and Expenditure for all other restricted funds has been directed through the main bank accounts.

Legacy Interest: Dickins Fabric fund is a managed fund to be used for the upkeep of the Church. This generated an income of £253.75 during 2021 all of which was spent on maintenance and upkeep of the Church. There is no surplus remaining from this fund. The Assistant Clergy Fund is also a managed fund with the generated income to be used to assist the Clergy in the ministry within All Saints Emscote. This generated an income of £2,743.88 all of which was spent on the ministry costs including clergy expenses, candles, wine for services, flowers, and licences. There is no surplus remaining from this fund.

Mission Giving: Planned giving is on the basis that 10% is given to charities each year. During 2021 the total income from this source was £32,453.20 and thus 10% or £3,245.32 was transferred into a special fund for the purpose of planned giving. This fund shows a surplus of £771.07 which is carried forward to 2022.

Other Collections: During the year additional special collections including all money raised over the Christmas services are kept in a restricted fund and sent to further charitable giving. There is no surplus remaining from this fund.

Flower Fund: There were no donations for flowers in 2021. All flower costs were therefore taken from the Assistant Clergy fund. There is therefore a zero value in this fund carried forward.

Emscote Community Project: This fund contains money in relation to a community projects that are designed to increase the outreach of the Church and includes the local schools and voluntary organisations. During 2021 no funds were raised for this so we carry forward a surplus of £143 into 2022

King Henry VIII Endowed Trust: All Saints is one of five Anglican churches in Warwick and Budbooke that are the recipients of annual payments from the Trust, which was set up in 1545. All payments are restricted and can only be used for the prescribed purpose of furthering the religious and other charitable work of the Church of England in the Parish.

During 2021 the total income from the King Henry Trust was £89,733.

The money received paid for community outreach projects including the training part of the parish share, and payments to complete other works supported by the Henry Trust Project Pool.

Specifically, the sum of £3,500 was paid towards the costs of a Creationtide Project (Tree of Life) - an arts project initiated by All Saints' Church, celebrating creation, creativity and community. It was led by commissioned artist Jake Lever with participation from Emscote Infants' School, All Saints' C of E Junior School and culminated in a very successful Open Afternoon at All Saints Church to which many from the schools and wider community came. A further £8,977 was granted to repair and maintain the food bank shed used for storing and distributing food to those in Warwick on very low incomes. Finally, the sum of £29,105 was paid from the Project Pool to support the 3-year contract for the Family Link Worker appointed to work between the church, the parish's schools and local families. This is a pilot scheme for the Warwick Team of Churches. All the above projects were also supported via money from the church's allocation of money directly from the Henry Trust.

An additional amount of £3,600 was provided so that All Saints could pay for the legal costs of the setting up of a charity to manage the Henry Money allocated to the Project Pool and the associated

projects. This amount was overspent in 2021 and so an amount of £377 has been included as a debtor (see section 7 of this report).

During 2021 a large panel of glass slipped from the church's lantern/spire and lodged itself on the roof. A temporary repair was made. The PCC have engaged a glazing company to do the permanent remedial work for this and to ensure the safety of the remaining panels. A sum of £10,000 has been reserved from the Henry money towards the final costs.

In addition to the money given directly to the Church the King Henry Trust also pays for the cost associated with the clergy and clergy housing for the parish. This is paid directly to the Diocese and appears in their accounts.

Unrestricted funds

The general fund contains all money available to the PCC and not subject to external restrictions or internally determined designations.

11. Capital Commitments

As at 31 December 2021 no capital expenditure has been approved by the PCC.

12 Related Party Transactions

There were no related party transactions during 2021.

13. Connected Charities

All Saints PCC is related to, although not part of, three separate Trusts, namely the Mission House Trust and the St Edith's and All Saints' Small Charities. These charities are not part of or dependent upon All Saints' PCC but are governed by trustees having responsibility for management and finance under Charity Commission rules and guidelines.

All Saints' Mission House Trust exists to further the religious and other charitable work of the Church of England in the ecclesiastical parish of All Saints' Emscote.

St Edith's House exists to provide accommodation for those most in need according to the terms of the Trust. There is no financial association between the PCC and St Edith's Trust.

All Saints' Small Charities include the Canon Dickins Charity, the Marianne Philips Charity and the Catherine Holmes Charity. All are concerned with the poor and needy of the parish.

CHAPTER 4

THE PCC AND FUTURE GROWTH AREAS

1. Renewing the vision

- In the light of the many changes brought about by the pandemic, give time and space to begin to discern afresh the vision for All Saints with its aspiration to be an 'inclusive church';
- As a focus for our renewal consider how the Lady Chapel might be more of a beautiful place of retreat, a set-aside space for waiting on God;
- Enjoy more of 'being' together in fellowship: eg through food and fun.

2. Continuing to develop All Saints as a community resource

a) Older adults

- Continue to support church-funded ventures (eg Lunch Club and Crafty Café);
- Having re-launched Memory Café (March 2022) continue to establish partnership working; seek funding for a wider range of visiting specialists and for a part-time paid co-ordinator of the Café.

b) Arts and community well-being

- Continue to promote All Saints as a space for community music-making;
- Following on from 'The Tree of Life' seek funding for a Warwick-wide community art project with Jake Lever 'Doing the Little Things' (from 2023).

c) The outside of All Saints

- In consultation with the wider community, begin to draw up plans to develop more intentionally the main lawn and front lawns of church as a community resource: 'All Saints Green'. Seek funding.

3. Developing further our provision and support for children and young families in the parish

Through our new Family Link Worker

- In partnership with Emscote Infants and All Saints Juniors provide additional mentoring support for vulnerable children and their families; help to maintain strong links between church and schools.
- Develop 'Family Church at All Saints' incorporating 'Little Saints' (weekly); 'Messy Church' (monthly); 'Simply Worship' all-age eucharist (3rd Sunday).
- Recruit volunteers for Messy Church.

4. Begin to develop provision for young people in Emscote

- Through the Warwick Team's Message Bus and its new manager, and through links with THRIVE and the GAP, begin to develop relationships with young people. Work initially with Year 6 at All Saints Junior School in their time of transition for secondary school.



THE CHURCH
OF ENGLAND