

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 2022**

Team Vicar:

The Revd. Diane Thompson

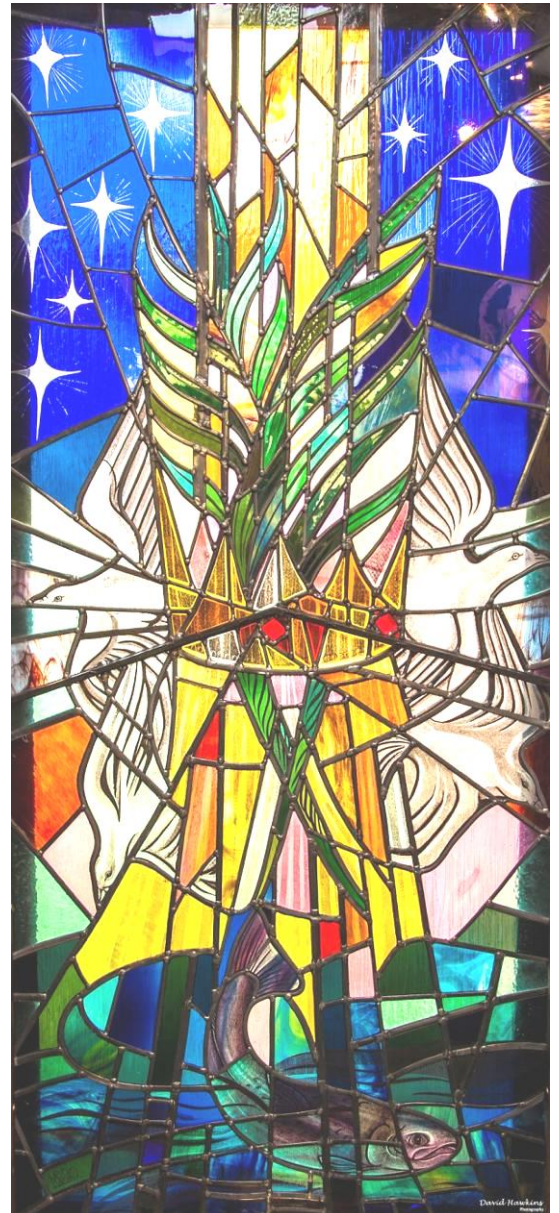
All Saints' Vicarage,

Vicarage Fields

Warwick CV34 5NJ

Registered Charity Number 1131059

D. Thompson



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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)	Alan Rylett Christine Dunn	
PCC members ex officio:	Andrew Giles Christine Dunn Gill Frigerio Glynis Goodfellow	from APCM 2017 Lay Vice Chair (from April 2018) from APCM 2021 from APCM 2018
PCC members by election (three year term):	Joanne Adams Margaret Hogg Eleri Parry Andrew Baugh Moirra-Ann Grainger Lyn Bolton	PCC Minutes Secretary from APCM 2018 from APCM 2019 from APCM 2019 from APCM 2021 From APCM 2022
Co-opted members:	Alan Rylett	
PCC Treasurer	Alan Rylett	
PCC Secretary:	Hannah Wilson	

CHAPTER 2:

A YEAR'S JOURNEY TOGETHER

THE VICAR'S LETTER

It seems an understatement to say that 2022 was no easy year. Just as the global community was beginning to surface from the covid pandemic the war in Ukraine began. Massive trauma on top of trauma for millions of people, and a year on still no end in sight. We continue to hold the people of Ukraine and Russia in our prayers longing for the day when the bloodshed ceases.

*'Mortal anguish he endures
all the mortal anguish
of all men and women'**

Then in September, and just a few months on from the Platinum Jubilee celebrations, came the death of her Majesty Queen Elizabeth II, the nation mourning her loss, the global community in solidarity. In our community, we had to say a sad goodbye to organist and friend Trevor Barr (RIP) who died suddenly in July. His time with us from January 2019 had been a joy. In October many people came to the Memorial Concert held at All Saints in his honour, including his widow Julie and his father and sisters from Londonderry. Perhaps it was not surprising that at our 'All Souls' service in November there were many more people than usual. The need to recognise our grief and to remember those we've loved but see no longer seemed more real than ever.

Yet with the tears have come also many signs of hope. I believe this annual report from All Saints Emscote is a testimony to the hope that Jesus Christ brings, which is a 'hope beyond hope'.

I want to give thanks for all who in 2022 have not given up in their endeavours to live out the Good News of Jesus Christ: through prayer, through hospitality, kindness, generosity, creativity; by coming alongside those in need, daring to strike out into new territory, being persistent, going against the grain, holding lightly to success as well as failure; staying faithful to Christ amidst one's own inner or outer struggles, amidst the changes to the best laid plans...

Together, as Christ's friends, we walk the cross-shaped way. The first disciples took a while to understand this reality, so do we. But it is a life-giving way, as Richard Rohr reminds us: *There is a cruciform shape to reality, it seems. Loss precedes all renewal; emptiness makes way for every new infilling; every transformation in the universe requires the surrendering of a previous "form."*

As you read through this report give thanks for the signs of God's love and grace poured out abundantly as we journey further along that costly yet life-giving cruciform-shaped way.

*The only thing to do is
to follow him
cost what it might.**

Revd. Diane Thompson
March 15th, 2023

**From 'He Was One of Us': Rien Poortvliet and Hans Bouma, 1974, reprinted by Baker Books 1994*

WORSHIP AND PRAYER

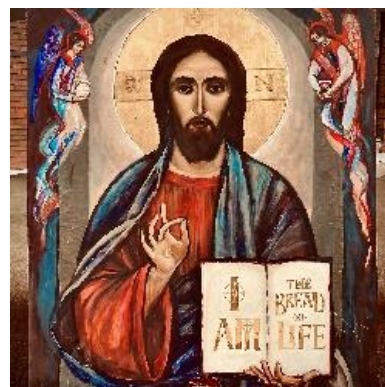
WORSHIP REPORT

During 2022, the number of worshippers attending All Saints' Emscote for its Masses has remained a fairly healthy number: we have seen a slight increase on both Sunday morning and for Midweek worship. However, special services have brought in lots of new faces. We hope and pray that All Saints can be a place of welcome and blessing for many people, way into the future.

Encountering Jesus Christ through the Eucharist (the Mass) is a fundamental part of worship at All Saints. In 2022, therefore, we have been glad to be back to holding Mass twice weekly 'in person'.

Midweek Mass continues to be celebrated on a Thursday morning, when anywhere between 8 and 16 members attend for a shorter, said, service. We have continued to hold this in the Coffee Room, so that social distancing rules can still be adhered to. Some coming on a Thursday do not attend on a Sunday, for various reasons. For these people especially, being able to meet for corporate worship, at a time which fits with their personal circumstances, is important.

Since covid, **The Lady Chapel** has become more of a 'set-aside' place for prayer, whether in a small group or for personal devotion. For instance, weekday Morning Prayer has continued there, and in the Spring a small group of us gathered there for prayers for Ukraine. At Easter the large 'Christ Pantocrator' icon, (the 'Emscote Icon') was given a new home in the Chapel. It enhances the prayerfulness of the space. Jesus Christ, the 'Bread of Life' is with us.



The following serves as a reminder of the breadth and depth of worship at All Saints in 2022:

On **Ash Wednesday** 2022 the 'deposition of ashes' went ahead though in a slightly different way. As covid still remains active, on entering church each person was given a small individual pot of blessed ashes, so that they could "ash" themselves at the appropriate time in the service.

Holy Week saw a full number of services re-instated:

On **Palm Sunday** we held a palm procession, though this time from the Coffee Room. The Passion Gospel was also read, and communion given in one kind.

Stations of the Cross were walked, both outside during the day (something that began during covid time) and inside on the Wednesday evening.

Maundy Thursday, we gathered at 8pm for the Holy Eucharist. For covid safety, the washing of feet was carried out symbolically, rather than in-person. Following Mass, the blessed sacrament was taken in solemn procession to the Lady Chapel, and the stripping of the sanctuary took place, the darkness descending. A vigil took place throughout the night. We were thankful to be journeying with Jesus in this dramatic way again.

Good Friday afternoon, saw the Veneration of the Cross with communion. At 7.30pm there was a musical meditation 'Into the Shadows, Into the Mystery': a live liturgical offering of the Faure Requiem with poetry and scripture. Our charismatic organist Trevor Barr (RIP) gathered together a 'scratch choir', rehearsing with them over just a few weeks, and able to bring out the very best in them. It was a most moving, fitting, prayerful occasion, to which many came.

On **Easter Eve** we were able to re-instate the Service of Light, Vigil and Renewal of Baptismal Vows. It is one of the most dramatic services of the Church's year, and yet one to which only a faithful few

tend to come. As is the tradition, the service began after dark, outside the church's front entrance. A brazier was lit, the fire censured and blessed, the Easter Candle lit from the fire and processed into a dark church where the newly kindled light was spread throughout. The service continued with readings and hymns and ended with the renewal of Baptismal vows.

On **Easter Day** there was a short Mass in the Lady Chapel at 8am and the main Festival Mass at 10.30am at which we re-instated the chalice - for the first time since covid. In so many ways it was a joyous celebration of the Resurrection: Ania, our Family Link Worker sang beautifully at the start of the service 'See, what a morning'; a devotional dance was offered by members of the 'Christian Dance Fellowship of Britain' to the song 'Mention of your Name'; all ages together waved colourful ribbons to 'Thine be the Glory' at the end. To round off our celebration a happy Easter Egg Hunt, arranged by Ania, happened in the vicarage garden. There were chocolate eggs for all.

Ascension Day and **Corpus Christi** were celebrated at Thursday morning Masses in the main worship space. Our **Pentecost** Mass on June 5th was a double celebration: as we were remembering the Holy Spirit's coming afresh into the lives of Jesus's disciples, we were also celebrating the **Platinum Jubilee of Her Majesty Queen Elizabeth II**.

Further into the **summer and Ordinary Time**, Mass was celebrated each Sunday with the exception of August 7th which, because of clergy holiday time and the Commonwealth Games Cycle Race being held that morning in Warwick, became an opportunity for lay members to conduct a Service of the Word. Resources from the **Northumbria Community** were used for this, as they have been for 'zoom' evening prayer which began during the covid lockdowns and which has continued on a regular basis throughout 2022. On 2nd October we mixed Celtic and Common Worship liturgy in our **Harvest Festival** Mass 'Touching the Land'. We followed that with a fun and very satisfying harvest lunch together.

How swiftly life can change. In September (Thursday 8th) and still in Ordinary Time, the news broke of **Her Majesty the Queen's death**, at Balmoral, at the age of 96. In our 'extraordinary' Mass of 11th September we began to come to terms with this sad and momentous news. We gave thanks to God *'for all that you have given us through the life of your servant Elizabeth our Queen.'* For the first time in 70 years the words 'God save the King' were sung. Then, in our 'Simply Worship' on 18th September (the Eve of the Queen's funeral) we sang a gentle new song which seemed so appropriate: *Jesus said that if I thirst/I should come to him/ No one else can satisfy/I should come to him.'* Her Majesty would have understood that.



Ania Matthews' coming to All Saints as Family Link Worker has been the catalyst for some exciting developments in our worship. In the summer and autumn terms we piloted three **Messy Church** sessions to which many young families came. Since November 2022 we have been taking elements from Messy Church and using them within the context of our 3rd Sunday Mass. From 'Simply Worship' and 'Messy Church' has been born '**Messy Mass.**' (For more on this see the report on Church-Schools links).

On 30th October we celebrated our **patronal festival of 'All Saints'** in the morning to fewer people than usual, and then in the early evening the commemorative service of '**All Souls**', to more than usual. 'All Souls' is a meditative and gentle service during which the names of those who have died, including those from the new Book of Remembrance, are read aloud. There was also an opportunity for those attending to write the names of their loved ones onto special 'windows', which were then placed on the altar and blessed. After the service these were displayed in the Lady Chapel until the end of the Kingdom Season.

Christ the King was celebrated on November 20th and the first Sunday of **Advent** on November 27th, when the first of the Advent Wreath candles was lit. Thanks to Hayley Williams for making the wreath, taking up the mantle from Myrtle Green. **Community Carols** took place on December 4th in the evening, featuring youngsters and adults linked to 'Royal Spa Brass' ('Buddin Brass', 'Brass Roots' and 'GenZ Brass'), members of the 'Royal Leamington Spa Bach Choir', our own All Saints musicians led by Martin Latham, and Ania. Sandra Barnsley led the children (and therefore the adults) in her very engaging version of the Christmas Story. Afterwards seasonal refreshments were served in the Coffee Room by the team and the annual Christmas raffle was drawn. This was truly a wonderful community event.

The Christmas 'Midnight Mass' this year took the form of a more family-friendly service, a Mass taking place in the early evening and including Christingle. It was a well-attended service and again, there were many new faces. Mass for Christmas morning took place at 10.00am and was surprisingly well attended. A joyous occasion for all.



For the Christmas and Epiphany Season 2022-23 a first **altar hanging** helped to enhance the sanctuary. It was designed and created by the firm of 'Juliet Hemingray, Church Textiles, Derby' and funded partly from a legacy of Mary Price (RIP). Springing from this, we can look forward to a second altar hanging being created by Margherita Finney for Lent 2023.

From Glynis: I would like to thank all who are involved in making worship at All Saints such a fulfilling experience. Thanks go to Revd. Diane, Fr. David, Fr. Terry and to Revd. Roger, as well as to others for presiding; welcome also to retired clergy Revds. Jenny and Peter Lister who, where possible, bring their gifts to share; to all who serve in the sanctuary, in

their various roles; to Martin for playing the organ and also to Trevor, who before his untimely and sudden death in July enhanced joyously the music of All Saints. Thanks to Peter Ormerod for his musical contribution and Ania for her singing and guitar playing at third Sunday services. Thanks to all cantors, readers, leaders of intercessions; to all who welcome and steward. Lastly, thanks for all who come together to worship here. Without you, church at All Saints Emscote would not exist.

From the registers in 2022

Baptisms:	Nola Rose Doughty, Benjamin Andrew John Whittle
Funerals:	Anthony Roy Love, Margaret Stokes, Florence Whitehouse, Winifred Alice Lee, Ann Marie Beard, Kevin Malcolm Philpott, Fred Blakey, Janet Owen, Kathleen Mary Brind
Memorial Concert:	Trevor Barr
Marriage Thanksgiving:	Stephanie and Gavin Brannan
Home Communion	25 visits
Average number of Sunday attendees:	45 adults, 2 children
Average number of 'Little Saints'	8 children, 12 adults
Monday Church attendees:	

See numbers for Messy Church and Messy Mass in the 'Church and Schools Links' report.

P.S If you feel that you are being called to serve in the sanctuary, in any way, please do not hesitate to speak to Glynis.

Glynis Goodfellow with Revd. Diane

FLOWERS REPORT

Flowers for Church usually last about a fortnight if freshened up in between.

If anyone would like to arrange flowers for a special occasion or in memory of a loved one, they would be most welcome to do so. Please speak to Fay, Pam or Sandra.

Thank you to professional florist Leanne who once again gave her input for flower arrangements for main festivals, like Easter and All Saints-tide.

Fay Hughes

MUSIC REPORT



This year has been over-shadowed by the sudden and unexpected death in July of Trevor Barr. Apart from his obvious talents as a musician and his great ability to encourage our hymn-singing, he was a lovely man whom I counted as a great friend, not just a colleague. He was also taking much of the greater burden of playing services. It was only in April, on Good Friday evening, that he put together a splendid performance of Faure's Requiem melding together singers from his Village Voices and our own church into a competent choir – yet another demonstration of his capabilities as a choral director.

Over the year the musical side of services have gradually increased to return to how things were pre-Covid. The number of available cantors is now reduced, so if you feel that this is something that you could do – please speak to me; I am so grateful to those who have sung over the last year.

On December 4th 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.

Other groups have been using the church again – the Leamington Chamber Orchestra rehearses prior to their concerts and Warwick Memory Singers, run by Armonico Consort, meet every Wednesday afternoon and are really thriving and growing.

Martin Latham

LITTLE SAINTS REPORT



If you go down to the church this morning about 9am (Monday) – you are sure to hear the excited chatter of little ones arriving for Little Saints – or Baby Church as one of our small ones calls it – every day she asks her Mummy “is it Baby Church today?”

This is our Monday morning worship – Praise and Play for babies and toddlers and their parents and carers.

We all love the new arrangement in the coffee room with our special worship space where we meet for our circle song and opening prayer. We listen to the bible story and help to build it together on our story tray – imagination runs wild – with an elephant joining the Holy Family in the temple!

Then with our instruments we sing and make a Merry Noise to the Lord, and close with our special candle and prayer and blessing song. We then try out our craft skills with some fascinating results.



We did have a crocodile and a fish in our nativity scene! Making and eating little pizzas is our all-time favourite.

The comfortable seating in the middle of the room is much enjoyed as a warm space for the carers to sit together with a drink and enjoy a chat – while their little ones play together – happily sharing the toys (most of the time) and enjoying a biscuit and a drink.



Carers have told us that they find it a great way to start the week. They find our Monday morning sessions welcoming, caring, warm and friendly and a lovely safe space for their little ones, who always look forward to coming.

Many thanks to our faithful team of volunteers – Fay, Janet and Pam who between them provide hospitality and welcome to all and are always ready to do whatever needs doing and share their skills.



Thanks to Julia who manages our singing sessions and searches out new songs to fit in with our story session, and to Margaret Hitches for all her help with our craft and our Christmas display in the entrance – the little mice in bed were a great favourite with all!

It is very rewarding to work with these little ones and their carers, and such a supportive and helpful team. Thanks be to God.

Sandra Barnsley & team



COMMUNICATION

FROM THE OFFICE

Traditional methods of communication, particularly Pews News, have continued, with delivery via email, as well as on paper in the church foyer, on the church website, Facebook and A Church Near You. Pews News continued weekly until the summer of 2022, whereupon it was reduced to a fortnightly edition. In September, it was agreed that Pews News would be published twice monthly on the 2nd and 4th Sundays.

Website

A new church website, www.allsaintsemscote.co.uk, was launched in November 2022. Hannah is updating it regularly, including with Pews News, and is open to feedback and suggestions.



A vibrant, inclusive worshipping community

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 on the preceding Friday.

Social Media

Facebook has proven to be the most useful social media platform for us to keep in touch with church members and local community. Ania used it to great effect with Messy Church throughout 2022, creating a private group for parents in which she shared pictures and information about Messy Church events. This has now become the Family Church at All Saints group, and is still in regular use, especially on Messy Mass Sundays. Pews News is published on the Facebook page on a fortnightly basis. We have 244 followers on Facebook.

Instagram (@allsaintsemscote) & Twitter (@AEmscote) – while these remain useful platforms, they have gained less traction and are updated less frequently.

Photography

We have continued to keep a photographic record of a variety of church and community events, particularly Messy Church.

Hannah Wilson

SOUND TECHNOLOGY

Audio/Visual (sound system) updates this year.

Having been exploring what the current church sound system did and how it did it for the last couple of years, this year we settled on some updates. Looking at other churches to see what worked and taking advice from Lars Wicks (an AV professional with experience of church's sound systems) we concluded on the following modifications, which have now been implemented (and we are getting used to them):

1. Main Sound System

Replaced the wired microphones on the front lectern and the stand beside the organ.

Added another wireless headset microphone.

Replaced the 2 handheld radio microphones (one of which no longer worked) with 1 new wireless microphone.

Cleaned, tested and rebalanced the main desk.

The new microphones on the lecterns are more appropriate for speech, creating a long distance cone from which the audio can be amplified. This allows the desk operator to amplify when the user is a greater distance from the microphone.

The old microphones are more appropriate for singing (with a pick-up area much closer to the microphone but with less "popping") so these have been retained for when we wish to have a singer.

The extra headset microphone allows us to have President, Deacon and a third person roaming. We now more frequently have another speaker - either Ania at Messy Mass or preacher, for which it's better to have them free to move.

The handheld radio microphone is really helpful for handing round at meetings or for interview style conversations at the front - for instance, the children telling us what they have been doing.

From conversations with the congregation we have made a great deal of improvement in the audibility of those speaking.

For the next year I would like to explore connecting a permanent bluetooth audio connection which would remove the need for us to move the portable sound system around church when having presentations. I also wish to get more of the congregation familiar with the audio systems - they are easier to use now correctly set.

2. Add a large portable screen and sound bar to the Coffee Room

The newest addition will be a large portable screen to the Coffee Room, though it will be possible for it to be moved quite easily around the church building. This has a single connection (HDMI) for Audio and Visual so it will be much easier to set up and use than the projector and speakers. I plan to write up a user guide for those who are not familiar with it.

Andrew Giles

COMMUNITY OUTREACH

CHURCH AND SCHOOLS LINKS REPORT

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, as last year, Revd Diane, Christine Dunn and Margherita Finney and Rachel Raftery, a co-opted governor who lives locally and works for Birmingham Diocesan Board of Education. She lives in Emscote.

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. This year has seen the gradual 'opening up' of the schools to 'in person' Governor visits post covid, as well as to face-to-face full Governors Meetings once again. Church - school governors are part of the SIAMS group (SIAMS: Statutory Inspection of Anglican and Methodist Schools) at All Saints' School, with an inspection likely in 2023. The SIAMS group has continued to meet termly to pursue the Action Plan devised to ensure SIAMS inspection requirements are met and to grapple with the requirements of the 'new' inspection framework which will be put in place from September 2023.

The SIAMS Governors report back termly to the Full Governing Body in order to keep everyone updated as to the work in progress towards the inspection and to inform it over the ongoing church-school links. Specific focus has been on the core Christian concepts of Creation, Incarnation,

The Trinity, Love, Reconciliation and Salvation, looking at how these are covered across the age ranges. All six are met in a range of ways, through Collective Worship and assemblies, within the R.E. curriculum and through other curriculum areas. (For example, one year group studied rainforest deforestation within their geography lessons, whilst another spent time during Black History month considering racial equality.) A magnificent frieze in All Saints' Juniors' hall depicts visually these concepts, mapping links between Bible stories and resulting behaviours and actions.

There are many aspects to the SIAMS Governors' monitoring of the All Saints' C of E Juniors. For example, one of these was a meeting with the senior leaders in school to enquire about various areas of their roles, such as how spirituality is being explored within their staff team training, how Christian values are being shared with parents/carers within the school community and how links between other denominations and faiths are being explored. Another aspect was visits made by Margherita and Christine to all year groups at All Saints' to interview pupils about their understanding of their school's Christian values, how they reflect on and apply these to their lives and to consider their experiences of worship and visits to places of worship. What a joy their responses were! The level of thought, maturity and inclusivity is apparent in some of the quotes below:

'...day to day, we always respect others, be thankful for what you have, justice, friendship and trust.'

'Collective worship is really close friends.'

'A perfect world is made by its imperfections.'

'I am not sure if I believe in God. I keep switching what I believe. My parents are the same.'

'I am not religious though my brother is. He has a cross.'

'Spirituality is not always about religion. It is about being yourself.'

The Queen: 'She does a lot for Christianity.'

Revd Diane: 'She believes in God, you know, she is a Christian'

Coventry Cathedral: A 'wow' experience.

Throughout the year, the SIAMS Governors have attended collective worship and Christmas productions, and Reverend Diane has led several assemblies. It was a joy to welcome the schools and families back to end of term services at Christmas after the long covid-induced absence and parents/carers greatly appreciated the hospitality afforded them in the form of hot drinks and Christmas goodies.

The All Saints' pupils also participated interactively in 'Stations of the Cross' in the church during Holy Week, led by volunteers from the congregation.

A Prayer Room has been created in All Saints' School over this last year, with each class having regular opportunity to engage with the prayer 'stations'. Here, too, pupils learned about, and walked, the labyrinth borrowed from church during Lent. (If you have time to spare and would like to support the lunchtime use of the Prayer Room, volunteers, who require a DBS check, are sought.)

At Emscote Infants School, SIAMS Governors have experienced the inclusive, caring nature of the pupils and the entire staff team, seeing this as evidence of the Holy Spirit at work in that community. Governors have attended some assemblies and the Christmas productions. Revd Diane has been able to lead some assemblies and enjoyed accompanying singing during Year 2s rehearsals and their own Christmas service at church.

In both schools, the Foundation Governors have additional responsibilities, Margherita, for monitoring Early Years/Foundation stage, and Christine, monitoring safeguarding and Special

Educational Needs and Disability. These are done termly and a report is generated following each visit in order for all Governors to be kept 'in the loop'.

Family Link Worker



Significant over 2022 have been the links made between schools and church through the work of Ania Matthews, our Family Link Worker. Alongside working with families in a variety of ways, such as sourcing practical support to access food, school uniforms and advice, Ania has been able to assist families new to life in the U.K. to understand the education system here and enhance home-school communications. Others families have been assisted to find places for friendship and counselling, some have been supported into employment, and, most importantly, school has seen >20% increase in attendance by a number of the youngsters receiving input, with its resultant gains in attainment. Ania has worked with individual pupils identified as needing some additional support through planned input to develop emotional wellbeing and to offer a 'safe' space for others (through a 'Drawing and Talking' programme) who have experienced loss or trauma of some sort.

In church, the congregation has valued the offshoots of the three Messy Church sessions, so ably led by Ania and with considerable contributions from many from the church community and the wider community alike. These Messy Church afternoons have now 'morphed' into Messy Mass on the third Sunday of each month. All of them involve elements of Biblical input (in some form or another), singing, craft activities and sharing food and drinks together. The numbers participating are impressive:



E.g. in October, Messy Church numbers were:
22 families; 39 children (aged 1-11) and 29 parents/carers
14 leaders/ helpers
TOTAL: 82 participants

Comments from parents/carers such as those below were received:

'Thanks to you all. The activities were super fun for my boy.'
'Thank you so much! It was lovely. The boys had a lot of fun.'
'Thank you. A lovely afternoon.'
'Thanks to the Church team, all amazing people, and Ania's song was the icing on the cake. We had a good time.'

Messy Mass numbers so far have been as follows:

October: 8 children and their parents
November: 6 children and their parents/carers
December: 14 children and their parents/carers
January: 5 children and their parents/carers



Members of the congregation have been delighted with the injection of new energy and gaiety these events have brought to worship. Some feedback is provided below:

'Ania is doing a great job of bringing the school community (parents and children) and the church community together for various shared experiences. Seeing the young people enjoying the church services and activities is such a joy, and we are hoping for more integration and shared activities in the future, so that the church can be further developed as a space for the community.'

'The contribution Ania is making to the worship at All Saints' is immense. Her work in leading messy church has been such as to convert an old curmudgeon to rejoice in the vibrancy she brings, in her lovely singing, her positive leadership to the children and their joy in partaking at the very centre of our worship.'

'Ania's enthusiasm really stands out and her desire to show the children Jesus' love for them and care about them through her carefully chosen material. What joy in her love of the Lord!!!'

The school website is well worth a visit, with considerable detail included about the faith element at All Saints' Juniors.

As the academic year forges ahead, changes are afoot for the school, with the retirement of its current Executive Head recently announced, and the recruitment process in hand for her replacement. Please pray for the school community and its relationship with All Saints' Church and please give some thought to the part you could play in supporting church-school links.

Christine Dunn

SAINTS ALIVE LUNCH CLUB PLUS REPORT

Saints Alive Lunch Club have had a full programme of meetings during 2022, starting the year on 21st January and meeting in the Coffee Room at All Saint's a total of 18 times. Lunch at All Saints consists of a two course set lunch, with the occasional alternative for dietary requirements. Following the meal, at most meetings, birthday cake was served in celebration of member's birthdays, which occur either on that day or within the days before our next meeting. Some eat it straight away whilst most take it with them to have for tea.

Our meeting of the 16th December consisted of a traditional Christmas lunch of roast pork with all the trimmings followed by a variety of gateaux, fruit flans and roulades etc. There were Christmas napkins and Christmas crackers and lunch was washed down with a glass of non-alcoholic grape juice (white or rose). Following the serving of lunch and birthday cake frivolities began. There was a Christmas Quiz and several games of Bingo, the winners received small token prizes of chocolates or biscuits. The meeting concluded mid- afternoon with a rendition of the Twelve Days of Christmas.

For our August meeting we went on an outing to The Heathcote Inn in Whitnash, to partake of a fantastic lunch – the food there is very good and value for money. It was while at this meeting that an idea was floated, that maybe it might be nice to go on a holiday together, as a group. Over the coming weeks plans were made and the idea came to fruition in early December when 11 members boarded the Dunwood's coach for a 5-day break to Potter's Resort in Hopton-on-Sea Suffolk, for the turkey and tinsel experience. A brilliant time was had by all and hopefully there will be another trip there in 2023.

Glynis Goodfellow

CRAFTY CAFÉ REPORT

The crafty cafe which is open 1st and 3rd Tuesday of the month at 1.30-3.30pm continues to grow. We enjoy meeting together helping each other with our projects, and I try to make a small project most months.

Everyone is welcome to enjoy a cup of tea and cake and to bring their own project or to get help with it.

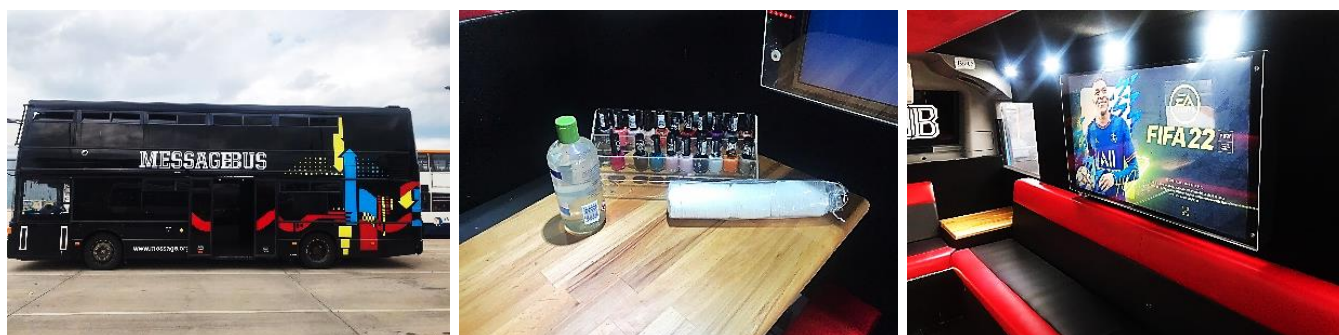
Ellen Huitson

THE MESSAGE BUS AND LOUNGE REPORT

Message Bus

Prior to the Covid pandemic the Warwick Team of Anglican Churches with the Henry VIII Endowment Fund teamed up with a Christian evangelical organisation called 'The Message' with the intention of funding a double decker 'Message Bus', a mobile youth centre for the young people of Warwick with a Christian message to share. This has since become a reality.

Perhaps some of you will have seen the Bus in 2022 parked outside All Saints on more than one occasion for people to visit? Maybe you've tried out its state-of-the-art games technology, had your nails painted in the nail bar, sampled 'in-bus' refreshments?



Gary Matthews was the first manager of the Bus from Spring to August 2022. He welcomed Year 6 from All Saints Junior School to the Bus in July. They thoroughly enjoyed their first visit. During this initial period the Warwick Team began also to fund involvement from 'Thrive', acknowledging their excellence in working alongside our churches in their mission to children and young people.

Further negotiations in the autumn with 'The Message' and Coventry Diocese's 'Together for Change' have helped to sharpen up the Warwick Team's strategy for the project. A newly formed steering group has been formed to co-ordinate the work of the Bus across the town, chaired by Andy Castle from 'Thrive'. Volunteer reps from each of the Warwick Churches have been sought, to attend meetings as required and to report back to PCCs. Thank you to Margaret Hogg who is our rep.

What would work best in each different contexts within Warwick? is a key question. For All Saints, for example, the relationship with Emscote's GAP Community Centre (with its established outreach to young people) matters.

We are beginning to find a way to work in collaboration and yet maintain our Christian distinctiveness.

At the end of 2022 Ashleigh Hull, our new Bus manager, was appointed. Her induction is now well underway. We look forward to welcoming Ashleigh to our worship in June and working with her in due course.

Lounge

Following planning meetings over the summer term with James Yates (youth leader from 'Thrive'), 'the Lounge' got going fortnightly at All Saints from September. A handful of young people came along. Thank you to them and our volunteers* (Alan Rylett, Sandra Barnsley, Christine Dunn, Margaret Hogg) who made it possible, and fun. However, because of the small and unpredictable numbers coming along towards Christmas, in January 2023 it was decided to pull back from the project for a few months. It has been a useful pilot. Time now to get the project on to a firmer footing before starting again.

We hope to begin working with The GAP and the Message Bus from April, and to re-open 'Lounge' in autumn 2023, with the 'Message Bus' alongside.

If you would like to volunteer for the project, and are willing to undergo all necessary safeguarding checks, please talk to a member of the team.

Margaret Hogg with Revd. Diane for the team

DISCIPLESHIP

EDUCATION AND NURTURE REPORT

March

'Embracing Justice' was the Church of England's theme for Lent. We were encouraged to reflect upon the injustices of the world and to ask God what we should do about them.

A shortened version of the course based on the book 'Embracing Justice' by Isabelle Hamley was offered to the congregation and wider community over three Thursday afternoons. The sessions were titled, Global Injustice, Injustice in War and Conflict, and Social Injustice. Thoughtful discussions of the text ensued. This was quite well attended with positive feedback.

April

Electronic copies of the booklets for both children and adults detailing the Stations of the Cross were made available by Sunday April 3rd through the social media pages.

The children of years 5&6 at All Saints Junior School came with their teachers to walk the Stations and as usual enjoyed the chocolate cream eggs afterwards. The stormy weather meant the children walked the Stations 'inside' instead while still using their 'outside' booklet, thus combining the traditional and the new.

Monday April 11th was the beginning of Holy Week and the congregation were encouraged to walk the outside Stations. A member of the discipleship team was available during the morning for anyone within the community who wished to be guided around.

May

One of the Diocese's themes this year has been 'Living Generously', remembering John 12:3 Mary's anointing of Jesus' feet with expensive perfume.

A prayer walk was arranged during the morning of Saturday 28th using the diocese's themed prayer boards. Participants reflected on seven types of generosity before placing a coloured ball at the station where they felt naturally generous and the white ball at the station where they felt that, despite difficulties, God was nudging them to be generous.

Booklets of the material were made available listing the seven types of generosity: our time, attention, wealth, talents, possessions, reputation and comfort.

The material was also available following the service the next day and was well received.

A short reflection prepared by the Discipleship team dealt with some of the natural human emotions surrounding generosity, both in the giving and in the receiving. The prayer boards had

suggested ways to live generously (what to actually do) but the reflection hopefully began an inner dialogue on how each of us can be generous from the heart - so that we're honest with God, ourselves and others in both our giving and in our receiving.

September

The planned 'Difference Course' was postponed but plans are in place to run it during Lent 2023. It will be advertised to the local community via the church website.

December

Peter Lister, retired priest and member of All Saints, offered a course from December 6th 'Finding Jesus.' It continues monthly to March 2023. The course explores: the facts and mythology surrounding Jesus; the significance of his resurrection; Jesus's Jewish roots to a Christian community; from a Christian community to a global Church.

The first session detailed the historical accounts of Jesus as recorded by Josephus (a Jewish historian), and by Tacitus (a Roman historian) who recorded an early account of Jesus' crucifixion: these accounts set against the varying Gospel records of Jesus' life and in The Acts. The session and following discussions were very interesting and well attended.

Eleri Parry & Margaret Hogg

INTERCHURCH & INTERFAITH

SYNODS REPORT

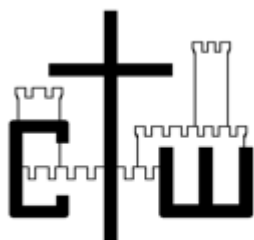
All Saints is connected to the wider governance of the Diocese of Coventry and the Church of England through our representatives on deanery (Warwick and Leamington) and Diocesan Synods, and through that to the national General Synod. We have a particularly close connection as Gill Frigerio from the congregation is one of the three elected lay representatives from the diocese on General Synod.

Through this we have been particularly connected to the synod's work under the 'Living in Love and Faith' (LLF) umbrella and decisions that are currently being made about the church's stance on same sex relationships. This year we had our own parish creative response to the LLF resources feature in an exhibition at York Minster, and continued our own discussions about what inclusion meant to us as a parish. The PCC agreed to include a statement about inclusion on the new website which specifies sexual orientation and gender as areas where we are inclusive, given how important this stance is for many members of our congregation.

We continue to pray for the work of the synod as this and other important areas in the life and future of the church are considered.

Gill Frigerio

CHURCHES TOGETHER IN WARWICK



Review of activities

Warm Hubs were visited and prayed with during the Week of Prayer for Christian Unity Prayer walks. Rev K Johnson said Castle Hill have a few visitors and have made contact with some professionals. S Schofield reported that New Life have links with their community café which is well attended and have seen new faces recently. Rev S Jones felt the uptake at Warwick Methodists was slow and is concerned we are not accessing the people who need the space. There was uncertainty about the advertising with seemingly little push from the council after an initial mail drop and information

difficult to find, especially for many older people not accessing the internet. A Akers found people didn't know about the Warm Spaces. Rev K Johnson reported anecdotal concerns of stigma attached to "Warm Spaces", as with Food Banks and research showing low uptake nationally, with people finding it easier to stay at home. V Brant said the Make Lunch team had changed the name to a more appropriate "Warm Welcome". Rev K Johnson prayed for guidance, giving thanks for those initiatives that are thriving and encouraged all to be courageous in mission.

Christmas 2022 will have no "Nativity Live". This raised the question – do we need new events or to be open to new inspiration from God? All felt the presence of God in their churches over Christmas and Rev J Hearn expressed joy at the return of their Christingle Service for Year 6 pupils.

Week of Prayer for Christian Unity

8-10 people met (not all at once) over the week walking through the town pausing to pray for streets, businesses and communities, and calling in to pray at the Warm Spaces where they were warmly welcomed. Rev K Johnson said the volunteers at Castle Hill had appreciated the visit and prayers. Thanks were expressed to those who met. V Brant found the bible passages alongside the prayers helpful. C Harris suggested a need to ensure the warm hubs are aware of intention to visit. P Harris appreciated pausing to think about and pray for different aspects of the community. This raised the question – is there a call for wider Prayer Walking by CTW? Some churches have done some prayer walking in their local area.

Care for Creation

P McCloskey introduced the meeting to the Carbon Literacy Project raising awareness of the carbon costs and impacts of everyday activities and what we need to do as a society to become carbon neutral by 2030. He is following a course to become certified which involves making a commitment to take significant steps personally and to influence his church. Paul linked this with the 2015 Encyclical Letter "Laudato Si" of Pope Francis on "Care for our common home". At St Mary Immaculate there will be a showing of the film "The Letter", a documentary of the dialogue between the pope and representatives from countries most affected by the ecological crisis.

Flourish

Caroline and Anna were introduced by Rev S Jones and welcomed. Flourish is a local organisation working with girls aged 7-18 who are struggling with low self-esteem, anxiety, moods and life pressures, often from within difficult family circumstances. Support is offered through group and 1-1 mentoring in schools, and workshops for parents to equip them with skills and resources. Referrals come from schools, GPs, social workers. Currently the team work with Myton and Aylesford Schools, also Woodloes Primary and some Leamington schools. They aim to show the love they have experienced as Christian women and improve the self-worth of the girls. The mentoring is by trained volunteers and Flourish are seeking new volunteers – women for the mentoring and support work and both male and female volunteers as trustees. At present there are 18-20 volunteers and they need 12 more...In response to a question they stated they are a registered charity funded by grants, donations, fundraising, contributions if afforded, and subsidised by schools.

Make Lunch

At St Paul's and Chase Meadow, A Akers, V Brant and P Kibbler provide a cooked lunch and activities for struggling families in school holidays, including half terms. Families come via schools who inform those on free school meals, and others in need. This is a big commitment and they ask if members of other churches would volunteer to help run these existing Make Lunch groups. This prompted discussion about churches sharing what they do and where they would appreciate help from across CTW. Rev J Hearn said we sometimes accept that seasons for

activities come to an end but, as in this case, if there is a need, we ask if God is still resourcing us to carry on? A Akers and V Brant shared stories of Make Lunch families now coming to the Alpha Course and a neighbour becoming a large donor. V Brant described how having extra volunteers serving tea allowed the Make Lunch team to focus on building relationships with families, sowing seeds and sharing the Love of God.

Older Adults Partnership Worker

Rev J Hearn outlined that, thanks to Henry VIII funding, the Anglican Churches were able to offer support for some activities for older adults, including Activitea (St Paul's), Memory Cafe (All Saints) and Diamond Club (The Gap). Diane Ray is the partnership worker helping to coordinate the activities, aiming to provide what's needed in different localities, recognising that older people want local accessible activities at convenient times. The Men's Shed at St Nicholas' and at The Gap were also mentioned.

From the minutes of the CTW Annual Meeting for 2022

INTERFAITH REPORT

Warwick District Faiths Forum WDF



June

Warwick District Faith Forum regrouped after the restrictions caused by the pandemic and held their meeting June 1st. Only a third of members attended but generally up to thirty people attend made up of the various local faith communities, some of their leaders, a Police representative and Warwick District and County Council representatives.

After a moment's silence for prayer for the departed and bereaved following the pandemic, there were brief introductions. It was interesting hearing how the different communities had managed the challenges of the pandemic as well as learning of new initiatives and lessons learned.

The Warwick District Faith Forum's theme for 2022 is Mental Health and Wellbeing and Bernadette Allen the outgoing WDC Wellbeing Officer attended. Ms Allen said, it is recognised that there is a need for people to simply listen to what folk have to say, but that there is a lack of able volunteers. I spoke after her, reporting on the strong links All Saints Church has with two local schools and about the new initiative of the Warwick Team's Message Bus. I also mentioned 'Women Stepping Out' [cf the Justice and Peace Report] and picking up on the identified need to listen to people, I outlined who WSO were and what they hoped to achieve.

September

WDF met at the Ahmadiyya Community Centre in Leamington Spa. A presentation was given by Mr Zafar Bhatti on the community work done by them during the pandemic, including supporting the vulnerable from the Ukraine conflict and further afield in Africa, assisting farming communities with seed planting and drought resistant farming methods.

Their new Imam, Maulana Shahzad Ahmad was also introduced to the group. A card of welcome sent from the congregation of All Saints Church to the new Imam was appreciated and All Saints Church received a greetings card at Christmas in return.

December

WDF met again December 1st with news on Ukraine Appeal.

It was reported that 60 tons of aid had been sent to Ukraine from our area all donated by organisations and groups supporting the local Polish community. Most Ukrainians had fled to Poland where their language can be mostly understood but also because of the so called 'Law of

Blood' which offers citizenship to anyone claiming a blood relative of the country. Some other European countries follow this rule but not the UK.

Five Ambulances had also been sent, the fifth driven over just before Christmas. These are re-commissioned NHS ambulances, loaded and fully stocked to UK standards and with modified steering so they may be driven on the roads for civilian use. Two more ambulances will be sent as modifications are completed.

After some delay, a shop in Royal Priors was opened as a drop-in centre offering an exhibition of Ukrainian culture and a teaching space for the refugees here.

WDFE theme for 2023

A Faiths Trail - planned for 22nd April. A popular event. A coach will be provided for transport between venues:

Our Lady's Church Lillington [RC] Built in 1964 and having a conservation order. Lillington Free Church, newly built and very modern.

Shri Krishna Mandir, The Hindu Temple in Leamington Spa

Foundry Wood Leamington Spa used by the pagan community, Green Church sessions and for wellbeing in nature groups. This will be a morning event and a picnic lunch will be provided.

Faiths Calendars.

These give significant dates in various faiths traditions and are available.

Inter-faith Links

June

UK celebrated the Platinum Jubilee of Queen Elizabeth II and the Ahmadiyya Muslim community in Leamington Spa, one of whom is on the WSO team, invited the All Saints congregation to a family celebratory BBQ. It was a thoroughly enjoyable but windy event.

August

This month the Leamington Spa Ahmadiyya Muslim Association hosted the first Islamic Cultural Exhibition, visited by some of the congregation. The exhibition was a history of Islam and aimed to show how the teaching of the Holy Qur'an was compatible with western values and discussed whether there was a connection between the Holy Qur'an and modern scientific thought. This was a well-presented exhibition, easy to read and understand with some interesting similarities to Christianity.

October

Saturday 22nd the Ahmadiyya Muslim Women's Association of Leamington Spa and Coventry celebrated their centenary and invited female members of All Saints congregation to join in their celebrations at the Baitul Ehsan Mosque. This was a well-represented and enjoyable event by local Muslim women who endeavoured to make all the invited guests feel welcome. *Margaret Hogg*

Women Stepping Out

January

After some years of prayer and research the newly formed group "Women Stepping Out" held their first meeting.

WSO is a multifaith group of women living in the West Midlands area, founded and chaired by Margaret Hogg. The group is an equal yet diverse mix of abilities, ages, nationalities, culture and faiths, currently Hindu, Muslim and Christian with each person unrelated and previously unknown to each other but all focused on helping women in distress.

WSO is a member of Warwickshire Community and Voluntary Action, WCAVA and this new initiative is supported by All Saints Church PCC.

When fully operating, WSO will be an interfaith, inclusive and safe listening space. Initially online only, the organisation will offer informal peer support to all women, with user access signposting to relevant and culturally appropriate agencies and organisations.

Our Vision This is to project the respectful 'unity in diversity' already existing amongst ourselves, outwards to our local society wherever that may be and to thus reduce the barriers of ignorance and suspicion that can sometimes divide.

Our Values We believe all women deserve to be treated equally and that despite cultural differences, many of the same life experiences are shared in various ways, regardless of the labels and barriers of today's society. In the current culture of mass human migration and wide-reaching abuse towards women and girls, women need to be able to safely share their experiences, to simply tell their story, whether joyful or sad.

Our Aim We aim to promote, through respectful integration on our social media pages, trusting, valued relationships. Through our website we aim to offer informal peer support with dignity, giving credence to fears and unspoken thoughts in a crisis, validation and a first step to a resolution or professional help through signposting to culturally relevant agencies and organisations. In this way, providing women with choices and the ability and some tools to make their own independent decisions.

WSO attended the WDFH Health and Wellbeing Conference held Saturday 15th October with eye-catching flyers, a signposting list and other information relevant to women. It was an excellent opportunity to launch ourselves and to begin making ourselves known.

After a year of monthly zoom meetings, planning and preparation we are a loyal core team of six, three of whom attend All Saints Church, with plans to recruit.

WSO is fully insured, the website is being built, there is an email address for enquiries and a bank account is being applied for.

Facebook and Instagram pages are already set up and appear to be popular with so far a following of over fifty, including from last November, the High Sheriff of Warwickshire.

Margaret Hogg

JUSTICE AND PEACE

Living in Love and Faith



LIVING IN LOVE & FAITH

Living in Love and Faith, 'LLF', a new initiative promoted by Archbishop Justin Welby is a five-session course exploring our identity. The course encourages participants to look at how questions about identity, sexuality, relationships and marriage fit within the bigger picture of the good news of Jesus Christ and what it means to live in love and faith as a Church. It is part of a process designed to help find the way forward as a national Church, especially regarding the doctrine and practice around marriage.

February

Through LLF, conversations about identity, sexuality, relationships and marriage in the Church were begun aiming to lead to the development of proposals on how lesbian, gay, bisexual and transgender people may be fully included in the Church as a whole.

All Saints aspires to be 'an *inclusive*, vibrant worshipping community'. The PCC felt it therefore important for the wider congregation to share in the LLF process. Two videos from the course were shown during morning services and others followed with discussion. This enabled All Saints as a whole to give feedback to the Warwick and Leamington Deanery by the end of April.

LLF resources were available online and the course itself was offered locally via zoom led by Rev. Jo Parker vicar of St Marks Church Leamington Spa.

March

On March 20th, during our 'Simply Worship' service, responses to the Living in Love and Faith initiative were invited from the congregation. The gospel reading for the day was Luke 13: 1-9, the Parable of the Fig Tree, and a parallel was drawn between the gospel - of people asking Jesus to help them make sense of the conflict, disaster and seemingly incomprehensible injustice around them - and our need to do the same today. The congregation were invited to imagine the fig tree in relation to the Church of England and to prayerfully focus on this as we neared the end of our LLF process. Following the parable, cards were distributed inviting all to write down thoughts for a fruitful future for the church and to then tie them to the re-created fig tree. The resulting tree is pictured above. Generally, the comments were inclusive with most wanting a brave and clear response to developing radical inclusion around sexuality and gender. However, some were more guarded, and others revealed wounds inflicted by past and present church practice.



A picture of the tree and the cards was uploaded to the LLF hub as an example of a creative response. Excitingly, the LLF team loved it and asked if the tree could form part of an exhibition to be staged at the July 2022 meeting of the General Synod (the CofE's governing body) in York. The General Synod will vote on agonisingly and prayerfully discerned proposals from the House of Bishops in February 2023.

Inclusive Church

August

In order to make progress on our 'inclusiveness' as a church and to support the LGBT+ community during August's Pride Week, the Saturday morning procession through Leamington Spa was promoted in the Pews News. Some of the congregation attended this colourful and noisy event down the Parade and walked with leaders and members of several different local churches. The Fire Tender following in the rear with the siren sounding, and the clapping from onlookers, added to the joyful party atmosphere.



In the Pump Room Gardens there were stalls, entertainments and speeches of support by the Mayor Nick Wilkins and by the local labour MP Matt Western.

October

Further discussions by the PCC on what it meant to be an inclusive church, continued with the prospect of joining the Inclusive Church Network.

This is an ecumenical network supporting inclusion across a whole range of issues, not just sexuality and gender but also ethnicity, class, and disability, physical or mental health etc. This idea was put to the congregation through the Pews News and within a sermon slot. If proceeded with, being part of the Inclusive Church Network would signal our commitment to being a fully welcoming church but would also provide All Saints support from an already established network: this at a time of confusion and unrest within the Church of England.

All Saints Church Website

The PCC has updated the introductory statement which now states:

All Saints' Church is committed to being an inclusive church. We are open alike to visitors and newcomers, singles, couples, and families with children.

Wherever you are on the journey of faith – and whatever your beliefs, personal or social circumstances, (dis)abilities, sexual orientation or gender identity – come and see.

As a church we worship a loving God who welcomes all, without bias.

November

The PCC approved the following funds from Mission Giving for 2022:

£1,200 to 'Thrive' for ongoing work with The Lounge and Message Bus.

£500 each to Emscote Infants and All Saints Junior School for their school Hardship Fund.

£350 to The Mothers' Union in Coventry Diocese for their 'Away From it All' holiday project for disadvantaged families.

£350 to the Disaster Emergency Committee for the Ukrainian refugees.

£350 to Age UK for their continuing work with vulnerable older adults.

Gill Frigerio and Margaret Hogg

PASTORAL

SAFEGUARDING REPORT



Safeguarding is the responsibility of each and every one of us. Adults at risk and children deserve the best care the Church can provide. We appreciate the time given by so many in our church community, in their commitment to our activities, and we must ensure that they are able to do this with their own safety, and those of others in mind.

The Safeguarding Policy we use is used throughout the Coventry Diocese and is aligned 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.

We use an online tool called the Safeguarding Dashboards which assists us in implementing the administration of the Safeguarding Policy.

Myself, Reverend Diane, Sandra and Christine have met regularly throughout the year to discuss progress in respect of the dashboard, and this has included advising the PCC of policies that they need to adopt and review.

The congregation have been encouraged to complete the online safeguarding training which is mandatory for anyone undertaking a role within the church whether voluntary or paid, and to date 36 people have committed to this, and to renewing on a 3 yearly basis.

Thank you to everyone for your willingness in helping us provide a safe church environment.

Please pray for those involved in the crucial work of safeguarding, and that our church is a safe place for all.

If you want any further information about safeguarding or the training courses please speak to myself, Sandra or Christine and we will be happy to help. You can also find information on the Coventry Diocese website.

Linda Cooknell

HOSPITALITY REPORT

The Sunday coffee rota seems to be working smoothly thanks to all those volunteers on the rota. Coffee is served after Mass on Sunday and after Mass on Thursday which continues to be in the Coffee Room.

We have had lots of special occasions this year. In July we had cake for our lovely curate Sarah Cushing on her first time presiding at Holy Communion. From May onwards we had three Messy Church services - lots of work for all volunteers involved and a big thank you to Ania our Family Link Worker.

In October we held our organist Trevor Barr's Memorial Concert. Lots of lovely music and memories from Village Voices and individual musicians known to Trevor and participation from All Saints members too, followed by refreshments. Also in October we had a bring and share lunch for Harvest.

Janet Walters and Sandra Barnsley served coffee for the end of term schools' assemblies. We now have 'Warm Space' on Tuesdays in the Coffee Room, organised by Anne Love and Kim Willis.

Fay Hughes

MEMORY CAFÉ PLUS REPORT

The year began with preparations for the launch of a renewed Memory Café Plus+ on 7th March. The aim of the launch was to:

1. Spread the word about the start date (March 21st) and the activities and therapies on offer.
2. Inform people who might be in a position to refer clients in their professional capacity or recommend it through social contact within the community.
3. Give the opportunity to some of those who did not as yet feature in our programme of activities for people with memory loss to demonstrate their talents and expertise.

The attendance on the day of the launch was good, and some helpful contacts were made.

*For those affected by age-related
memory loss or dementia*



Therapeutic activities • Free parking • Fully accessible
facilities • Refreshments • Carer support

The Café opened on 21st March with all volunteers, Gwen, our new art therapist, and an encouraging number of carers and cared-for present. Two members of the Steering Committee took on the task of booking speakers, therapists etc and the programme that the Steering Committee had mapped out proved to be very popular. However, a combination of extra Bank Holidays and the Queen's funeral interfering with the normal dates for the Café, combined with unexpected serious health problems for some clients caused the attendance figures for the year to fluctuate wildly, ranging from 16 on the register to only 2 or 4 attending on some dates. This was disappointing and

concerning for the volunteers, some of whom had had to drop out or were struggling to come along because of their own health problems. Clients who were unable to come were updated regularly and the feedback from those who did come was always good.

A possible solution to these problems for volunteers and for the future smooth running of the Café was discussed at the Steering Committee held on 25th May. It was decided to apply for funding for someone with overall responsibility for Memory Café Plus+ who would attend regularly and take on bookings etc and publicity. The Steering Committee would continue to plan the programme with this person, but not have the responsibility for bookings and publicity or for contacting clients.

With the help of Cherylynne Harrison (The Gap) an application for funding from the Pool (Henry VIII fund) was drawn up. As Cherylynne was already in consultation with St Paul's Warwick about a project that they wanted to expand for the elderly (Activity) a proposal was made to combine oversight of Activity, the Gap and our Memory Café Plus+ and create a new opportunity for a co-ordinator to work on all three to a total of 20 hours per week. As far as All Saints' was concerned, the Steering Committee would continue to have input, helping to maintain the aims and ethos of the Café, continuing to make suggestions for the annual programme and evaluating sessions. The application was accepted by the Project Pool trustees and duly given the go-ahead for the Older Adults Partnership Assistant to be funded for three years. This was granted on 22nd September 2022.

As a result, Diane Ray was interviewed and appointed by a panel representing the 3 projects by mid-December and is scheduled to start on 3rd January 2023, attend her first Steering Committee on 9th January and meet all volunteers and clients on the first Memory Café Plus+ meeting on 16th January.

Ending on another positive note, attendance at our meetings gradually improved after further publicity and constant reminders about dates to clients from Martin. The programme for the year went well, with a good balance of tried and tested activities plus more music from Armonico and Playlist for Life as well as on two occasions the reception class of Emscote Infant School coming in

to sing and chat to members. This connection with the school through music, and possibly poetry and art later, was so much appreciated that the school are more than happy to continue their visits in 2023. Volunteers are also feeling encouraged by their new co-ordinator, and much appreciate the help given by Vlad in the tasks of setting up and clearing away.

Martin Latham

ST EDITH'S HOUSE REPORT



Very sadly the Trust lost a most valued and respected member of its board, Trevor Barr. Trevor brought the good humour and sound common sense the Trust needed to ensure the institution of St Edith's continued to provide the quality service it has over the last twenty years. He is greatly missed.

On the brighter side we were at last able to appoint a Treasurer after a somewhat tortuous two years since Paul Robinson retired. Paul Brown has kindly agreed to take over the role. Paul

brings years of experience in financial affairs and his appointment is warmly welcomed.

As with most Victorian buildings St Edith's needs constant care and attention, particularly if it is to continue to provide homes for people with learning difficulties. This it has done successfully since it started in 2003 but to ensure that success continues all flats will be upgraded over the next two years. This work has already started during February 2023.

There are currently seven Trustees on the Board but we are always seeking new members. Anyone interested in being involved as a Trustee in a very rewarding and socially important activity is more than welcome.

Andrew Baugh

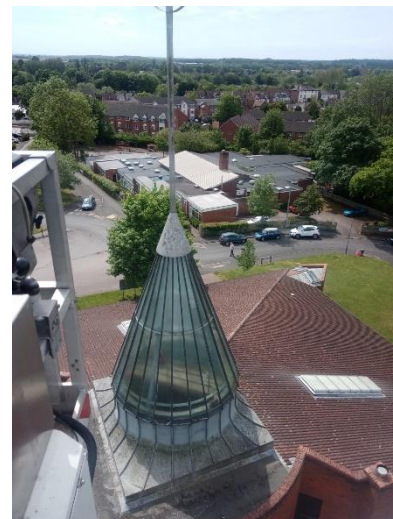
FABRIC AND FINANCE

FABRIC REPORT



The year commenced with one of the glass panels in the Spire having fallen from its perch.

After much effort by the team to find a glazing company to do the work, the panel was eventually replaced and the whole Spire cleaned for the first time in many years. The leaks reported as a priority in the quinquennial of 2021 were also repaired at the same time.



Late in the summer the lead was taken from the Lady Chapel roof. We did investigate replacing the lead with a substitute that would not be stolen but after consultation with the insurers, the

architect and the roofers it was agreed that a lead replacement would work better for the church. The final cost of this repair was £3,300.

Some improvements were also made in the office. These included replacing the lighting in the office area with new LED lighting at a cost of £750 and the building of a new cupboard for the storage of office and Family Link Worker equipment at a cost of £1,250.

The PCC agreed to a review and refurbishment of the sound system which had been causing issues for some time. The review was carried out by a specialist company and the PCC approved all recommendations. These included replacing the lectern and standalone microphones, the purchase of a third headset microphone and a complete rebalancing of the system. This has been a big success with everybody commenting on how much better the quality of the sound is following the review.

In November 2022 the PCC approved the purchase of a new computer in the office. This has improved productivity and made life much easier for the office staff.


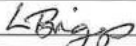
There was no major expenditure in 2022 on the Contact Centre but in No. 1 All Saints Rd we replaced the floor in the kitchen and repaired some of the damp course in the kitchen area. There is still some dampness in the kitchen area which is currently being investigated.

The grounds of the church were maintained throughout the year by a dedicated team of mowers and gardeners. They kept the grass mowed and the weeds cut back at all times and the car park area was treated for weeds in a separate exercise. A big 'thank you' must go to the team, not all of whom even have their own lawns to mow.

Alan Rylett

CHAPTER 3:

CHURCH FINANCIAL REPORT 2022

 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 2022	Charity no (if any)	XN89346
Set out on pages	1 and 2 <small>(remember to include the page numbers of additional sheets)</small>		
Responsibilities and basis of report	<p>I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2022</p> <p>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").</p> <p>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.</p>		
Independent examiner's statement	<p>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:</p> <ul style="list-style-type: none"> 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. <p>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.</p>		
Signed:			Date: 23/2/2023
Name:	Lindsey Biggs		
Relevant professional qualification(s) or body (if any):			
Address:	8 Montague Rd Warwick CV34 5LJ		

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Oct 2018

ALL SAINTS Emscote Warwick PCC Accounts

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR TO 31 DECEMBER 2022

	Note	unrestricted funds £	2022 restricted funds £	Total funds £	2021 Total funds £
INCOMING RESOURCES					
Voluntary income		44287	53825	98113	140445
Fee and premises income		28863	0	28863	27742
Interest and dividends		1270	3100	4370	3043
Other Income		0	0	0	0
Total incoming resources		74421	56925	131345	171231
RESOURCES EXPENDED					
Church activities	3	73579	38649	112228	147354
Missionary and charitable giving	5	0	5990	5990	5166
Total resources expended		73579	44640	118218	152519
NET INCOME/(EXPENDITURE) before transfers/valuations		842	12285	13127	18712
Revaluation of investments	6	0	-13825	-13825	14829
NET MOVEMENT IN FUNDS		842	-1539	-697	33541
Balance brought forward at 1 January 2022		129699	119843	249541	
BALANCES CARRIED FORWARD at 31 December 2022		130541	118303	248844	
ALL SAINTS PCC					

BALANCE SHEET AT 31 DECEMBER 2022

	Note	unrestricted funds £	2022 restricted funds £	Total £	2021 Total £
FIXED ASSETS					
Investments	6		104138	104138	117963
CURRENT ASSETS					
Creditors and prepayments	9	439	0	439	6482
Short term deposits		113316	0	113316	87891
Cash at bank and in hand		16986	41419	58405	77641
		130741	41419	172160	172014
Debtors due within 1 year	8	200	27254	27454	40435
Net current assets		130541	14165	144706	131579
TOTAL NET ASSETS		130541	118303	248844	249541
FUNDS					
Unrestricted		130541		130541	129699
Restricted			118303	118303	119843
TOTAL FUNDS	10	130541	118303	248844	249541

Notes to the Financial Statement for the year to 31 December 2022

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 £	2022 restricted funds £	Total £	2021 Total £
Voluntary Income				
Planned Giving				
Tax efficient donations	25800	2867	28667	29324
Tax recoverable	7403	0	7403	8441
Other planned giving	2078	231	2308	3129
	<hr/> 35281	<hr/> 3098	<hr/> 38378	<hr/> 40895
Other Donations				
Open Plate	1701	0	1701	6060
Bequests	0	47858	47858	90110
Events and miscellaneous	7305	2870	10175	3381
	<hr/> 44287	<hr/> 53825	<hr/> 98113	<hr/> 140445
Total Voluntary Donations				
Fees and premises income				
Fees and miscellaneous	2005	0	2005	4200
Premises Letting	26858	0	26858	23542
Total fees and premises Income	<hr/> 28863	<hr/> 0	<hr/> 28863	<hr/> 27742
Interest and Dividends	1270	3100	4370	3043
Insurance	0	0	0	0
	<hr/> 0	<hr/> 0	<hr/> 0	<hr/> 0
Other Income				
	<hr/> 0	<hr/> 0	<hr/> 0	<hr/> 0
Total Incoming Resources	<hr/> 74421	<hr/> 56925	<hr/> 131345	<hr/> 171231

3. Church Activities

	unrestricted funds £	2022 restricted funds £	Total £	2021 Total £
Ministry				
Ministry Expenses	215	127	341	305
Parish Share	14689	14681	29370	28168
Worship & Music	2072	2451	4523	9601
Mission & Outreach	0	5990	5990	3500
Pastoral Care	1593	0	1593	2293
Education & Nurture	1010	0	1010	2384
	19579	23249	42828	46250
Support Costs				
Church running costs	21590	262	21853	15628
Contact centre running costs	3473	0	3473	4961
No 1 All Saints costs	702	0	702	1400
Vicarage costs	331	0	331	260
Church office	21571	3679	25249	17592
Total Support Costs	47667	3941	51608	39841
Special Expenses				
FLW	6333	7418	13751	29105
Church Fabric	0	2430	2430	12280
Church Equipment	0	5937	5937	664
Contact centre Fabric	0	0	0	4116
Contact centre Equipment	0	0	0	6948
No 1 Fabric	0	0	0	0
No 1 Equipment	0	0	0	0
Church Shed	0	1665	1665	8150
Insurance Work	0	0	0	0
Special Mission Gifts	0	0	0	0
Total Special Expenses	6333	17450	23783	61263
Total Church Activities	73579	44640	118218	147354

4. Staff Costs and Reimbursed Expenses

During the year the PCC employed 4 people, as Contact Centre Cleaner, Parish Administrator, Family Link Worker and a 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 £	2022 restricted funds £	Total £	2021 Total £
Salaries & Wages	24714	3660	28374	43362
Staff Pensions	468	696	1164	0
National Insurance & Tax	114	1740	1854	0
Total Staff Costs	25295	6097	31392	43362

5. Mission and Charitable Giving

The following mission giving was approved by the PCC for 2022. 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	2022
Oversea					
Ukraine Appeal	350	1751			2101
Home/Church Mission					
Childrens Society				126	126
Salvation Army				113	113
British Heart Foundation			750		750
Age UK	350				350
Mother Union	350				350
Local/Secular					
Emscote school	500				500
All Saints School	500				500
Thrive	1200				1200
Total Mission & Charitable Giving	3250	1751	750	239	5990

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	2022 restricted funds	Total	2021 Total
	£	£	£	£
Accruals				
Special Collections	0	0	0	0
Church Running Costs	0	0	0	0
Church Office	0	0	0	0
Mission Giving	0	600	600	600
Staff Salaries	0	24154	24154	29635
No 1 Maintenance	0	0	0	0
Treasurer's expenses	200	0	200	200
Church Equipment	0	2500	2500	10000
Myton Hospice Chaplain	0	0	0	0

Total Debtors	200	27254	27454	40435
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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 £	2022 restricted funds £	Total £	2021 Total £
Prepayments				
Insurance	2486	0	2486	2067
Church Maintenance	624	0	624	568
Contact Centre Maintenance	0	0	0	0
No 1 All Saints Rd Maintenance	82	0	82	155
Licence & Affiliations	846	0	846	1070
Office Costs	0	0	0	0
Total Pre Payments	4038	0	4038	3860
Income Due not received				
Tax Recoverable	5068	0	5068	1785
Henry Trust	0	0	0	377
CC Income Outstanding	0	0	0	460
Payments in Advance				
FLW Salary	8667	0	8667	0
Total Amount due & Prepaid	439	0	439	7660

10. Funds

	Total as at Dec 2021 £	Income £	Revaluation £	Expense £	Total as at Dec 2022 £
Restricted					
Dickins Fabric Fund	9986		-1170		8816
Assistant Clergy Fund	107976		-12654		95322
Mission Giving	771	3098		3250	619
Other Collection	0	2740		2740	0
Flower Fund	0	130		130	0
Dickins Dividends	0	262		262	0
Assistant Clergy Dividends	0	2837		2837	0
Emscote Community Project	143	0		0	143
King Henry Money	966	47858		35420	13404
Total Restricted Funds	119843	56925	-13825	44640	118303
Unrestricted Funds					
General Fund	129699	74421		73579	130541
Total All Funds	249541	131345	-13825	118218	248844

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 £262.40 during 2022 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 £2,837.15 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 2022 the total income from this source was £30,975.15 and thus 10% or £3,097.51 was transferred into a special fund for the purpose of planned giving. This fund shows a surplus of £619.11 which is carried forward to 2023.

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: Donations for flowers in 2022 totalled £129.50. All additional 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 2022 no funds were raised for this so we carry forward a surplus of £143 into 2023.

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 2022 the total income from the King Henry Trust was £47,858. This amount included £900 for costs of setting up the Community Pool Charity plus £377 due in 2021.

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 £650 was paid towards the costs of Memory Café for older people and dementia support and the costs the Family Link Worker, where these were not met by the schools or TfC, were paid from the Henry Grant.

In addition, £3,300 was spent to replace stolen lead from the Lady Chapel roof, £1,250 was spent on improvements to the office for the family Link Worker, £311 was spent on tables and chairs for the Message Bus, £740 was spent on a new office computer and £2,150 was spent to repair the sound system including the purchase of new microphones. The area around the shed was improved at a cost of £1,665. A further £2,500 has been reserved for a project underway to install better visual aids to the coffee room that can also be used in the worship space and meeting rooms.

The King Henry Trust also pays the Diocese directly for the costs of the clergy and their housing within the parish. In 2022 this grant totalled £47,354. As this is paid directly to the Diocese it therefore does not appear in the church 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 2022 no capital expenditure has been approved by the PCC.

12. Related Party Transactions

There were no related party transactions during 2022.

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

- Give further consideration to what it means for All Saints to be an 'inclusive' church.
- Explore the possibility of an away day or parish weekend or pilgrimage.
- Continue to develop Family Church at All Saints and to celebrate intergenerational worship through Messy Mass.
- Research, resource, promote and hold a discipleship course for those new to the Christian faith, or to the life of the Church.
- Find more opportunities to enjoy 'being' together in fellowship: e.g. through food and fun.

2. Developing All Saints as a community resource

a) Older adults

- Continue to support church-funded ventures (e.g. Lunch Club and Crafty Café).
- Through the Memory Café at All Saints, Activitea at St Paul's and older person's work at The GAP work to establish more firmly partnership working.

b) Community well-being

- Continue to promote All Saints as a resource and hub for the wider community.
- Consult with near neighbours and the wider community on plans for the outside of All Saints Church (All Saints Green). Seek funding.
- Continue to strengthen links with schools, families and church through, for example, our Family Link Worker.

3. Developing provision for young people in Emscote

Through the Warwick Team's Message Bus and its new manager, after last year's LOUNGE pilot, and in partnership with other relevant organisations, continue to develop relationships with young people.