

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 2023**

Team Vicar:

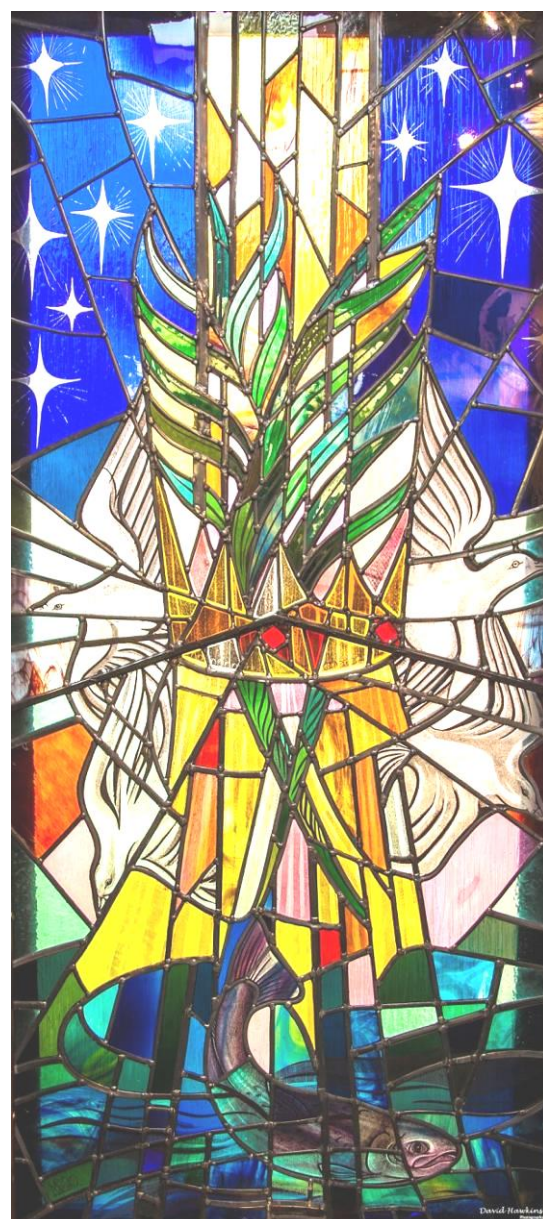
The Revd. Diane Thompson

All Saints' Vicarage,

Vicarage Fields

Warwick CV34 5NJ

Registered Charity Number 1131059



Contents

CHAPTER 1:	3
THE PAROCHIAL CHURCH COUNCIL	3
CHAPTER 2:	5
THE VICAR'S LETTER.....	5
WORSHIP & PRAYER	7
COMMUNICATION	13
COMMUNITY OUTREACH.....	15
DISCIPLESHIP	21
INTERCHURCH & INTERFAITH	22
JUSTICE AND PEACE	26
PASTORAL	28
ST EDITH'S HOUSE REPORT	31
FABRIC AND FINANCE	32
CHAPTER 3:	33
ALL SAINTS EMSCOTE WARWICK PCC ACCOUNTS.....	33
CHAPTER 4:	44

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 *Martyn Bates	
PCC members ex officio:	*Andrew Giles Christine Dunn Gill Frigerio	from APCM 2017 Lay Vice Chair (from March 2023) from APCM 2021
PCC members by election	*Joanne Adams *Moira-Ann Grainger *Glynis Goodfellow Eleri Parry	PCC Minutes Secretary from APCM 2021 from APCM 2021 from APCM 2023
Co-opted members:	*Margaret Hogg Alan Rylett Andrew Baugh	from APCM 2022 PCC Treasurer from APCM 2022
PCC Treasurer	Alan Rylett	
PCC Secretary:	Hannah Wilson	

Representatives on Synods
(ex-officio members of PCC):

Deanery Synod:	*Andrew Giles	
	Gill Frigerio	(ex-officio)
Diocesan Synod:	Gill Frigerio	(ex-officio)
General Synod:	Gill Frigerio	

** indicates the elected term comes to an end this year.*

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.....



..... May 2024

During 2023 the PCC met as follows:

Thursday 19th January (zoom), Thursday 15th February, Wednesday 17th May, Wednesday 12th July, Monday 18th September and Thursday 7th December (zoom).

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 2022 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.

CHAPTER 2:

A YEAR'S JOURNEY TOGETHER

THE VICAR'S LETTER

Isn't it a consolation to know that life isn't a straight line? Many of us wish and have been told that it should be, but I haven't met a life yet that's a straight line to God. And I have even met Mother Teresa!

So writes Richard Rohr, early on in his book 'Things Hidden'.

I don't know about you but I find these words such a relief. After reading them I feel myself taking a deep breath and finding a sense of release. They act as a reality check.

Related to this, at the start of 2023 All Saints member Margherita Finney was beaver away on a commission to create a new altar hanging for All Saints Church in time for Lent. The hanging features a classical labyrinth which, in essence, symbolises life's twisting and turning pathway.



Just as our Lenten labyrinth echoes Fr. Richard's words that 'Life isn't a straight line' so does this annual report for 2023. The year has had its ups and downs, its joys and its sorrows, its disappointments and surprises, its smooth and rocky times. In July, it was necessary, though very disappointing, not to be welcoming a new curate when there had been a firm plan in place for one. God is good though: things are working out well for Revd. Cerys at St Mary Magdalene, Lillington and All Saints continues to be blessed by a supportive team of retired clergy and through the 'God of surprises' appointment of our new Associate Minister, Revd. Tim Cockell (acting Archdeacon Pastor).

In March, the vicar was absent for long-overdue surgery and then, after just a fortnight's return, was away on three months of sabbatical. She returned at the beginning of July to a genuine All Saints welcome. It was gratifying to see that the church was still in good shape and heart. We'd all been enriched by the experience and the vicar also learned the important lesson that she isn't indispensable.

There have been both gains and losses during the year. In terms of gains, the work of our staff members Hannah (administrator), Vlad (caretaker) and Ania (Family Link Worker) has helped to broaden All Saints capacity for outreach. Through Messy Mass, for example, it is joyous to see new families coming along and all ages enjoying

being together for worship. We have been enriched by one another. In reality, we need one another.

In terms of losses - sadly, in autumn 2023, two beloved All Saints stalwarts died: Liz Sayell and Stuart Badger. Over many years both had made significant contributions to the life of All Saints and the wider community. To compound this loss, in January 2024, our dear friend and organist Martin Latham died suddenly, just before Stuart's funeral. Despite the rocky time, in true All Saints style, and in thanksgiving to God for them, we honoured our friends.

Back tracking to the Spring, to just before the sabbatical period, All Saints Juniors had its church-school inspection. It passed with flying colours getting the rare grading of 'excellent-excellent'. Right from the early days of this parish the link between church and schools has been strong and we can be proud that this continues. The partnership is life-giving. A lovely sign of this came at the end of 2023. Our schools were invited to make colourful banners for display in church on the theme of Christmas Carols. Every year group (from Reception to Year 6) produced one and All Saints main space looked very festive decked out in them. In addition, the Little Saints team decorated the entrance hall; the Craft Club and a member of St Edith's decorated the front windows; adults and children together had a hand in decorating the Christmas trees. It was the community's creative way of proclaiming 'God with us' and it came at the end of a very twisting and turning year's journey. It makes me wonder if life would be just a tad dull if there was a straight line to God...

As you digest this 2023 report, give thanks for God's mercy and steadfast love, at work in this place through *all* that's happened.

Revd. Diane

WORSHIP & PRAYER

WORSHIP REPORT

There has been a full programme of worship throughout 2023. Mass was celebrated every Sunday and the majority of Thursdays in the year. Begun in November 2022, 'Messy Mass' has been attracting a growing number of new families to church, (children and adults) on the third Sunday of the month.

In Epiphany season there were festival masses for the Visitation of the Magi and Candlemas. Lent began with the Ash Wednesday service on the evening of February 22nd. During Lent there were a number of meditative evenings on Wednesdays, in the Lady Chapel.

Mothering Sunday, a Messy Mass, was celebrated on March 19th. As is the tradition at All Saints, small posies of flowers were distributed by the children to members of the congregation.

Just before Easter Revd. Diane began her 3-month sabbatical, meaning that all our services throughout the Easter period and into the summer were covered by a variety of visiting priests. These included retired clergy and those from the Cathedral and across the diocese.

Holy Week began with Palm Sunday and saw Revd. Roger Garrett presiding. The outdoor 'Stations of the Cross' was available for anyone to walk throughout the week, using printed pamphlets which were available from the office. The indoor Stations of the Cross was led on the Wednesday evening by a member of the laity.

Our celebrant for Maundy Thursday was Revd. Susan Bowden-Pickstock, (responsible for curate ministerial development in the diocese). Although Susan was not familiar with our tradition, she coped extremely well with direction from a very capable serving team. Following the service an all-night vigil was kept in the Lady Chapel, where a beautiful garden had been designed and constructed by Hayley Williams-Hindle. The Vigil was 'staffed' by All Saints members in shifts and lasted until the sacrament was processed from the chapel during the Good Friday service, for which Revd. Sarah Cushing presided.

On Easter Eve the service for the kindling of the new light took place. This began outside the church where a bonfire was lit and the new Pascal Candle ignited from its flames. Congregational hand candles were lit from the Easter Candle as it entered the darkened church, the new light spreading throughout the building. The celebrant was Revd. David Herbert.

Easter Sunday, a Festival Messy Mass, was a very joyous occasion. Revd. Roger Garrett presided and there were a good number of children present. Following the service there was an Easter Egg Hunt in the vicarage garden.

Revd. Su McClellan presided on Low Sunday, 16th April, and the Revd. Susan Bowden-Pickstock joined us again to preside at the Easter 3 Mass. Bishop John led the service for 'Good Shepherd Sunday' on April 30th, his last service with us before his retirement in June. Revd. Su McClellan and Revd. John Reese officiated for Easter 5 and 6 respectively. Fr. David Pettifor presided for the Ascension Day Mass while Revd. Sarah Cushing led the Sunday after Ascension. Fr. David Pettifor again presided for our Festival Mass on Pentecost Sunday, while the Archdeacon Missioner, Ven. Barry Dugmore, joined us to preside for Trinity Sunday, on June 4th.

Ordinary Time resumed on May 29th. Corpus Christi, to celebrate the institution of Holy Communion, was observed on Thursday 8th June and was led by Fr. David Pettifor. The following three Sundays were led by Revds. Roger Garrett, John Reese and Su McClellan.

During Revd. Diane's sabbatical, a number of retired clergy also officiated at our midweek masses, including Revds. David Herbert, David Pettifor and David Jessett.

Revd. Diane returned at the beginning of July. On Dedication Sunday, July 16th, we marked 34 years of worship in the new church building. During the same month we welcomed Revd. Tim Cockell and his wife Revd. Nell, after Tim's licensing by Bishop Christopher as Acting Archdeacon Pastor in the Diocese and Associate Minister of All Saints' Emscote.

Through August, Sunday services continued while Thursday Mass was suspended, as is the custom. Revd. Tim Cockell presided at Mass on August 18th and Revd. Roger Garrett on August 25th. Fr Terry Henderson and Reader Andrew Giles preached.

Messy Mass resumed in September, when the schools returned. All Saints began the Season of Creation at Messy Mass on 17th September. The following week we welcomed RC friends Paul and Helena McCloskey from St Charles Borromeo to our service. Paul gave the address. Our final Creationtide celebration came with the Harvest Messy Mass on Sunday 15th October. During the week following, the schools came to celebrate their harvest festivals. All together we showed our generosity with the number of goods donated by both schools' and church for the Foodbank.

Midweek Mass continued throughout the Autumn. Revds. Peter and Jenny Lister were invited by Revd. Diane to do an occasional homily. Revd. John Reese, Fr. David Pettifor and Revd. Anne Morris presided and preached when the vicar was not available.

During September we heard of the death of Liz Sayell, who had been a long-standing member of All Saints' family since the late 1960's. Liz's funeral was held in church on October 18th. It was very well attended and was a true celebration of her life. She will be missed by many for her long and dedicated ministry.

All Saints Day was this year transferred to November 5th. Festival Mass was held in the morning whilst a service to commemorate All Souls took place at 4.00pm. For

this, special invitations were sent to those who had lost loved ones over the previous 12 months. The service was well attended. Remembrance Sunday was kept on the November 12th, Messy Mass on 19th November, Christ the King was celebrated on November 26th and Advent Season began on December 3rd.

During the Parish Mass on 10th December, we heard the sad news that another of our long-standing members, Stuart Badger, had suddenly passed away. Stuart had been Sacristan at All Saints for many years, as well as having had other significant roles within the life of the wider church. Stuart's funeral and service of thanksgiving was held on January 16th 2024. Thanks go to Revd. Liz Jones (hospital chaplain at St Michael's) and Revd. Jonathan Hearn (St Paul's Warwick) who stepped in to co-lead the services at Oakley Wood and All Saints whilst Revd. Diane was recovering from illness.

Christmas comes early in our schools. We welcomed the Infants and Juniors for various Christmas activities, assemblies and concerts from the end of November to the end of term.

Messy Mass happened on December 17th and focussed on Gabriel's visit to Mary and was called 'Risking Everything for God.' It was a very happy occasion and was well attended by both adults and children. On Christmas Eve afternoon the Crib and Christingle service was reinstated for the first time since Covid. Entitled "The Donkey's Story", it was attended by more than 100 children and adults and was led by Revd Diane and Sandra Barnsley (the donkey). 'Midnight Mass' took place at 9.00pm (Midnight, Bethlehem Time). For this there was a much smaller congregation but those who attended really appreciated it. Being earlier enabled some children to attend also. Christmas morning was an all-age celebration for the birth of Jesus, the best gift ever.

Revd. Roger Garrett presided at our Sunday Mass on New Years Eve. And so, the year 2023 ended.

Statistics on services

School Assemblies and services held in Church: Emscote Infants x4; All Saints Juniors x4; Schools' Federation x3; Christmas carol services x2

Baptisms – 6 (either during Parish Mass or after)

Weddings – 2

Funerals – 12 (in church followed by committal; or at the crematorium.)

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

FLOWERS REPORT

Flowers for Church continued to be arranged every fortnight in 2023. If anyone wishes to provide flowers or a money donation for flowers for a special occasion or in memory of a loved one, please do let us know.

Fay Hughes & Pam Neal

MUSIC REPORT

Only a year ago Martin Latham was reporting on the loss of Trevor Barr, in July 2022. This year I report on the sad loss of Martin himself.



Throughout 2023 Martin continued to play a significant role in the musical life of All Saints even though, after Trevor's death, he had signalled his wish to step down from playing the organ, bit by bit. In response to this, over the course of this year Mark Swinton and Colin Millington (from St Mary's Warwick) and Colin Druce came to relieve Martin from some of his Sunday duties. Nevertheless, his faithful work behind the scenes continued: his wealth of knowledge on the liturgy and hymnody made the monthly choosing of hymns with him both a pleasure and a privilege; he had an 'eagle eye' for proofing orders of service; he prepared the music for visiting organists and cantors, and indeed, even on the day of his death (12th Jan 2024), Martin had been doing just that.

Stepping down through 2023 he may have been, yet Martin still enjoyed the opportunity to play alongside Peter Ormerod and Ania in the new monthly Messy Masses. And at the end of the year, at the Christmas Eve Christingle Service, he seemed to be in 'fine fettle' with the keen crew of children and adults who 'made merry' together.

Though crossing the boundary of this 2023 APCM report, I cannot help but report on Martin's funeral service, which was held at All Saints on 15th February 2024. It was such an uplifting, poignant and beautiful musical occasion - Colin Druce, Beth Williamson, Angelica Latham, members of St John the Baptist, Axbridge (where Martin had been organist and music director for over 40 years) and many others, all helped to make it so. Surely, singing and making music to the Lord was Martin Latham's life-long calling!

*Martin,
Requiem aeternam dona ei, Domine,
et lux perpetua luceat ei.
Requiescat in pace.
Amen.*

Other aspects of music-making to report on include the schools' concerts and assemblies at church. It is always a joy to welcome the children to church. They raise

the roof with their singing. Enhancing this, Ania our Family Link Worker has been the inspiration for some fine 'live' musical offerings (vocal and instrumental) from groups of pupils, staff and parents across both schools.

A growing number of music-makers have been using All Saints for rehearsals, concerts or regular sessions in 2023. Long may this continue!

Revd Diane Thompson

LITTLE SAINTS REPORT



We are the Monday morning arm of Family Church at All Saints Emscote. Our parents, grandparents and carers faithfully bring their little ones – early on a Monday in term time.

Sometimes there are 8 of us and at other times 28 – what never changes is the care and support of one another and the sharing of our worship and fellowship time. We share stories, fun, laughter, joy and sometimes tears. We are definitely intergenerational – aged between 3 months and

80+ years. The entrance to church can look like a pushchair park – often the only sign that we are all enjoying the warmth and hospitality of the coffee

room. Carers have told us that it is like being part of a family, where they and their little ones are always sure of a warm welcome and a smile – and toys and a hot drink!



We have a special worship space in the coffee room with our mat and cushions where we meet and sing our circle song – followed by our opening prayer and we share in telling a story from the bible. Imagination runs wild here, and we are often joined by a large model dinosaur. We then make a merry noise with our instruments. and sing to the Lord. We close with our colourful candle, prayer, and

blessing song.

Our craft session follows – we like to paint and try something new - gluing and sticking are very popular – or just play happily and enjoy a chat and a drink. We enjoy sharing birthdays with a little gift and the singing of "Happy Birthday." We all enjoyed our little parties at the end of summer and Christmas. The party bags were very successful.



Many thanks to our team of very willing and generous volunteers – Janet and Pam and to Margaret Hitches for all her help with craft ideas.

We said goodbye to Julia and Fay this year, with thanks for all their help with our music making and hospitality. Many thanks to Rosemary who brings her grandson and is a great help with managing our cd player and sorting out our songs.

It continues to be very rewarding to work with these

little ones and their carers and such a great support team. It is very lovely to see a little one who has been with us since she was 3 months old joining in the actions of our favourite song.

“Jesus’ Love is Very Wonderful” – it is indeed! Thanks be to God.



Sandra Barnsley & team

COMMUNICATION

FROM THE OFFICE

Pews News is still published on a fortnightly basis, with exceptions at special occasions such as Christmas, Easter and All Saints' Day. It is distributed electronically by email, on the church website, Facebook and A Church Near You, as well as on paper in the church foyer.

Website

The new church website is mostly running smoothly, with a minor issue over contact forms now fixed.

Phone

Thanks to repeated issues with the landline phone, it has been decided to use the mobile phone for now while alternative options for the landline are investigated.



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 still runs the Family Church at All Saints group which is still in regular use, especially on Messy Mass Sundays. Pews News is published on the Facebook page on a fortnightly basis. We have 260 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 – thank you to Rory and Alan in particular.

Hannah Wilson

SOUND & LIGHT TECHNOLOGY

Over the last year we have continued to get used to the updates to the sound system which we did, both with the microphones and becoming more familiar with the sound system. From talking to people after the service it is generally considered that the sound system is much improved in audibility (not so much that it's louder but that it is clearer). We will need to continue with getting us all familiar with how to use it so that everyone can get the best out of it. Messy Mass continues to use most of the sound system to help its varied worship and this changes event to event, but is really helpful when enabling the different activities to be heard by everyone in the congregation.

We have had one screen for 18 months which was used in the coffee room for groups and meetings and proved its worth to enhance those courses. We brought it into church a few times when the sermon or presentation, or reflection required it. It was particularly helpful on All Saints Day to see the saints we were contemplating. A single screen was a little awkward to move around and was hard to position so that people could see it, and in the last few weeks we have had a second screen which means we can have one either side of the sanctuary during the service and as this is quite visible during the service we hope to move some of the text from the Order of Service.

The two screens can now be controlled from the back of church with a wifi projector device, this enables the content to be controlled from the sound desk. This should ensure that when we wish to use the screens during the service for sermons and the like, we can enable the presenter to be free of managing the slides and 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 over this last year have been Revd Diane, Christine Dunn, and Margherita Finney with Rachel Raftery (a near neighbour to the church and a member of staff with Birmingham Diocesan Board of Education). All, apart from Rachel (a co-opted Governor) sit on the full Governing Board of the Federation of schools, Emscote Infants and All Saints' Juniors.

Church - school governors are part of the SIAMS group (SIAMS: Statutory Inspection of Anglican and Methodist Schools) which explores ways in which All Saints' Juniors theologically rooted Christian vision drives its work and enables the school to live up to its foundation as a church school.

The SIAMS group and school had anticipated a SIAMS inspection during 2023 and were not surprised when the call came informing of the inspection date, 8th March. Ongoing work and prior preparation within the group had been rigorous and thorough, supported by the superb experience, energy and knowledge of the Associate Head, Sandra Sutherland. Members of the SIAMS group met several times in the week preceding the inspection, ensuring all evidence was available and everyone was confident with the lines of questioning which might ensue.

Inspection day consisted of many elements, alongside meeting senior staff and the SIAMS Governors. Staff and parent groups were met, children were interviewed, assembly was observed, R.E. lessons were experienced, displays were considered, personal, social, moral and spiritual development opportunities were probed across the curriculum and community and church links explored in depth.

The resulting report awarded the school the highest possible categories of EXCELLENT overall, with the impact of collective worship graded EXCELLENT also. Key findings included the recognition that the school's Christian vision is lived out by all members of the community, and that pupils with additional needs or disabilities are well supported and empowered 'to live life in all its fullness', blending seamlessly into the school community. The teaching of R.E. was described as creative and innovative, with collective worship viewed as embedded within the culture of the school, valued by pupils for its opportunities for reflection and spirituality. Links with the local community were said to be 'deep and meaningful', with an active compassion for God's world evident.

The longer report (available to anyone who wishes to have a copy) recognised the enriching links between All Saints' Church, All Saints' Junior School and Emscote

Infant School. The 'bridging' work of the Family Link Worker was recorded as being of value to families who perceive church as an extension of school and encouraging them to become more confident about being part of church. The role of the Foundation Governors as playing a participatory, as well as a monitoring role, to school was highlighted.

Subsequent to the SIAMS inspection, the SIAMS group has been looking to create a development plan based on the SIAMS inspection report and has been considering links to the OFSTED inspection framework, a visit from the inspectors being anticipated during 2024.

The OFSTED main areas of enquiry, Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management have been mapped alongside the SIAMS framework. A most interesting exercise in delving deeply into the Geography and History curriculum formed the main item in our most recent meeting.

Foundation Governors have continued their frequent range of visits to both schools, observing assemblies and R.E. lessons, participating in 'learning walks' within the schools, as well as supporting end of term assemblies in church, the prayer room and being an occasional 'pair of hands' for identified activities, either school or church based. These overlap with the other areas of responsibility to which they are assigned and require at least termly monitoring visits and reports.

Early Years and Curriculum-Margherita Finney

Special Educational Needs and Disability; Pupil Premium and lowest 20%;

Safeguarding and Looked After Children-Christine Dunn

Social, Moral and Spiritual Curriculum-Reverend Diane

During summer term, key appointments were made, those of Executive Head, Head of Emscote Infants and Special Educational Needs Co-ordinator. Christine and Margherita played full parts in the selection and recruitment procedures, demanding though satisfying activities. The outcomes, whilst in the early stages of the new post holders' roles, show a great deal of promise!

As part of the new senior leadership actions, closer working between the staff teams across the schools is proving most effective, efficient and inspirational. The ongoing commitment to inclusion is tangible, the ethos is warm and welcoming, and the staff are delighted with the input from Governors and the Family Link Worker (see separate report).

The wider contributions of many members of the church community to support school/church linked activities is to be celebrated. The coffee makers, the welcomers, the help at Messy Mass...all is appreciated by families, by school personnel and by the PCC.

Please take a look at **the extensive, informative 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.

And, if you wish to become involved in any aspect of the church and school linked input, please have a word with Revd Diane, Margherita or Christine. All are welcome!

Margherita Finney & Christine Dunn

FAMILY LINK WORKER

The input of the Family Link Worker, Ania Matthews, between both schools in our Federation and the church has contributed massively to all three settings in a significant range of ways.

All of us in Church have delighted in the monthly Messy Mass experience, with children and their families coming along to share in activities, thematically based, both within the church itself and in their dedicated Contact Centre sessions. The enthusiastic sharing of their crafts, their explanation of the theme and their lusty singing at the close of Messy Mass services brings joy and life to the congregation. This year numbers of children attending have been between 11 and 21, with their families accompanying them, and there are 51 children in total now on the register. The December Christmas Messy was the busiest and most glitter strewn! Predominantly the children are primary school aged or younger, and have been ably assisted by a committed, willing band of volunteers both from the church congregation and parents, many of whom assist 'behind the scenes' with preparation and tidying up.

When there is no Messy Mass, there are always craft resources related to the Sunday's Bible reading, ready for the children to use during Sunday services. Up to five families generally are attending each Sunday, with others being occasional attendees.

Within the schools, increased levels of engagement in learning by the pupils who have been on the Family Link Worker's caseload continues. The Heads continue to report significantly increased levels of attendance for the youngsters for whom this was an identified issue. Others have been benefiting from 'Drawing and Talking' and/or sandplay input of 12 sessions (13 children per week have sessions; 19 children in total have had this input since September 2023), for a range of reasons such as low mood, anxiety, separation within the household, bereavement and family illness.

The experienced Special needs Co-ordinator, new to the Federation in September sums it up in the following comment:

'Christine Dunn has asked me to send a few lines to say how vital Ania's role is to my own as SENCo of Emscote Infants School and All Saints CofE Junior School.

It is very helpful and very special to be able to share helping families with Ania. Ania and I have daily conversations sharing how we can best support families. Her in-depth knowledge of families and ability to build relationships gives me so much valuable insight into how a family is coping and what might be useful to offer them. This is a very holistic way of working and means that we are truly building a team of support around a family. It is invaluable. Ania's ability to work outside of school means that families who need a high level of support can be supported on a much more regular basis. Ania provides a vital support link for these vulnerable families at exactly the point of need. Ania's work with children with the Drawing and Talking programme is a wonderful way to be able to support the emotional needs of children so that they can enter the classroom ready to learn. Our schools do not have other strategies in place that are as robust or as consistent to support children who are experiencing anxiety.'

The Family Link Worker also leads assemblies in both schools on a termly basis, supports some Religious Education input (Bible stories in Emscote Infants and testimony to All Saints' Juniors), as well as initiating singing projects, some of which have incorporated parents and staff.

Beyond this, Ania's role includes:

- Befriending families 'new' to the country or in vulnerable situations
- Being a presence on the school gates for informal conversation with parents/carers
- Communicating through social media with families linked to the church and through the school newsletters
- Signposting to other agencies
- Scoping funding for school uniforms
- Finding and distributing donations of baby and children's equipment, clothing and toys to needy families
- Scoping household items, such as floor covering, towels and bedding for those in need
- Supporting the distribution of food from the Community Supermarket at reduced prices
- Foodbank voucher referrals
- Receiving and disbursing donations (such as Tesco vouchers), totalling £586 over the festive period

The summer term initiative of Refreshments outside church on Thursdays provided opportunity for up to 85 people across the schools, adjacent nursery and church

folks, to enjoy chat, play, drinks and biscuits. What a great way to encourage families to feel embraced by the church community and vice versa!

Please pray for our Family Link Worker, church support for her work and for all in the school communities. Should you be interested in helping out in any way with this ministry and mission, then please speak with Ania, Diane or me.

Christine Dunn

SAINTS ALIVE LUNCH CLUB REPORT

2023 saw another year of lunches taking place both at All Saints Church, in the Coffee Room and also when Coffee Room was not available at the Hungry Horse at Heathcote. Pre-booked, two course lunches were served on the first and third Friday of the month throughout most of the year.

Our meeting which fell on the third Friday in March fell on St. Patrick's Day and comprised of an Irish themed lunch of Gammon cooked in cider with braised cabbage and colcannon, followed by Irish Cream (Bailey's) cheesecake. Everyone seemed to really enjoy their meal and we are looking forward next year to more themed lunches. We also try to cater for vegetarians (not vegans) and those with certain dietary requirements.eg. Diabetic, gluten intolerant.

Many of our lunches are followed by a small raffle, prizes donated by those who attend. One of our members also brought in some of her garden produce to sell, giving half the proceeds to Lunch Club funds.

At the end of September Lunch Club hosted an Afternoon Tea, provisions for which were paid for from out of raffle and fruit/veg sales. There was no charge made for this event but any donations given were sent to Macmillan Cancer Care. We managed to send £110 to the charity, for which they were most grateful.

Normally we would have had our pre-Christmas lunch at All Saints on the third Friday of December but the Coffee Room was not available for that date, due to end of term school assemblies. I managed to book a table for a dozen members to have lunch at the Hungry Horse to partake of their set Christmas Menu. I personally would have preferred to have had it at All Saints so that we could have had our usual quizzes, bingo and carol singing after lunch. Next year we will consider changing our Friday if it coincides with school events.

At the beginning of December several members of Lunch Club went on holiday to Potter's Resort in Hopton-on-Sea, where we enjoyed an all-inclusive 5-day break, organised by myself and run by Dunwood Travel.

Planned for 2024 are themed lunches in honour of the UK's patron saints:

St. David's (Wales)- Lamb and Leeks with a Welsh pudding.

St. Patrick's (Ireland) again Bacon with cabbage and colcannon and Irish Cream Cheesecake.

St. George's (England) Beef and Yorkshire pudding and Trifle.

St. Andrew (Scotland) could be Haggis with neep and tatties but I don't think many will eat haggis so maybe smoked haddock might a better alternative with some sort of shortcake pudding, might be nice. More thought to go into this.

Another trip to Potter's has already been booked for December 2024, a larger number are going.

Lunch Club can cater for up to 30 people, which includes a number of take-aways, for those who were active members and are now house bound. We have more than 30 on our register but not everyone comes every time. Availability is on a first come first served basis and booking by the previous Tuesday is necessary.

We are a very happy and sociable bunch and new members are always welcome. There is no set charge but a donation is suggested to cover the cost of the meal.

Glynis Goodfellow

CRAFTY CAFÉ REPORT

We are into our third year of the Crafty Cafe and numbers are good. We have an average of a dozen members on the first and third Tuesday afternoon each month doing various projects.

In 2023 we knitted teddies/blankets for a charity called SIMBA. At Christmas we decorated the vestry window with the carol 'The Holly and the Ivy' being the theme.

Since the end of 2023 we have been busy knitting poppies to hopefully decorate the church with various displays in time for Remembrance 2024.

Looking ahead, Revd. Diane has asked if we could make an Altar Frontal panel for 14th July 2024 when Bishop Ruth comes to take our Dedication/Confirmation Service. That is still in the planning stage but we hope to start in the next couple of weeks.

We are always ready to welcome new faces to join our group.

Ellen Huitson

DISCIPLESHIP

EDUCATION AND NURTURE REPORT

January

The year started with the second of Peter Lister's discussion talks on 'Finding Jesus', this time titled 'Resurrection, Ascension and Holy Spirit' looking at the events from Jesus' resurrection up to Pentecost. An interesting observation was that Jesus rising on the third day was significant to the Jews because they counted the day of a particular event, as the first day and it was considered all life had expired by the third day, which is why none of the Disciples of Jesus or his followers had ever expected to see him again after the crucifixion and why Martha had said to Jesus, that Lazarus had been dead for four days.

February

Peter's talk this month was 'From Jerusalem to Rome.' Again, there were varying Biblical accounts, this time of the receiving of the Holy Spirit. The Gospel of John records the gentle intimate breath of Jesus over his Disciples but Acts records a much larger and forceful event that included the Gentiles in Jerusalem at that time. The session continued with accounts revealing the conflicts between members of the early Church.

The postponed Difference Course commenced Saturday 18th. Those who attended engaged fully with the excellent material, and the use of the new screen greatly enhanced the picture quality of the videos.

March

The final instalment of the Finding Jesus Course was titled, "The Church Weighed in the Balances" and explored some of the ways in which the rigid hierarchy of the church has failed Jesus down the centuries but also how the legacy and Spirit of Christ had manifested in various ways breaking through the barriers of the institutional church.

June

The congregation were polled to guide the way forward for the Discipleship team; whether to continue with the current practise of study and quiet days or move to House Groups meeting more regularly. About 45 voting slips were handed out to all attending one Sunday morning with 18 returned. House groups led by the participants, came in front by just 1 vote.

September

The book 'Bread of Life: The Christian faith through the lens of the Eucharist' was circulated amongst the PCC and the first module of the course was discussed at a PCC meeting. It was thought that the videos might be sufficient to aid discussion and questions, especially as the course text was quite long. House Group commenced, and the planning session of the new programme was drafted up to January.

October

The material for this month was prepared by Eleri and detailed the relationship various relevant men in the Bible, had with God. Four people enjoyed the thought provoking questions and Bible texts led our thoughts and questions regarding those relationships and our own.

November

Glynis Goodfellow led the House Group this month in another thought-provoking programme with questions regarding our relationship with Church, our church family and how our faith is expressed.

Eleri Parry & Margaret Hogg

INTERCHURCH & INTERFAITH

CHURCHES TOGETHER IN WARWICK

Deeper M Leonard read a report from Rev K Johnson. He was delighted to welcome Rev Dr Helen Paynter to talk on three thorny biblical issues. Attendance was low but feedback positive with much for reflection. Rev Johnson asked for comments on how better to advertise as Castle Hill Baptists see this event as for the whole Christian community.

Walk of Witness About 200 people were present and it was good to see families. S Schofield reported there had been approx. 230 people watching on Facebook (focusing on Pastor Linz talking). Rev S Jones said that her newest church member had beat the drum and found the experience very meaningful. The music was well balanced with more traditional hymns than last year, the weather had been kind and there were no accidents or lost children.

The Big Local Night Out (TBLNO) Pastor L Alexander and S Schofield have attended all and reported the people they take have really enjoyed the concerts and they were pleased to be able to bring someone who was nervous of being in a crowd. Several others have attended two of the three concerts and felt the February one was busiest. Rev S Jones reminded us that Graeme Russell had worked very hard to bring the concerts to life and they are a lovely event if we could only fill the venue. The events are not overtly Christian, the headline singer made a subtle reference to his faith and said the event was about love.

P McCloskey referred to the film screening of "The Letter" at St Mary Immaculate and suggested this might be a prompt for other churches - what could you do this September for the Season of Creation? C Harris mentioned the Leamington Peace Weekend. Rev J Hearn remembered the service of Light in November and asked if we could go beyond the churches and generate community interest in an event? This

would involve finding a church or group to take ownership of a project for a future year to plan and advertise well.

AGM - new Moderator In line with the terms of the CTW Constitution, Rev J Hearn will be unable to continue as Moderator from October. Rev J Hearn said he has enjoyed his term and the conversations, like tonight's and found the role inspiring. Everyone is asked to think and pray for a successor.

Forum start time Following a suggestion from L Bolton and H Granger, Rev J Hearn proposed a start time of 7pm for refreshments with the meeting starting at 7.30pm, to continue with rotating the day through Tues/Wed/Thurs. This was agreed unanimously. This led on to a discussion on the future of CTW with M Leonard reflecting on the current demographic and Rev J Hearn asking what will inspire the next generation. C Harris reflected the Forum used to be attended by people who were not church representatives and suggested this should be encouraged. Rev J Hearn agreed and emphasised the need for all to promote this, especially to include younger members.

Prayer Breakfasts C Harris reported these are going well with 22 present In June. The different leaders and themes mean every PB is different, so people need to attend several to get the flavour of the meeting, all are creative and joyful. Rev J Hearn thanked those who lead, host and publicise.

From the minutes of the CTW Annual Meeting for 2022

INTER-FAITH REPORT

Women Stepping Out

January: There are now three principal officers, with the recent recruitment of Anne Love who offered to be our secretary. Margaret Hogg is the Chair and Nikhat Panjwani is our treasurer along with three other volunteers who manage the social media platforms and posting.

February: We submitted our application to Lloyds Bank for an Un-registered Treasurers account, which was approved in May thus enabling our application for CIO status to progress.

March: We began discussing the formal registering of ourselves as a charity. The website planning and layout meetings continued and there were early discussions on an interfaith fundraiser for the summer.

Networking and recruitment through Warwickshire Community and Voluntary Action (WCAVA) continued to raise our presence locally. Opportunities arose at an April Wellbeing event in Rugby and in May at a WCAVA Volunteer Fair.

June: One of the current volunteers Hema YellaPragada joined the Trusteeship as our Social Media Lead. Information and statistics are still being gathered for the CIO registration and the website continued to be built and populated.

Different ways to engage with women and to raise our profile are being sought through social media and to aid this we have joined several local 'noticeboards'. We submitted a piece to WCAVA for their annual award ceremonies, extolling the team who had all engaged with the vision and played their part in getting the charity this far.

August

This month our application as a CIO was submitted to the Charity Commission and the trustees were formally voted for, appointed and documented: Margaret Hogg as Chairperson, Anne Love as Secretary, Nikhat Panjwani as Treasurer and Hema YellaPragada as Social Media Lead. Rabea Hanif and Jemma Phillips-Grant continued as Associate Members according to our Governing Document.

The Landing Page with 'website coming soon' was now public. Mr Panjwani also got us preferential rates for the first year's web hosting with Square Space, free user Terms and Conditions and Privacy Notice. A donations button was added to the website and a QR code prepared for payments at outdoor events.

This month saw our first hosted family friendly event held in Foundry Woods. Despite the wet weather, Art in the Park, nearby roadworks and the fact that Rev. Diane was our only guest, the afternoon was enjoyed by us all so we knew it would work well another time. We agreed that we needed to join an established event next year.

Finally, towards the end of the month I heard from WCAVA that Women Stepping Out had been nominated for an award in the Group Trustee/Committee Members Award, the nomination acknowledging the team's hard work and commitment.

October: Our CIO submission to the Charity Commission was approved.

The WCAVA awards ceremony was held on 3rd October. Women Stepping Out were Highly Commended.

On October 10th the Charity Commission confirmed that Women Stepping Out have been granted charity status. Our Registered Charity Number is 1205138.

Warwick County Council Grant funding applications were progressing and a new recruit Preeti Patankar, joined the team as Website Manager and Client Email Host, so now we were seven. Three Christian, 2 Muslim and 2 Hindu.

At the October 14th Warwick District Faiths Forum Well-being Conference, several flyers were taken and one NHS rep. said the charity could be good for those waiting on any of their lists.

Finally, October 29th brought the Diwali celebrations in Leamington Spa. A large crowd enjoyed the drumming and I was introduced to the Leader of Leamington Spa Town Council who'd heard of us and was interested in the charity.

By November as the website was nearing completion, a launch event was planned for the late Spring to promote ourselves to the Warwick local government leaders, statutory organisations, local Faith Leaders etc.

Our first funding application was submitted to Warwickshire County Council (WCC) through Ms Jackie D'Arcy, our local WCC Councillor.

Following the WCAVA award ceremony we were invited by the Lord Lieutenant of Warwickshire, to an Advent Carol Service at St Mary's Church Warwick and to a reception afterwards in the Old Shire Hall. Three of the team attended.

Plans are in place for our first AGM to be held January 23rd. This will be an opportunity to consolidate our year's work, recognise the commitment of the team and so we may be able to gratefully thank all our supporters.

Margaret Hogg

JUSTICE AND PEACE

February

General Synod met this month to discuss the issue of same sex marriage and of how varying sexual orientations and gender identity may or may not fit within the current church doctrine.

This has become and continues to be a polarising issue with a frank and free debate that ended with the decision to allow clergy to bless same sex couples following their civil marriage but that there would be no change to the doctrine on marriage. Prayers for these services were to be announced later in the year.



LIVING IN LOVE & FAITH

July

Prayers of Love and Faith (PLF) were to have been published that clergy could use to bless same sex couples if they wished, and new pastoral guidance was to have been written about conscience and relationships. Not yet ready, these are still being composed and are now expected in November.

August

The annual Pride festival and march down the Parade, Leamington took place as usual this month. Some members of the congregation participated in the march, enjoyed the entertainment and the large variety of stalls during the sunny day.

November

After much debate with frank and free discussion on all sides, both formally and informally, the vote to carry the motion of full integration and similar rights of same sex couples to be aligned within the church, was narrowly won, but with conditions and some details are still to be finalised. The Living in Love and Faith Prayers are yet to be confirmed and the motion is only temporary, in two years it will be reviewed.

December

A selection of readings and prayers of thanksgiving, dedication and asking for God's blessing for same-sex couples can now be used in Church of England services for the first time from Sunday, December 17th, following approval by the House of Bishops.

I also attended a zoom meeting to launch the annual International Campaign of the Elimination of Violence Against Women and Girls. It was an interesting talk with discussion from a wide range of cultures and various leaders and charities dealing with the issue.

Some points as follows:

- 1/ All women and girls should take responsibility for their own comments and actions on social media. Treat all personal details however required, as if from a total stranger and especially the personal details required to join new group.

2/ Both parents and all care givers should preferably take responsibility for ensuring from a very early age that the children in their care, boys and girls, are taught to respect each other's rights and boundaries.

3/ UK culture is one of equal rights between the sexes and this should be followed by all who live here, regardless of previous traditions or practise. Submission of women and girls to men is not taught or a part of UK culture and FGM and Forced Marriage is child abuse and unlawful.

4/ Immigration is increasing and immigrants naturally bring their practises with them but it is dangerous if the children are not fully assimilated into UK culture. Ignorance leaves children, both boys and girls, susceptible to criminal gangs especially those running County Lines, as the children are increasingly being targeted on social media bringing shame and unexpected consequences. Responsible parenting means while keeping to known values, children are also fully aware of and respect UK values as a safeguarding measure and so they may also responsibly parent their own children in UK.

Gill Frigerio and Margaret Hogg

PASTORAL

SAFEGUARDING REPORT



Although we have a small team here at All Saints, Reverend Diane, Christine Dunn, Sandra Barnsley and Linda Cooknell who oversee our responsibility for safeguarding, each and every one of us has a role to play in protecting both adults at risk, and children.

So many people give their time and talents to those inside and outside our church community, and we need to ensure that those who carry it out in the name of All Saints Church Emscote are able to do so with their own safety, and those of others in mind.

We use a Safeguarding Policy used by all the churches in the Coventry Diocese, it is aligned to the national policies of the Church of England, approved by the House of Bishops, and the PCC at All Saints must have due regard to their guidance, in relation to the policy. An online tool called the Safeguarding Dashboard assists us in implementing the policy and keeping us up to date with any changes.

We must recruit volunteers and paid staff safely, and many of you will be aware of the mandatory requirement to complete safeguarding training, and that some roles DBS checks are needed.

During the past year safeguarding has been a standing item on the PCC and Staff Meeting agendas, with reports presented to the PCC to enable policies to be reviewed and/or adopted.

Thank you to everyone who has taken up a role with children or adults, and for your commitment to the training required so that we can provide a safe environment for all our activities. Please pray for the safeguarding team, and for those who need our support.

Linda Cooknell

MEMORY CAFÉ PLUS REPORT

Since Spring 2023 'Outreach Pool' funding has been supporting a part time role for an **Older Adults Partnership Assistant** working across venues and activities within All Saints Church (for Memory Café Plus) St. Paul's Church (for Activitea) and The Gap (currently for indoor bowling). The project as a whole seeks to develop further the provision for older adults in the town, the Warwick Team of Churches and the Gap Community Centre working collaboratively on this.



Overview of the Memory Café: There have been 19 twice-monthly sessions since the Partnership Assistant, Di Ray, began in Spring 2023.* Nine volunteers (at least 5 attending each session), have worked with her. In the first half of the year, volunteers from the Café's Steering Group played a valuable part in encouraging Di to find her feet at the Café. Cherylynne Harrison (Older Adults Work Co-ordinator at The Gap) is Di's manager. Over the year, Revd. Diane and Cherylynne have each chaired Steering Group meetings. Thanks are also due to Alan Rylett for his support, especially in the early weeks of the Partnership Assistant.

Attendance levels from clients: These have varied widely, from a maximum of 13 to a minimum of zero, the latter happening in December 2023. Numbers in early 2024 are on the rise again. Four former/long-standing carers have also continued to value the Café's fellowship and support. Some local research has identified that other similar resources have also noticed a significant decline in numbers. It is thought that this may have been attributed possibly to the opening of a new specialist day care facility in Warwick which is likely to be appropriate to meet the cared-for changing needs.

Activities: For Carers: Once a month, professional advice and information for carers is offered through a senior Dementia Care Social Worker.

For Cared for and Carers: Along with refreshments and fellowship, examples of activities offered are: 'Jumpin' Jacques' (a seated exercise programme) held on the first Monday each month. Although this is primarily offered for the cared-for, carers often join in; Reminiscence activities e.g. through in-house and visiting musicians and through the Herbert Museum, Coventry; visits from children from Emscote Infants School; various art and craft activities; Spring planting...

Marketing and links: This is an important element in sustainability as, for instance, clients can soon move on to stage two of the dementia journey - not part of the Café's remit. In the past year the Café has been working to establish more links. We are now in the local events pages of *Look Local* and *Your Call* and on the Warwickshire County Council website which links with key organisations like *Alzheimer's Society*.

As the project's co-ordinator, Cherylynne Harrison has attended Warwickshire County Council's (WCC) Dementia Network group. Initial contact has also been made with social prescribers within GP surgeries, and the Café has recently been added to the digital platform *Joy Marketplace*, for healthcare professionals: from this, the public can also access information on services.

A changing local context: It is good news that a growing number of organisations in the town and beyond are now offering support services for those in the early stages of the dementia journey. For example, in Warwick:

- **Forget-Me-Not Drop In** at Chase Meadow Community Centre. Offers a similar service to the Café of twice-monthly afternoon tea and optional activities in a dementia friendly environment.
- **Familiar Friends Day Club** offers respite day care for people experiencing memory issues: to engage in fun social activities and allow respite for their carers. Began 2023. (Similar day-care provision is now available in Leamington and Stratford).
- **Warwick Memory Singers** held at All Saints Church. Run by Armonico Community, for people living with dementia and their carers. Began 2022.

Beyond Warwick:

- **Warwickshire Reminiscence Action Project (WRAP).** Offers a mix of activities in Stratford for both carer and cared for including carers coffee morning, LAALO programme (information for carers) Dementia Friends training, Café WRAP and resource centre.

Into the future: In the light of the changing context the Café is re-evaluating its purpose. Nevertheless, the original vision of the Memory Café still stands as we aim at providing appropriate and relevant support for the carers in their roles whilst offering engaging activities for the cared-for. On wishing to develop further the Café's provision it is thought that more research on the WRAP model would be beneficial. In addition, the possibility of weekly sessions has been raised so that momentum is maintained. Most critically, building resilience for the dementia journey matters.

Thank you to all who have helped to make the Memory Café a place of welcome, fellowship and support in 2023.

*Interviews for a new Partnership Assistant will be held in March 2024, as Di Ray moves on. We give thanks for Di's work at the Café over the past year.

Volunteers Christine and Martin Latham (RIP) played a significant part in producing the Memory Café's APCM report in recent years. This year's report has been written on behalf of the Café by Revd. Diane, Cherylynne Harrison (The GAP) and Nicki Enticknap (senior dementia care social worker at the Café).

ST EDITH'S HOUSE REPORT



The Board of trustees of St Edith's manage three separate trusts: St Edith's House which provides flats for ladies with learning difficulties, the Mission House Trust, which disburses financial support to worthy causes within the parish of All Saints church, and the All Saints Small Charities which funds a discretionary fund used by All Saints vicar's for charitable needs.

At the beginning of the year there were seven trustees which reduced to five in February on the retirement of Myrtle Green and Christine Dunn. The board wishes to thank Myrtle and Christine for their most valuable contribution to the trusts during their tenure which for Myrtle was over twenty years.

As mentioned in last year's report, we needed more trustees and this became more acute as we entered 2024 when we would be faced with two further confirmed retirements. However, we have fortunately acquired three new Trustees and I would like to record our welcome to Moira-Ann Grainger, Ann Ayre and Oliver Jacques. Their presence on the Board makes us safely quorate.

The connection between the church and the trusts goes back many years but while not formally linked it has, in St Edith's case, the requirement that the vicar of All Saints church is a trustee; and the Mission House Trust provided a significant interest free loan for funding the building of the new church.

Activity at St Edith's during the year has mainly involved the refurbishment of two flats, The remaining four will be refurbished over the next two years.

Sadly Sue, one of the residents, died at the beginning of the year and her funeral at All Saints was attended by a very large number of friends and relatives.

Andrew Baugh

HOSPITALITY REPORT

Coffee is served after Sunday Mass and after Mass on Thursdays. Thank you to all the volunteers on the coffee rota. We could always do with a little extra help so if anyone would like to go on the coffee rota have a word with Fay or Pam. We serve refreshments at Messy Mass, every third Sunday in the month, and at Monday morning's Little Saints which is very popular with babies, toddlers and their adults. Once again, we have served refreshments at funerals linked to members of the church family, including Liz Sayell's.

Thank you too to those who served refreshments for parents coming to church for school assemblies, for 'Warm Space', for Thursday coffees on the lawn in the summer, and for Diocesan Synod when it was held at All Saints in November.

Fay Hughes & Pam Neal

FABRIC AND FINANCE

FABRIC REPORT

The year turned out to be less eventful than 2022 commencing with the purchase of a 65inch LED Screen in February for presentations in and around Church. The screen being fitted on a wheeled frame for flexibility. The cost of the screen was £2,328. This has proved a great asset, and the PCC is considering the purchase of a second screen to support our worship.

March saw the kitchen heater stop functioning and being replaced at a cost of £1,935.

The main development for the Church was the redecoration and refurbishment of the Vestry. This included a new carpet, and a new set of cupboards for housing vestments and items used during services. Most helpfully, extra storage space was created for housing worship resources used less often. The total cost of the refurbishment was £2,600. The vestry was noted as an item for attention during the last quinquennial inspection.

In the summer of 2023, the PCC decided to embark on a project to add Solar Panels to the church roof. A preferred supplier was agreed in September and a deposit was paid. We applied for a £20,000 grant from the Henry Project Pool and this was also confirmed in September prior to the appointment of the preferred supplier. The panels should be erected early in 2024.

The only non-maintenance expenditure in the Contact Centre in 2023 was the installation of a wifi control system for the heating. This has enabled heating to be controlled remotely without the need for church members to attend on site.

2023 saw the damp re-occurring at No. 1 All Saints Rd. On investigation the damp was mainly in the kitchen and appeared to be coming from a break in the current damp coursing. £2,766 was spent on a new damp course for the kitchen area.

Church cleaning continues to be carried out by a small team of dedicated members who clear certain areas on a regular basis. This is supported by our caretaker and contact centre cleaner both of whom do a splendid job cleaning areas not currently cleaned by our volunteers. The church 'cleaning day' on 21st October was an enjoyable team effort. It was well attended and no cobweb was left unscathed.

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:

ALL SAINTS EMSCOTE WARWICK PCC ACCOUNTS



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

The PCC of All Saints Church, Emscote, Warwick

On accounts for the year
ended

31 December 2023

Charity no
(if any)

XN89346

Set out on pages

1 and 2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2023

Responsibilities and
basis of report

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:

15/3/24

Name:

Lindsey Briggs

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

Address:

8 Montague Rd

Warwick

CV34 5LJ

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR TO 31 DECEMBER 2023

	Note	unrestricted funds £	restricted funds £	Total funds £	Total funds £
INCOMING RESOURCES	2				
Voluntary income		48080	79389	127469	98113
Fee and premises income		31657	0	31657	28863
Interest and dividends		3632	3117	6748	4370
Other Income		0	0	0	0
Total incoming resources		83368	82506	165874	131345
RESOURCES EXPENDED					
Church activities	3	79840	72330	152170	112228
Missionary and charitable giving	5	0	4211	4211	5990
Total resources expended		79840	76541	156381	118218
NET INCOME/(EXPENDITURE) before transfers/revaluations		3528	5965	9493	13127
Revaluation of investments	6	0	9883	9883	-13825
NET MOVEMENT IN FUNDS		3528	15848	19376	-697
Balance brought forward at 1 January 2023		130541	118303	248844	
BALANCES CARRIED FORWARD at 31 December 2023		134069	134151	268220	

BALANCE SHEET AT 31 DECEMBER 2023

	Note	unrestricted funds £	2023 restricted funds £	Total £	2022 Total £
FIXED ASSETS					
Investments	6		114021	114021	104138
CURRENT ASSETS					
Creditors and prepayments	9	3800	0	3800	439
Short term deposits		116947	0	116947	113316
Cash at bank and in hand		13572	32207	45779	58405
		134319	32207	166526	172160
Debtors due within 1 year	8	250	12077	12327	27454
Net current assets		134069	20130	154199	144706
TOTAL NET ASSETS		134069	134151	268220	248844
FUNDS					
Unrestricted		134069		134069.03	130541
Restricted			134151	134151.00	118303
TOTAL FUNDS	10	134069	134151	268220	248844

Notes to the Financial Statement for the year to 31 December 2023

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 £	2023 restricted funds £	Total £	2022 Total £
Voluntary Income				
Planned Giving				
Tax efficient donations	26666	2963	29629	28667
Tax recoverable	7827	31	7858	7403
Other planned giving	3261	307	3568	2308
	37754	3301	41055	38378
Other Donations				
Open Plate	1495	0	1495	1701
Bequests	0	75088	75088	47858
Events and miscellaneous	8832	1000	9832	10175
Total Voluntary Donations	48080	79389	127469	98113
Fees and premises income				
Fees and miscellaneous	4223	0	4223	2005
Premises Letting	27434	0	27434	26858
Total fees and premises Income	31657	0	31657	28863
Interest and Dividends	3632	3117	6748	4370
Total Incoming Resources	83368	82506	165874	131345

3. Church Activities

	unrestricted funds £	2023 restricted funds £	Total £	2022 Total £
Ministry				
Ministry Expenses	0	670	670	341
Parish Share	14940	16063	31003	29370
Worship & Music	4720	2761	7481	4523
Mission & Outreach	0	4211	4211	5990
Pastoral Care	761	0	761	1593
Education & Nurture	2815	0	2815	1010
	23237	23705	46942	42828
Support Costs				
Church running costs	26794	264	27058	21853
Contact centre running costs	6603	0	6603	3473
No 1 All Saints costs	1039	0	1039	702
Vicarage costs	206	0	206	331
Church office	19945	18217	38162	25249
Total Support Costs	54587	18481	73068	51608
Special Expenses				
FLW	2017	4773	6789	13751
Church Fabric	0	23563	23563	2430
Church Equipment	0	1845	1845	5937
Contact centre Equipment	0	1409	1409	0
No 1 Fabric	0	2766	2766	0
Church Shed	0	0	0	1665
Total Special Expenses	2017	34355	36372	23783
Total Church Activities	79840	76541	156381	118218

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

	2023		2022	
	unrestricted funds	restricted funds	Total	Total
	£	£	£	£
Salaries & Wages	21599	1095	22694	28374
Staff Pensions	983	1436	2418	1164
National Insurance & Tax	193	1877	2070	1854
Total Staff Costs	22775	4407	27182	31392

5. Mission and Charitable Giving

The following mission giving was approved by the PCC for 2023. 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	Collection Boxes	Christmas Appeals	2023
Oversea						
DEC Turkey Appeal		220				220
Embrace the Middle East					98	98
Home/Church Mission						
Childrens Society				52	98	150
Christian Aid					98	98
Save the Children			365			365
Ammaus UK	1000					1000
Just Small Change	1000					1000
Local/Secular						
Myton Hospice			40			40
Warwick Food Bank		41				41
Thrive	1200					1200
Total Mission & Charitable Giving	3200	261	405	52	293	4211

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 £	2023 restricted funds £	Total £	2022 Total £
Accruals				
Mission				
Giving	0	0	0	600
Staff Salaries	0	12077	12077	24154
Treasurer's expenses	250	0	250	200
Church Equipment	0	0	0	2500
Total Debtors	250	12077	12327	27454

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 2023 but not received are treated as debtors.

	unrestricted funds £	2023 restricted funds £	Total £	2022 Total £
Prepayments				
Insurance	890	0	890	2486
Church Maintenance	515	0	515	624
No 1 All Saints Rd Maintenance	461	0	461	82
Licence & Affiliations	1067	0	1067	846
Total Pre Payments	2933	0	2933	4038
Income Due not received				
Tax Recoverable	5201	0	5201	5068
Payments in Advance				
FLW Salary	4334	0	4334	8667
Total Amount due & Prepaid	3800	0	3800	439

10. Funds

	Total as at Dec 2022 £	Income £	Revaluation £	Expense £	Total as at Dec 2023 £
Restricted					
Dickins Fabric Fund	8816		837		9652
Assistant Clergy Fund	95322		9047		104369
Mission Giving	619	3270		3200	688
Other Collection	0	1011		1011	0
Flower Fund	0	20		20	0
Dickins Dividends	0	264		264	0
Assistant Clergy Dividends	0	2853		2853	0
Emscote Community Project	143	0		0	143
King Henry Money	13404	75088		69193	19299
Total Restricted Funds	118303	82506	9883	76541	134151
Unrestricted Funds					
General Fund	130541	83368		79840	134069
Total All Funds	248844	165874	9883	156381	268220

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 £263.85 during 2023 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 £2,852.85 all of which was spent on the ministry costs including clergy expenses, candles, and wine for services. 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 2023 the total income from this source was £32,696.80 and thus 10% or £3,269.68 was transferred into a special fund for the purpose of planned giving. This fund shows a surplus of £688.26 which is carried forward to 2024.

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 2023 totalled £20.00. All additional flower costs were therefore taken from the General 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 2023 no funds were raised for this so we carry forward a surplus of £143 into 2024.

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 2023 the total income from the King Henry Trust was £51,894 with a further £23,194 coming from the Community Project Pool managed by the Pool Trust.

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 £557.93 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 Together for Change, were paid from the Henry Grant.

In addition, £16,340 was paid to The Gap to help employ an Older Adult Assistant whose responsibilities include managing the Warwick Dementia Café, £2,600 for new carpet in the vestry following decoration, £20,308 towards the cost of Solar Panels on the church roof and £2,766 was spent on damp coursing No 1 All Saints Rd where damp had risen into the kitchen wall.

The King Henry Trust also pays the Diocese directly for the costs of the clergy and their housing within the parish. In 2023 this grant totalled £46,431.36. 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 2023 no capital expenditure has been approved by the PCC.

12. Related Party Transactions

There were no related party transactions during 2023.

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

PRIORITIES:

- In the search for a new vicar complete the parish profile and advertise
- Maintain the worship and work of All Saints during the period of interregnum

LINKING WITH LAST YEAR:

1. Renewing the vision

- Give further consideration to what it means for All Saints to be an 'inclusive' church
- Continue to develop Family Church at All Saints and to celebrate intergenerational worship through Messy Mass and Little Saints
- As a Eucharistic community, explore together the possibility of children and young people being able to take Holy Communion
- Enjoy holding 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: eg through food and fun.

2. Developing All Saints as a community resource

a) Older adults

- Continue to support church-funded ventures (eg Lunch Club and Craft Club);
- 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;
- Cherish the foundational links between schools, church and families, continuing to strengthen them through, for example, our Foundation Governors and Family Link Worker;
- Continue to move forward on eco issues at All Saints – both outside and in.

3. Developing provision for young people in Emscote

Continue to develop relationships with young people moving on from All Saints Juniors to local secondary schools with the help of the Thrive Team and Thrive Bus (previously called 'The Message Bus').