

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS EALING

England & Wales · Charity number 1154054

Details

Other names	ALL SAINTS CHURCH PCC EALING COMMON
Status	Registered
Legal form	Previously excepted
Registered	2013-10-02
Register	View on the Charity Commission register

Contact

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Activities

Objects: PROMOTING IN THE ECCLESIASTICAL PARISH THE WHOLE MISSION OF THE CHURCH.

Activities: All Saints is a parish church of The Church of England. As a public place of worship, it is available for worship and spiritual guidance for all, and the provision of the important ceremonies of baptism, marriage and funerals.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Religious Activities
- **Who:** The General Public/mankind

Geography

- Ealing

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£108,262	£106,193	-	-
2023-12-31	£152,370	£133,584	-	-
2022-12-31	£147,500	£134,296	-	-
2021-12-31	£101,679	£91,277	-	-
2020-12-31	£71,139	£69,573	-	-

Trustees

Name	Role	Appointed
Catarina Siqueira-Armond		2021-09-27
Jing Jing Xue		2024-03-17
Mo Perkins		2015-04-26
Nick Harvey		2021-04-25
STUART JOHN PERKINS		2013-09-27

Accounts

ALL SAINTS CHURCH, EALING COMMON
PAROCHIAL CHURCH COUNCIL

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2024

	General Account £	Savings Account £	Total 2024 £	Total 2023 £
Receipts				
Planned Giving	12,091	0	12,091	18,079
Collections	627	0	627	578
Income Tax Recovered	4,436	0	4,436	6,287
	<u>17,154</u>	<u>0</u>	<u>17,154</u>	<u>24,944</u>
Other voluntary receipts	3,158	0	3,158	1,441
Activities for Generating Funds	50	0	50	0
Receipts from Church activities	86,089	0	86,089	122,625
Investment Income	0	1,811	1,811	1,060
	<u>106,452</u>	<u>1,811</u>	<u>108,263</u>	<u>150,070</u>
Payments				
Church Activities				
Diocesan Parish Share	52,500	0	52,500	50,004
Other payments	42,839	0	42,839	83,580
	<u>95,339</u>	<u>0</u>	<u>95,339</u>	<u>133,584</u>
Operating Excess/(Deficit) of Receipts over Payments	11,113	1,811	12,924	16,485
Other Receipts and Payments	(9,854)	0	(9,854)	43
Total Excess/(Deficit) of Receipts over Payments	<u>1,259</u>	<u>1,811</u>	<u>3,070</u>	<u>16,529</u>
Transfer between funds	0	0	0	0
	<u>1,259</u>	<u>1,811</u>	<u>3,070</u>	<u>16,529</u>
Bank Current and Deposit accounts 1st January 2024	30,733	34,123	64,856	53,525
Bank Current and Deposit accounts 31st December 2024	<u>31,992</u>	<u>35,934</u>	<u>67,926</u>	<u>64,856</u>

STATEMENTS OF ASSETS AND LIABILITIES AS AT 31 DECEMBER 2024

	General Fund £	Savings Account £	Total 2024 £	Total 2022 £
Cash Funds				
Bank current account	8,120	0	8,120	6,895
Hall Current account	23,872	0	23,872	23,838
Savings Account	0	35,934	35,934	34,123
	<u>31,992</u>	<u>35,934</u>	<u>67,926</u>	<u>64,856</u>
Fixed Assets				
Church Hall (at valuation)	410,008	0	410,008	410,008
	<u>410,008</u>	<u>0</u>	<u>410,008</u>	<u>410,008</u>
Net Assets	<u>442,000</u>	<u>35,934</u>	<u>477,934</u>	<u>474,864</u>
Represented by				
General Current Account	8,120	0	8,120	6,895
Savings Account	23,872	0	23,872	23,838
Hall Current Account	0	35,934	35,934	34,123
Capital Reserve (Church Hall at valuation)	410,008	0	410,008	410,008
Total Capital Employed	<u>442,000</u>	<u>35,934</u>	<u>477,934</u>	<u>474,864</u>

RECEIPTS AND PAYMENTS ACCOUNT ANALYSIS

			Total 2024	Total 2023
	£	£	£	£
a) Other voluntary receipts				
Gift Day	3,020	0	3,020	1,441
Donations	138	0	138	0
	<u>3,158</u>	<u>0</u>	<u>3,158</u>	<u>1,441</u>
b) Activities for Generating Funds -Receipts				
Fund Raising Events -Income	50	0	50	0
Fund Raising Events -Expenditure	0	0	0	0
	<u>50</u>	<u>0</u>	<u>50</u>	<u>0</u>
c) Receipts from Church activities				
Church Fees	236	0	236	13,077
Hall Income Letting	67,434	0	67,434	60,694
Mast Income	16,668	0	16,668	19,394
Mast Electricity income	0	0	0	27,709
TFL income	1,751	0	1,751	1,751
	<u>86,089</u>	<u>0</u>	<u>86,089</u>	<u>122,625</u>
d) Receipts from investments				
Bank Interest	0	1,811	1,811	0
	<u>0</u>	<u>1,811</u>	<u>1,811</u>	<u>0</u>
e) Church activities - payments				
Subscriptions	204	0	204	947
Donations- Charitable Giving	1,136	0	1,136	240
Cost of Services	6,200	0	6,200	7,787
Church Maintenance and Insurance	17,669	0	17,669	23,881
Grounds Maintenance	4,484	0	4,484	0
Hall Expenditure	11,623	0	11,623	19,098
Clergy Property Costs	975	0	975	669
All Saints Office	136	0	136	23
bank charges	127	0	127	127
Church Management	249	0	249	0
Diocean loan repayment	0	0	0	3,150
Mast Electricity charges	0	0	0	27,659
Clergy expenses	36	0	36	0
	<u>42,839</u>	<u>0</u>	<u>42,839</u>	<u>83,580</u>
f) Other Receipts and Payments				
Vicar's discretionary fund				
-Income	0			
-Expenditure	0	0	0	-20
Vestry refurbishment				
-Income	0			
-Expenditure	8,156	(8,156)	0	0
Professional Fees				
-Income	0			
-Expenditure	905	(905)	0	(200)
website and AV costs				
-Income	0			
-Expenditure	250	(250)	0	0
Junior Church				
-Income	0			
-Expenditure	0	0	0	(97)
Restricted Donations - capital				
-Income	0			
-Expenditure	0	0	0	0
Restricted Donations - other				
-Income	125			
-Expenditure	0	125	0	-57
Miscellaneous				
-Income	0			
-Expenditure	667	(667)	0	137
Insurance Claim				
-Income	0			
-Expenditure	0	0	0	280
	<u>(9,854)</u>	<u>0</u>	<u>(9,854)</u>	<u>43</u>

**Annual Church Meetings For All Saints Church, Ealing.
Sunday 11th MAY 2025 at 12.30pm, after the Parish Eucharist and Parish Lunch,
reporting on the year 2024.**

Agenda.

A: Meeting for the Election of Churchwardens

1. Apologies for absence

2. Election of Churchwardens

(To be entitled to vote one must be on the revised Electoral Roll or live in the parish and appear on the register of local government electors). A nomination for election form is to be received before the meeting. There are two Churchwarden positions available.

Churchwardens, who have lead responsibilities for the day-to-day functioning of the parish, are a much older institution than PCCs (dating back to the 14th Century!) which is why they are elected, annually, under different legal provisions - the Churchwardens Measure 2001. The election of Churchwardens is, therefore, technically a different meeting from the APCM (the term of office is one year and up to 6 years can be served consecutively).

B: Annual Parochial Church Meeting

3. Minutes of the Annual Church Meetings 2023

(To accept these minutes as a true record of the last Annual Church Meetings)

4. Matters Arising (Notify before the meeting)

5. Electoral Roll (To receive the updated electoral roll, on display before this meeting)

6. Financial Review (To receive a report on the Financial Affairs of the Parish and receive the accounts in an appendix to this report). Appoint the independent Examiner.

7. Church building, grounds and contents Report (To receive a report from the Churchwarden written in conjunction with the project lead.)

8. Ministry, Mission and Outreach (To receive a report from the Licensed Lay Minister)

9. Safeguarding Report (To receive a report from the SGO)

10. Deanery Synod Report (To receive a report on the Ealing Deanery Synod)

11. Creation Care Report (To receive a report from the Creation Care Champion)

12. Election of Lay Representatives to the PCC

Closing Prayers

Appendix for financial reporting detail

Background reading The PCC's Purpose

Parochial Church Councils (Powers) Measure 1956

(1) It shall be the duty of the minister and the parochial church council to consult together on matters of general concern and importance to the parish.

(2) The functions of parochial church councils shall include:

(a) co-operation with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical;

(b) the consideration and discussions of matters concerning the Church of England or any other matters of religious or public interest, but not the declaration of the doctrine of the Church on any question;

(c) making known and putting into effect any provision made by the diocesan synod or the deanery synod, but without prejudice to the powers of the council on any particular matter;

(d) giving advice to the diocesan synod and the deanery synod on any matter referred to the council;

(e) raising such matters as the council consider appropriate with the diocesan synod or deanery synod.

In the exercise of its functions the parochial church council shall take into consideration any expression of opinion by any parochial church meeting.

A Report of the Activities of the PCC

The members of the PCC for the period 2024-2025 are detailed below

- every clerk in Holy Orders - Revd Rachel Marszalek. The minister is the Chair of the PCC. Until March 31st 2024, when the role of Incumbent became vacant.
- the churchwardens of the parish ex officio - Stuart Perkins, Lay Chair from 31.03.24.
- Licensed Lay Minister & elected Deanery Synod Rep ex officio Mo Perkins.
- elected (up to 6) representatives of the laity (if there are less than 50 names on the roll), Catarina Siqueira Armond; Belinda McLaughlin; Nick Harvey; Crystal Xue. Paul Chalmers (for one meeting).

Officers of the PCC:

Secretary: Paul Chalmers until April, then Catarina Siqueira Armond;

Treasurer: Stuart Perkins;

Ministry, Families & Creation-Care: Mo Perkins;

Parish Safeguarding Officer: Catarina Siqueira Armond;

Children's Champion – Hannah Beveridge;

Electoral Roll Rep combined with the Parish's administrative functions.

Independent examiner or auditor

The annual meeting appoints an independent examiner or auditor, who is not a member of the PCC.

The PCC elected Isabel Dart (formerly Kuhl) for the period 2024-2025

During 2024 and 2025 there were PCC meetings on Jan 27th; March 10th; May 4th; Oct 21st; Nov 20th.

The PCC is required to meet at least 4 times a year.

Being a small PCC and in vacancy, a standing committee was not appointed: the PCC met as one body. Key discussions were the vacancy processes, the development of the Parish profile. And ongoing discussions around building projects.

3. Minutes of Last Year's Meeting, to be received as an accurate record.

Minutes of the All Saints Ealing APCM (Annual Parish Council Meeting)

Held after Sunday service within All Saints Church, Ealing – Sunday 17th March 2024

Attendees: Revd Rachel Marszalek (Vicar, Chairman); Stuart Perkins (Churchwarden); Mo Perkins, Henryk Marszalek, Catarina Siqueira Armond, Nick Harvey, Belinda McLaughlan, Guy Eagling, Margaret Carpenter, Jane Mazouz, Susan Taylor-Jerham, Diego Armond, Alan Boulton, Christina Otione, Luigi Ombrato, Crystal Xue, Daniel Perkins, Louisa Murgatroyd, Jez Inson, Alexa Fereday, Stevan Simic, Alex Fereday, Paul Chalmers

The meeting was held to consider the APCM reports for 2024 which had been circulated as pre-read.

The meeting commenced about noon with opening prayers from Revd Rachel.

1. **Apologies for absence:** James Beveridge (Treasurer), Richard Bowden, Sheila Ryan, Richard Arnold
2. **Election of Churchwarden:** Stuart Perkins was nominated and agreed to continue as Churchwarden and was duly elected by the congregation.
3. **Minutes of 2023 APCM:** Rachel briefly recapped on the minutes of the last meeting (also included with the pre-read materials for this meeting), and the minutes were approved as being an accurate record of proceedings. Proposer: Mo Perkins; Seconder: Nick Harvey, agreed unanimously.
4. **Matters arising:** None
5. **Electoral Roll Report:** Revd Rachel advised that the electoral roll currently stood at 61 compared with 57 at the time of the 2023 APCM. The electoral roll was agreed as accurate by proposer: Belinda MacLaughlan; seconder: Catarina Siqueira Armond.

6. **Financial Report:** James, the Treasurer, had prepared the financial report and financial statements of the year ended 31st December 2023, which were included within the meeting pre-read pack. Stuart Perkins stood in for James in the meeting and drew attention to the following points:
- (i) The church is in the fortunate position of getting good rental income from the hall and the mast. Plus, this was boosted in 2023 with one off income from a film company, a receipt for filming in the church one weekend during the year.
 - (ii) The number of regular givers from within the congregation is down by 2, and income from overall regular giving has declined. Stuart requested the congregation if they can look to the hearts and consider giving more.
 - (iii) Electricity costs for the mast show as both charges and income. Billing was adjusted both with Total Energy (the electricity provider) and with the company renting the mast, so that the charging in respect of usage by the mast is accounted separately. The church and hall have always been on separate meters.
 - (iv) Expenditure had increased from 2022 principally due to additional church maintenance fees including the costs of fixing the roof around the tower and repairs to the flue, more details are in the fabric report.
 - (vi) Stuart reported that James was standing down as Treasurer. In the absence of the appointment of a new Treasurer, Stuart would ask for a handover from James as an interim measure and be the Treasurer for the coming year.

Nick asked about the Parish Share. Stuart answered that the full share is £80k pa, but that All Saints is paying just £50k. Stuart said that we should look at whether we can contribute £80k but as a long-term ambition rather than in the near future.

Revd Rachel also commented that as a parish our use of the wider facilities in the Diocese was very low footprint. The cost to support a parish priest is £50-£55k. We should be proud that the finances are such that we can support a priest as a parish. Anymore should be considered a gift to the Diocese and not a compulsion.

The accounts were accepted unanimously – Stuart Perkins proposer, Nick Harvey seconder.

7. **Report on the Fabric, Goods and Ornaments of the Church**

A comprehensive report was included in the pre-read for the meeting. Mo covered the following points in the meeting:

- (i) The church is a listed building so there will always be maintenance work and repairs that must be carried out according to DAC requirements. As a listed building, VAT on work can be reclaimed. This was done for the SE porch work.
- (ii) In the past year there has been major improvement work enclosing and updating the South East open porch, funded by the income from the film let.
- (iii) There was a major repair/improvement to the roof in the N.E Nave (the area by the Tower) where there had been a persistent leak. It's believed that the cause of the leak is now found and addressed, and in a year's time the affected walls can be re-rendered and painted (estimated further £4.5k spend).
- (iv) The other major repair in 2023 was to the heating flue chimney.
- (v) There were also minor glazing repairs, and the condition of the chestnut tree in the grounds was checked.
- (vi) The major 'Re-imagining the nave' project to change the seating arrangement is pending. In August permission for the plans was granted, subject to certain conditions listed in the detailed report. The new chairs will cost about £22k. There is however a competing requirement to invest in ramp access to the main church entrance, which is a pre-requisite to support plans for the relaunch of the Toddler church. Approval of the updated plans for the ramp is expected for April, and the aim is to start work on the ramp from May, using the grant funds.

In the interim, regarding the 'Re-imagining the nave' project, the PCC have agreed to halve the length of the pews and make the remainder mobile (wheels on the underside), so that they can be

temporarily moved aside when there are other gatherings. This would be a transitional phase until there were sufficient funds for the chairs.

(iv) There is also a need to revamp the Choir Vestry, for which plans have been approved by the DAC. Implementation in 2024 is subject to funding.

(v) Revd Rachel thanked Mo Perkins for all her hard work and the assembled meeting echoed that.

8. Report on Families and Young People 2023

Mo opened by thanking Rachel and Henryk for their support over the past ten years, and for the consistent encouragement she has received from them, enabling the establishment of a very open and inclusive environment for families. This included launching a youth group when Rachel and Henryk first arrived. Mo stressed the importance of the teaching and faith-work within this, and that families are incorporated into the service, joining at the point of the eucharist. Revd Rachel thanked Mo for her report and all her leadership and efforts during the year.

9. All Saints Mission and Outreach report – Belinda MacLachlan

Belinda reported that All Saints church had continued to support EFIG, a charity established by now deceased congregant Gladys Simeon. The charity educates poor girls in Africa.

Concerning the Ealing churches winter night-shelter, Belinda reported that All Saints was no longer in a position to support this directly as the church hall is now fully utilised, but instead All Saints have provided support to neighbouring church St. Matthews who continue to participate in ECWNS (the night-shelter scheme). In addition, several

All Saints congregants joined in the recent fundraising quiz night held at St. Matthews.

Revd Rachel thanked Belinda for her report and her leadership and efforts in this area during the year.

10. Safeguarding report – Catarina Armand-Siqueira

Catarina gave a short report outlining emergency contacts in the event of concerns and also the training requirements for various members of church.

11. Deanery Synod report – Revd Rachel

Rachel referenced the meetings that had occurred in 2023. She particularly drew people's attention to watch the You-tube recording (for which a link was given in Rachel's report), in which Bishop Lusa outlines his vision for 2030. There will be a Clergy Conference for all ministers to attend in October 2024, at which Bishop Lusa's vision will be discussed and updated.

12. Creation Care report – Mo Perkins

Mo encouraged the congregation to get involved and bring forward their ideas. All Saints holds the Eco Church Bronze Award. Mo expressed the ambition to get to Silver. The CoE wants to be net zero by 2030.

Mo highlighted that the heating system at All Saints is on its last legs, and that the replacement should preferably not be a gas boiler. Anyone with positive experience of alternative systems, e.g. heat pump, ground source, solar panels technology is encouraged to share their knowledge as to how this might be sensibly and economically applied within All Saints.

Mo also briefly discussed what might be done with the grounds, and suggested that the commitment to wild flower spaces is maintained but also thought is given to 'transition spaces' to encourage more enjoyment of the external space by the community and as a stepping stone into church.

Overall, Mo encouraged the congregation to join in and get involved.

13. Election of lay representatives to the PCC

Revd Rachel addressed the meeting and asked who would join the PCC. She suggested that this involved giving 10 hours of one's time per annum to the governance role of the PCC. Stuart clarified that we could elect up to 6 PCC members.

Mo, Belinda, Nick, and Catarina all agreed to continue on the PCC in 2024 as in 2023, in addition to Stuart as churchwarden. Rachel encouraged the congregation to consider standing for PCC, and Crystal and Paul responded that they would stand.

All volunteers were thereafter welcomed onto the PCC by the assembly (elected unopposed).

The new PCC therefore consists of Stuart Perkins (ex officio CW), Mo Perkins (ex officio LLM & Deanery Synod rep), Belinda McLaughlan, Nick Harvey, Catarina Siqueira Armond, Crystal Xue, Paul Chalmers, and the vicar for All Saints (Rachel until after Easter).

14. Vicar's reflection and prayers:

Rachel gave her reflections on her 10 years as vicar to the parish, as also recorded in the APCM report for 2023.

15. At the conclusion of the meeting, Mo on behalf of the PCC and the entire church, thanked Rachel and Henryk, and led the congregation in prayer, and, with the help of some of the children, presented Rachel and Henryk with gifts chosen with thought and love to remind them fondly of their time at All Saints, and of a size that can be transported with ease to Bermuda.

The meeting closed with prayer

5. A Report on the Electoral Roll 2025

Each parish of the Church of England is by law required to have an electoral roll. People are entitled to have their name entered on the roll if they are baptised members of the Church of England (or of a church in communion with it) and they either live within the parish or have habitually attended public worship in the parish for the previous six months. It is this electoral roll that determines who can vote at the Annual Meeting, stand for election to the church council (having been on the Roll for at least 6 months), how many members the PCC should have, and how many people should be elected to represent the parish at the Deanery Synod.

It is important to note that everyone is welcome in church and to participate fully in church life whether on the electoral roll or not.

Most years, the rules require an update only, removing those moved away etc.

Inevitably, names accrue on the Roll that no-one can recall, maybe they were getting married, baptised but did not attend worship or attended for a while and then moved away.

Hence, every six years, the Church of England requires a completely new Roll to be created to reflect the congregation. Names can only go onto the new Roll if a signed application form has been received during the revision period, confirming that the applicant meets the requirements and consents to be on the Roll.

The new or revised Roll must be completed at least 15 days but no more than 28 days before the annual meeting, and the roll is then closed until received by those at the annual meeting. After the meeting, new names can be entered on the Roll at any time during the coming year until the next revision period.

2025 is a sixth year and notification that a new Roll would be prepared was posted, for the required timeframe, in and outside church, on the website and in church notices. All reasonable efforts were made to contact those on the existing roll, mainly through Sunday notices and parish newsletters. For those not seen in church, notification was emailed directly or hand delivered.

It is usual for the numbers on the new Roll to be significantly less than the previous, as those who are no longer eligible or who choose not to reapply are removed.

The new Roll prepared for this meeting 2025, stands at **27**, of which 12 are resident and 15 non-resident. 34 names have been removed:

15 did not reapply; 1 passed away; 4 moved away; 12 no longer eligible; 2 had no contact details.

6. Financial Review 2024.

The end of year accounts have been prepared and approved by our independent examiner Isabell Kuhl. A copy of the accounts is attached to this report. The financial year runs to end Decembr.

2024:

Total Income: £108,263

Total Expenditure: £109,000.

Both figures exclude mast electricity, (expenditure & rebate). Income is increased because the phasing changed on the university payments, meaning there is an extra payment of £10k in the income.

Overall both the income and expenditure are lower than last year, because the 2023 figures are inflated by the mast electricity.

Income:

Commercial Income (hall lets, mast etc): £85,850, 81%

The church continues to enjoy a strong income from the hall of over £67,000 and over £16,500 from the mobile mast.

We have spent time regularising the payment schedules for the hall lets to ensure an even cash flow, they still need close monitoring. Efforts have been made to advertise the summer space but so far we have only limited bookings.

Giving:

We are extremely grateful for all financial giving into the church as household budgets are still under strain, and we know that serving and giving into church takes many forms.

Nevertheless, unfortunately, income from regular giving shows a further decline from 2023, regular giving is now just £1000 per month.

This highlights the importance of the hall lets, any significant change in hall rental would have a major impact on our finances.

I would encourage every household to consider if they can increase their giving and anyone who is not yet making a regular commitment, to look to join the Parish Giving Scheme:

<https://www.parishgiving.org.uk/donors/find-your-parish/ealing-all-saints-ealing/>
regular giving gives security for budgeting.

Expenditure:

Common Fund:

This is our largest expense.

The common fund is what pays for our clergy and all the costs of running the diocesan services from which we benefit.

Our commitment for 2024 was to pay £52,500 as our contribution to the Common Fund or parish share as it is labelled in the accounts.

The standard cost for a parish in 2024 was £91,300 so we contributed approximately 57% of the cost of running our parish, which means other parishes have to make up the difference. The Diocese as a whole is in deficit.

For 2025 the standard cost increased to £99,880, we have committed to contribute £55,000 which is a lower percentage than last year, 55%. The Diocese have just confirmed that they are not increasing the parish standard cost for 2026.

Budget Priorities:

We have continued to prioritise investment in our buildings over the year, this is recognised by the Bishop and Diocese as an important investment. **This is investment in our mission as a parish church: to create a flexible, efficient space in which to launch our ministry and outreach activities.**

We have removed the lead sink and added new facilities in the vestry, a huge improvement, made possible by the combined hard work of a number of volunteers whose support saved thousands of pounds of costs. Last summer we also redecorated the Hall, a really important activity as the hall is such a vital source of income, again this was only possible thanks to the efforts of a small group of

dedicated volunteers. I must thank Mo for her tenacity and attention to detail, for securing permissions, driving these projects forward and rallying the volunteers.

Looking forward to 2025, we have finally been able to start the work on the access ramp, thanks to a generous grant of £10,000 from the diocese to cover the short fall. This is a vital step towards achieving our vision of a 7 day a week church. This project will use all our remaining savings yet there are many more things we still need to do to be truly mission ready, including investing more in ministry itself.

So as we welcome David to lead us into this next era of All Saints, an exciting future that I am sure we are all hungry for, I would ask everyone to look at how they can support the church financially to achieve our vision. With little left of our reserves, we will need to fund our vision with sacrificial giving.

With prayers for the coming year.

Stuart

Gift Aid Officer's Report for the year to 31 December 2024

Excluding the Gift Day donations the total giving received in this financial year was some £11,000 (2023 =£17,500; 2022 =£20,860; 2021 =£27,900; 2020 =£31,000.)

The amount given by regular standing order was down substantially at £10,100 (2023 = £15,280; 2022 = £18,250; 2021= £25,100).

In addition, there were in 2024 Gift Day receipts of £2,670 (2023 only £100 because nearly all was passed on to EFIG, 2022 £1,900, 2021 £5,500, 2020 £1,600).

The benefit of donations being made under the Gift Aid scheme is very marked. The 2024 donations under the scheme resulted in the church being able to reclaim some £3,300 (2023 £4,400, 2022 £5,500, 2021 £8,200) of income tax from HMR&C, a substantial further contribution to the work of the church. Card payments of £30 or less can be included under the Gift Aid scheme without any declaration by the donor.

The number of members of the church who contribute through regular bank standing orders, either directly to All Saints or through the Parish Giving Scheme, is still falling. At the start of the year there were 12 such members (15 at 1 January 2023, 21 at 1 January 2022), but at the end there were only 10. This remains a very small proportion of the number worshipping at All Saints.

Christopher Timms, Stewardship Officer

7. Church building, grounds and contents Report for 2024 into 2025.

Unless the Lord builds the house the labourers labour in vain. (Psalm 127:1)

Introduction:

Church Representation Rules para II 9d.

The churchwardens are to be prayerful.

They are responsible for ensuring the buildings and grounds are safe and well-maintained, they hold the contents in trust for the church;

they are to support the minister in their mission and ministry; and to welcome and encourage the congregation.

They are required to maintain accurate records of church contents and legal documents in The Terrier and to keep careful and detailed records in The Log Book of all work carried out on the buildings, for use by the architect and future wardens.

The Church of England requires an approved architect to carry out a detailed survey of the buildings every five years, known as The Quinquennial Inspection or QI. Our next QI is due summer 2025.

All Saints is an historically significant Grade 2 Listed church. The Church of England requires the architect to be consulted on all proposed work, PCC are to support and approve works prior to submission to The Diocesan Advisory Committee (DAC). For most work, given our listed status, a Faculty from the Diocesan Chancellor in the Consistory Court, (which takes the place of Listed Building Consent) is required, and occasionally local council planning permission is needed. So we have lots of professional support to care for the building properly. The VAT on all eligible work to the church is reclaimed from the Listed Places of Worship Grant Scheme.

We have two equally important demands when considering our church building: to repair it appropriately to protect its historical significance, to upgrade it for mission and ministry in the current age- because it isn't just an historic building!

It is a given that anything we need to do will cost more than we want it to and take longer! Nevertheless, it is a joy and a privilege to be responsible for this church, remembering always that it is God's house, everything we plan must be for His glory and for him to be known: "Unless the Lord builds the house the labourers labour in vain" (Psalm 127:1)

We are very grateful for your prayers and prayerful giving that make this work possible, and deeply thankful for all help received, especially over this last 15 months during which I estimate church volunteer time has saved the PCC approx. £40,000.

I cannot thank you enough.

THE CHURCH: IMPROVEMENTS – GETTING MISSION READY.

Our vision, much discussed over the last few years, is all about mission and outreach – to be open during the week, with relaunched and new ministries in the church building. Many actions have been needed to ensure that the church can operate flexibly and independently from the hall. We have made great progress but there is, of course, more to do.

COMPLETED: THE VESTRY REFURBISHMENT

This space needed repurposing and completely refurbishing.

The costings were prohibitively expensive, but eventually last summer we found a local contractor who could work alongside us, reusing some of our timber in the new design. Work began in the autumn, finished in April, just before Easter. Church volunteers spent many hours sanding down the original woodwork in face masks and ear defenders: it was not a pleasant experience - we are very grateful to Guy and Daniel especially! However, what has emerged from the dust is an entirely new vestry with new life and purpose: a meeting area with heating independent of the main church space, a servery and secure dirt-free storage, all of which supports our new ministries as well as making washing-up the Sunday coffee cups a great deal easier! Our contractor created the cupboards and installed the servery units and sink, repurposing removed wall panelling to create the surround to the servery. Volunteers sanded, oiled and painted.

Whilst not everything worked out entirely to plan, the total cost was around £16.5k, a great saving on previous quotes of around £35k. Approx £2,700 VAT is to be reclaimed.

INTO 2025:

THE ACCESS RAMP

Drawings for a proper, legally compliant access to the main entrance were first drawn up in 2016!

So it is a great relief to report that work is finally underway.

During the time that revised drawings meeting latest legislation and approvals were obtained, prices rose unimaginably to £50k+ from our preferred contractors. We commenced a new round of tendering, resulting in a local company who has quoted £39k. Funding for this work has come from a variety of sources:

Deposit Account: £28,000 source: Cultural Recovery Grant received post-Covid.

Benefact Trust Grant: £ 2,200.

2024 Gift Day Appeal: £ 3,020

Diocesan Grant: £10,000
TOTAL: £43,220.

We are especially grateful for the generosity of the church family and for the Diocesan Finance Team who have shown great faith in us with their support.

This work will directly facilitate the relaunch of our Toddler Church and will express tangibly to our community that we are open and offer welcome to all.

IMMINENT: RE-IMAGINING THE NAVE:

We have previously reported in detail about the plans for creating a new flexible nave lay-out. All necessary permissions were given in August 2023.

Whilst the permission granted was for complete removal of pews (apart from 9 quarter-lengths) and replacement with chairs, PCC made a pragmatic choice in October 2023 to use the remaining savings in the Deposit Account on the access ramp and carry out a temporary shortening/mobilising of our pews at very low cost, rather than spending everything on the new chairs and not having the access ramp. However, plans do not always immediately fall into place! It proved harder to secure the right help to carry out the transitional phase and many competing priorities (not least our Vicar leaving!), but we do now have a way forward for £2500.

With PCC agreement and your financial support we can begin immediately so that we will then be truly mission ready.

Our aim is to create the flexible, functional space that we obtained permission for:

Flexible shorter pews, that can be moved easily to the side to enable toddler church etc to happen in the space.

Small tables to be created from the pew wood for the rear arcade on both sides.

A refreshment island providing a serving surface and drawers for organised, hygienic storage of crockery, cutlery and tea, coffee etc. (Making the stack of plastic crates finally redundant!)

Looking Ahead: we will start working on designs for the toilet/kitchen extension, new heating, solar panels etc. And we keep moving forward, by the grace of God, for the mission of the church, because the building is not an end in itself.

THE CHURCH: REPAIRS

No significant repairs have taken place on the church building this year.

The NW corner by the entrance, despite the many remedial works undertaken on the roof and guttering, remains a problem: intense rainfall is still penetrating into the stonework and onto the floor. We will tackle this next year with the architect.

The pigeon mess in the turret and east window have also yet to be tackled.

THE CHURCH HALL:

Redecoration: This space is in continuous use by community groups.

Over summer 2024, church volunteers prepared and painted the whole building: hall, toilets, kitchen and entrance, fitting the work around the evening lets who continued to meet through most of the summer. Very grateful thanks to all who helped.

More lights have been switched to motion sensors because the hall lets are forgetful about turning lights off and the toilet lights especially can be on for hours and yet hardly used. This helps our bills and carbon footprint.

Looking ahead: we are researching modern infra-red/ceramic heaters as the hall is very cold in mid-winter. Modern heaters would be both more effective and more efficient.

Further research into insulation etc needs to happen as we continue on the net-zero road map.

Safety Checks: All the required safety checks are carried out every year– fire extinguishers, lightning protection, PAT testing, gas safety.

THE GROUNDS:

Our venerable horse chestnut tree, although in overall good health was supposed to have an aerial check before the tree went into full leaf. (£350) but we missed it this year!

In November 2024, we finally took delivery of a new metal shed from Asgard: very secure and needing no maintenance. It has taken a while as planning permission was needed! However, the lawnmowers and gazebos now have a new (better) home after being evicted from the SE porch when that area was refurbished last year. Those tools that we have are now also in the shed, not in the cellar, meaning that any garden activities are now accessible to all. This summer hopefully we can create effective pathways to the side of the hall to finish this area.

As per our Creation Care commitments, we continue with a reduced mowing regime of the lawns, enabling wildflowers to flourish for the benefit of pollinators. Thanks to church volunteers who tend the grounds, most especially Alan, Guy, Daniel and Sheila.

Looking Ahead:

Once the access ramp is completed, the church community can take stock of the amazing grounds we are blessed with. We can draw up a management plan so that we protect pollinators and wildlife, and create a peaceful and welcoming oasis for people.

- Wildflower areas;
- new trees (especially to replace the dead plum tree removed last year, as it was planted to commemorate the 25th anniversary of the church.)
- Pathways and reflection areas – signage to explain our creation care approach and to give a “pause for thought.”
- We also have the enclosed south side – play area, community allotment, orchard?

We invite everyone to join the conversation and bring ideas, enthusiasm, help and fun!

The Contents: there are no changes of significance to note, except further clearing of redundant paperwork and old rugs from the vestry area. We are hoping to send on our prayer kneelers to other churches. We are very thankful to have finally delivered Richard his long-promised secure storage in the vestry, and very grateful for all his careful work towards the organisation of the church’s historical material.

Mo Perkins

ARCHIVES AND HISTORY

The parish archives are now all fully listed and re-boxed, ready to go into their new storage in the refurbished choir vestry, once they have been brought down from the tower and separated from stuff in the clergy vestry. This will depend on the health of the parish archivist! But a start could be made, as already outlined by email. This is of course a very big step forward. We owe major votes of thanks to the Diocesan Architect for her design and to the contractor Damien, and church volunteers for carrying it out.

Richard Bowden, All Saints Archivist.

8. Ministry and Outreach.

(To receive a report from the Licensed Lay Minister leading Families & Worship and other events)

Rachel left us for the humid beauty of Bermuda on Easter Day 2024, March 31st.

In her final sermon, she reflected that the women, approaching the tomb, worried about who would roll the stone away for them, but behold, the Lord had already rolled it away. She hoped this would encourage us as we moved forward in vacancy. Somehow, stones would be moved, for God is ever faithful, trustworthy and true.

Writing now, after another Easter, it hardly seems possible that a year has passed. I want to say a big thank you to every member of our church family here: you have gathered, worshipped, read scripture, led prayers, made cakes and meals, answered the call to clear out and clear up, to sand, fill and paint, to cut grass and in a thousand other ways, we have altogether found ways to be family, to support and encourage one another, above all to pray for our future, to listen for God's voice. I have felt blessed, supported and encouraged to be ministering with you. Thank you.

We have found indeed the stone regularly rolled from us as we together continued in our efforts to become mission ready.

Last Easter, we had no affordable options to refurbish the vestry, construct the ramp or even (thought to be the quick transitional task!) to shorten the pews. Yet here we are, one project complete, one in process and one imminent. Thank you to the PCC for keeping faith and to everyone for your financial gifts, DIY, prayers and patience as disruption and dust heralded another step along the way to us being mission ready.

Entering a vacancy, it is a daunting task looking at all the Sundays on the calendar and wondering how we might have worship, but once more, God provided, with a team of wonderful guest clergy who have served us consistently - only on 14 Sundays were no clergy available or had to withdraw through ill health, when I led and preached instead. On one Sunday Christine and I took a service together.

Our clergy team have been a great support to us all, bringing God's word to us each week with variety and depth, whilst also bringing a comforting continuity. They have commended us on our warm-hearted worship and community. Thank you to Bishop Pete Broadbent (retired), Rev Jane Morris of St. John's West Ealing and to Rev Bruce Rickards, Heathrow Chaplain, and also to Rev Akin Akinola (then of St Johns Southall), Rev Jeremy Hyde of St Mellitus Hanwell, and Father Richard Harris of Christ the Saviour, Ealing Broadway. I am so grateful for their generosity, prayers and encouragement.

In worship we seek to experience the presence of God, explore who he is through scripture and teaching, pray together and receive the sacrament. I have had the great privilege and joy to create our services, exploring more depths and intricacies in our Anglican liturgy and the texts each week, and prayerfully adding to our range of music. It has been a nourishing worship experience running like a thread through my week!

Opportunities emerged to bring in more prayerful space by introducing more music: some reflection time after the sermon, and to pray or sing as communion draws to a close. Making use of our music technology, it has been possible to continue widening our experience of sung worship as per our long term vision, especially, as requested, by having music with vocals that has given us more confidence in singing. On occasions Christine has been able to lead us with her guitar which has been wonderful, thank you! and recently we are finding ways in which our talented music team can use their gifts as and when they might be available. We look forward to what God may bless us with in this coming season.

We have followed our usual worship pattern, held by the rhythms of the Christian year, blessed with Bishop Pete to take Midnight Mass and Christmas Day and Jane on Easter Day. Preaching has followed the Lectionary texts, without the occasional break for a teaching series which, although considered by Christine and myself, seemed a little too complex to manage this year. We look forward to exploring new ways to explore God's word in our next chapter.

Through regular news sheets, we have tried to keep everyone informed and included, as we have moved through the year:

- We held a peaceful, prayerful and reflective Ascension evening service, with Christine leading our sung worship;
- Between Ascension and Pentecost, we responded to the call to prayer of “Thy Kingdom Come”: prayer novenas were offered and a calendar to pray for each street of our parish, prayer walking if possible, through the 40 days.
- We celebrated Pentecost with a prayerful worship and lunch,
- and our return from summer holidays with a lively Altogether worship led by Rev Bruce, with a parish picnic;
- Harvest with gifts for the Food bank and a Parish Lunch;
- We celebrated All Saints Day with cake and a Gift Day Appeal for the entrance ramp that raised £3600, thank you!
- We marked Remembrance Sunday and welcomed visitors for that service.
- A first : Alexa brought her class to visit: so many children sitting across our carpet at the front: a sign of what might come..I hope we can do more of this.
- The Christmas Eve Christingle service was co-led by our older children and great fun. Stuart made his marmalade again from the left-over oranges: do take a jar home with you!
- For Epiphany we had an interactive altogether worship with a procession of the Magi following the star, followed by crown cake.
- Our Carols by Candlelight took place as usual, and was a beautiful and joyful occasion.

Thank you to Christine who put the service together and led the singing. Thank you and well done to Alan, Hannah, Belinda and Richard for singing, to all those who decorated the church, gave the readings – especially wonderful to have some of our young readers taking part- or who set up, served and cleared away the mulled wine and refreshments. Together we are a fine team indeed.

- Palm Sunday we began outside altogether with a palm procession followed by a dramatic reading of The Passion. An impactful occasion.

- In Holy Week last year, we held a Maundy Thursday meal, seating at the front of the nave, from where we could move to the chancel (Gethsemane) for the stripping of the altar and sanctuary: a dramatic visual symbol of the desolation without Jesus. Not only was this a powerful worship experience, it was also a prophetic vision of our future – a worship experience including children and a meal but located in the nave. Next year we hoped we would have more room with pews moved. We did indeed hold a Last Supper on Maundy Thursday this year but still with the pews. Thankfully they can be sorted imminently.

Pastoral Ministry:

It has been a joy to take Communion to Richard through the year as he continues to rest and gather strength at home. A few weeks ago we welcomed baby Cleo-Rose in baptism, and look forward to two weddings later this year.

Last summer, I conducted the interment of ashes of Mary Milner, a previous long-standing member of All Saints. We said farewell to her husband Reginald in January 2025, and to Eleanor Kerr in November 2024. Eleanor, along with her husband David, and when they were young, her children, was a very longstanding and loyal member of the All Saints’ church family. I had the privilege of knowing her for thirty years, she was a resilient, thoughtful, perceptive, and spirited lady, who loved her family and thrived on all that life threw at her.

As years took their toll, she bore her increasing frailty with such good grace and patience, and although after Lockdown she felt unable to be physically present at church, she worshipped along with us via the Livestream. She had made her peace and was ready to go from this life to that eternal fellowship with Christ, promised to us all.

Discipleship: no scope for study courses over this last year: we can begin again in the future.

However, we have encouraged The Church of England resources:

Using prayer and video material for the Thy Kingdom Come prayer initiative; the Everyday Faith app/email daily reflections as well as The Bible in A Year with Nicky and Pippa Gumbel. During Lent, we advertised both the Church of England Living Hope daily reflections with booklets for adults and families or via the app. Also the London Diocese Zoom talks on Climate Justice. Guy and I listened to some of these whilst painting the new cupboards in the vestry – it was good to listen with others.

I have felt blessed by regular coffee meetings with Christine who, although not physically present at All Saints that often due to her ministry commitments elsewhere, has encouraged and added wisdom to my week -by- week experience of vacancy. Thank you! And thank-you to others who have offered counsel, support and inspiration.

I want to say a very big thank you to Guy, who, as our Sacristan, is at church early every Sunday, setting up the altar for communion, clearing away and readying the church week by week for worship. When at times my action list has seemed never-ending, it has been such a comfort to know that Guy will have everything set up in church for Sunday. Thank you so much.

Thank you also to our Tech Team without whose week by week attention, we would not have a service: Guy again and Stuart with Paul on occasions.

Thank you to Jane who comes in each week to clean the church, a huge task for one person.

Perhaps as I am writing this, I feel reminded that it isn't always about doing - being with God, in peace, is also important!

Families and Children:

All Saints has an including, welcoming position towards children. We delight in the life and spiritual curiosity of our youngsters and welcome them as fellow pilgrims on the Way, worshipping and serving together.

We have spent more time altogether in church than usual: as our children are growing up, there have been more opportunities to take part in the service by reading the Scripture or prayers on many Sundays, but especially for Epiphany, Carol Service, Palm Sunday and Crib. It was good to have a young voice in our Remembrance Service, to share in the Palm Gospel, and our altogethers, and to help both strip the altar on Maundy Thursday and redress it on Easter Day to the sound of The Peruvian Gloria.

Our family space at the front is now well established, appreciated by the smallest and wriggliest, as well as by the older ones as we share pitta bread and grapes during the preparation of The Eucharist. The children are now adept at extinguishing the candles at the end of the service without my assistance!

We have an open, flexible approach to where children are on Sundays: we feel they should be wherever they feel most comfortable. Babies and toddlers are welcome on the carpet throughout the service. Family sessions in the hall are designed for whole family worship. We pray for all family members to encounter God in our session whether parent or grandparent, 8 -year -old or toddler. Variable numbers and ages attending continue to make preparation challenging, but we are delighted to be with whoever can be with us each week. For Mothering Sunday, we created pots of seeds to give to everyone (bringing Creation Care into our activities), and the children created a new banner for Easter Day which looks splendid at the front of church.

In last year's report we were looking forward to our new flexible nave and the relaunch of Toddler Church. It is a disappointment that we couldn't achieve this. However, now there is a real opportunity to have something running for the last few months before summer. Prayers now that this can be so, for

the new space, for enough willing helpers, for more families to find us and through us encounter Jesus.

THANK YOU to all our wonderful families who bring joy and life into our gatherings. It is a joy and a privilege to be with you all and share faith together. Thank you to the whole church family for your grace-filled welcome to our youngest disciples. For Catarina as fellow leader, for Hannah serving as our Children's Champion, for those who miraculously clear up the hall before I can get back in there – a special thank you to you, so much appreciated!

Thank you to Catarina also in her role as Parish Safeguarding Officer, ensuring our families work is safe and fun. I look forward to seeing where God takes our family ministry over this next year, what he calls us into, the leaders he calls and how our older children might be called.

Mission and Outreach:

We have continued with our support for the Ealing Churches Winter Night Shelter. We were able to offer our building for their annual Quiz Night which was great fun. If we are wanted next year, hopefully we will have more room. Volunteers from All Saints joined up with the team hosting the night shelter at St Matthews across The Common. Belinda continues as a Trustee for the Night Shelter. We thank her for her support and service to them and for representing All Saints in this way.

In September, we opened the church for the London Open House Weekend and for The Ealing Common Society, who held their historic walk again for the first time since Lockdown. Their final stop is at All Saints where we serve them tea and cakes. An occasion for the church to be open for the community, to show our architecture and unique history, but also to explain how Perceval's faith led to a church to be raised in his memory: a faith as alive today as it was then. A big thank you to all those who baked cakes or came along to host, and a special thank you to Paul Chalmers for arranging with the Ealing Common Society.

In March this year, we blessed our Vestry room after its refurbishment, and prayed for all the ministries that would be enabled by these facilities and the lives that would be transformed through encountering Jesus in those ministries. To be thankful for our shiny new sink, we gave £200 to Wateraid which buys six hand pumps, bringing fresh water into the heart of the community. Thank you!

THE ALL SAINTS' VISION

Rather a presumptuous title, as we stand quite literally on the threshold, waiting to step through into a new chapter. But it is a new chapter in a continuing story, so we can think on the vision we have been working towards and getting ready for, without being so sure of exactly what form or shape its fulfilment will take.

At our September Altogether Worship – you may remember it! -it was Jesus calming the storm with actions and sound effects! We had a reading from Joshua 1v9: “be strong and courageous ..for the Lord your God is with you wherever you go”, and just the other day we had this verse spoken over our vision from Matthew 7:7-8: “ask and it will be given to you;knock and the door will be opened for you” so be strong and courageous and be bold to ask for God's direction and help because He is with us or likely ahead of us already.

We have been boldly stepping out in faith for ten years, as we have identified those aspects that hold us back from reaching the people of our parish. We have worked on our building: boldly repairing and reimagining spaces: the SE porch; the nave; the vestry. We have removed inefficiencies and hazards like light switches in the wrong place and no plug sockets. Now we are constructing the ramp, about to free up the nave.

And along with our building work, we have freed up our worship: relaxed, welcoming, children at the heart, music across moods and genres. We have stirred up our quest for God with teaching series and Alpha courses and bible courses.

All those boulders that we might once have thought immovable: God has cleared them away so that we might boldly go forward!

We are, I believe, mission ready:

Our parish profile came out of this long-term vision we have been working towards since before covid struck.

A vision to not be the church that is always locked, but the church that is open:

holding ministry and outreach events from the church building itself and to go out beyond our building to find places of encounter.

There is no doubt that our presence in our community would be greatly strengthened once we have found ways to make relationships with people not yet in our church, to relaunch our Toddler Church as a start.

The Diocesan vision is about growing younger and we have missing generations: the teens and young adults, it is also about being compassionate communities caring about the needs near and far.

So can we step confidently into our purpose as a Church of England parish church: to be a community hub for faith, discipleship and compassionate support?

Can we hold all our ministry outreach in the church itself: for those who do not consider a church a place they would enter, we can break down those inhibitions by holding our community friendly activities in that space which itself speaks of God. – eg eco church events; discovery/experience family events for advent, easter; baby groups; café style drop-ins, prayer and worship. Such events can welcome others into the church space with a Godly focus.

The vision is also about refreshing ourselves, bringing more into our worship, into our music, prayer and to our serving.

We are the body of many parts, each of us valuable and necessary, with our own unique gifts and skills. Now is a very good time to ponder on those gifts anew, how can you and I bring more of our gifts into this place?

When Cleo-Rose was baptised, it felt so good having a full team in church to set up and welcome. Is your gift one of welcome or hospitality or leading prayers or good advertising design or art (I'd love to see the children create more banners for church could you help?) or what is your gift....?

Together we can do much more- secure knowing that God is with us, if we are rooting ourselves in prayer and really listening for his voice. Perhaps our first step while we wait, is to gather each week for prayer.

9. Safeguarding Report (To receive a report from the SGO)

Safeguarding is everyone's responsibility. Carrying out the training offered by The Church of England is very important because it helps us understand the full scope of safeguarding, and what to do if anyone shares something with you or you observe something that seems odd: always take your concerns direct to the Parish Safeguarding Officer, to me Catarina.

Anyone who would like to offer themselves for the church council or any position of trust or responsibility will be required to obtain a DBS for All Saints (even if you already have one for another setting) and to undertake whatever levels of training the Diocese determine.

The diocesan safeguarding policy can be found here:

<https://www.london.anglican.org/support/safeguarding/safeguarding-policy/>

Who gets what training in the parish |

The Basic Awareness and Foundation			
<p>The Basic Awareness and Foundation Courses can be completed by any member of the congregation, to support awareness raising and a culture of support and vigilance in the Church. They can be undertaken online at https://safeguardingtraining.cofeportal.org/login/index.php.</p> <p>However, it is recommended that those in the following roles are encouraged to complete them: Vergers, Servers, Welcomers, Caretakers, Refreshment Helpers, Sidespersons, Flower Arrangers, Administrative Staff, Bell-ringers, Choir Members/Music Group Members (including Sound/AV Technicians).</p>			
Additional Core Training Requirements			
Role	Basic Awareness	Foundation	Leadership
Incumbents and clergy, including those that hold PtO	✓	✓	✓
Licensed Lay Ministers, e.g. Readers	✓	✓	✓
Parish workers with children/ vulnerable adults (paid or volunteer)	✓	✓	x
Leaders/Supervisors of work with children/vulnerable adults (paid or volunteer)	✓	✓	✓
Parish Safeguarding Officers	✓	✓	✓
Church Operations Managers	✓	✓	x
Churchwardens	✓	✓	✓
PCC Members	✓	x	x
PCC Safeguarding Leads	✓	✓	✓
Youth and Children's Pastors	✓	✓	✓
Music Group Leaders/Choir Leaders	✓	✓	✓
Bell Tower Captains	✓	✓	✓

Tedtalk about Safeguarding

I would like to draw your attention to a short Tedtalk video about [How whistleblowing can save lives](#), on the very important topic of the importance of professional curiosity. Please watch this video and apply these principles in your daily life, wherever you are.

Number if you have any concerns: Diocesan Safeguarding Officer: 020 7932 1224

Reporting abuse and finding support: if you have information about a safeguarding situation where a child or adult is in immediate danger or requires immediate medical attention call the emergency services on 999. Do not delay.

Survivor support websites and contact details

We understand reporting abuse may be very difficult and distressing to you and it may add to your hurt by our not being able to immediately assist you. Therefore, here are the contact details of other agencies that are available to assist either on a 24-hour basis or through specialist helplines and services:

NSPCC helpline for Children and Adults: 0800 80 20 20

NSPCC Child Protection Helpline: 0808 800 5000 - if you are worried about a child.

Child-line: 0800 111 -if you are a child or young person and are worried about anything.

National Domestic Violence Helpline: 0808 2000 247 - if you are experiencing domestic abuse.

Samaritans Helpline: 116 123 - if you feel you are struggling to cope and need someone to talk to.

Action on Elder Abuse Helpline: 0808 808 8141 (free phone Monday to Friday 9-5pm)

National Rape Crisis Helpline: 0808 802 9999 and is open every day from 12-2.30pm and 7-9.30pm.

The Survivors Trust: 0808 801 0818 Mon to Wed 10-7.30pm, Thurs 10-6pm, Fri 10-2pm.

Other Contacts

National Casework enquiries - safeguarding@churchofengland.org

National General safeguarding enquiries - safeguardinggeo@churchofengland.org

Your local Diocesan Safeguarding Team - www.london.anglican.org/support/safeguarding/

Write to: National Safeguarding Team, Church House, Great Smith Street, Westminster, SW1P 3AZ

Catarina Siqueira Armond Safeguarding Officer

10. Deanery Synod Report (To receive a report on the Ealing Deanery Synod)

Ealing Deanery is the largest in the country, containing 33 churches, 5 schools and 5 chaplaincies. The Deanery Synod gathers elected representatives for discussion on matters of wide interest, they distribute a Mission Fund each summer and instigated the Ealing Churches Winter Night Shelter. Representatives are elected every 3 years: next election year is 2026. All Saints can have 2 representatives and so another can be elected this year to serve for one year.

The Synod met three times :

February 2024 @ St Mellitus Church Hanwell: presentation on The Ministry Experience Scheme for young people and on Godly Play: a way of story-telling which invites listeners into the story as a meditation/spiritual encounter.

July 2024 @ St Barnabas Northolt: Synod business – accounts, school governors.

Individual churches presented their pitches for The Mission Fund: the projects ranged from a request for a screen and projector, funding for a Community Fun Day; a Youth Group; Summer Outreach; a Youth weekend Away.

October 2024 @ St Barnabas Church Pitshanger. Bishop Lusa's Roadshow also with AD Catherine Pickford. A quiz to recap (jog our memories) of the key aspects of The Diocesan 2023 Vision.

Key charisms of the vision are – intercultural and intergenerational.

Bishop Lusa introduced the Way of Life resources: to help churches formulate a shared way of life. [Something we should think about here at All Saints.]

<https://www.london.anglican.org/church-and-parish-support/confident-disciples/way-of-life/>

we were asked to think about who we weren't reaching in our parish; where have we seen glimpses of glory; what is troubling us? where do we see hope?

January 2025 @ Emmanuel Church Southall: a presentation on The Mothers Union and how churches can be involved. A major presentation by our new Willesden Area Safeguarding Adviser, focusing on the new safeguarding standards and new resources for parishes especially new signage.

11. Creation Care Report (To receive a report from the Creation Care Champion)

Creation Care is joining in with what God invites us to do: having a heart and mind set on caring for that which God created and God loves. It is, at its simplest, leading a disciplined life. Approached like this might make it easier to make those inconvenient changes in our lifestyles.

Climate change affects all life without discrimination but the most vulnerable are impacted hardest, having contributed least to its cause. Climate change is a justice issue.

Every parish is asked to elect a "Creation Care Champion" to encourage everyone else to become creation care champions!

All Saints is registered in the Eco Church Scheme, holding the bronze award. There are new criteria for the awards, we may qualify for silver, but perhaps we could all actively engage in some area before we apply?

The PCC adopted a Creation Care policy – find it here: and read it!

<https://www.allsaintsealing.org.uk/new-page-34>

We pledge to consider climate implications on our church way of life and our own lifestyles. In practice, this means not buying unnecessary stuff, no single use throwaways, to recycle/reuse not throw out if possible, manage our land for biodiversity, watch our utilities, work on our buildings. Most important: to recognise the causes and, with humility and lament, our part in that.

The Willesden Area hold Creation Care workshops to share and encourage. It would be great if a team could go to the next one.

As church, we are very mindful of our responsibilities in managing our land: letting nature have some freedom, for wildflowers to appear. So much more we could do – lets join together, share our ideas and MAKE IT HAPPEN!

Last summer apart from “No Mow May” ie letting the grass to grow for flowers to feed pollinators, we also took part in The Great Big Green Week “Count on Nature” where we attempted to notice, identify and record all life we could find in our grounds – plants, insects, butterflies etc. whilst we can’t claim to be too expert, we did find a frog, butterflies, and wild flowers in abundance – and it was fun! This year Count on Nature is June 7th – 15th.

The PCC have at last been able to say goodbye to British Gas: our new gas contract is a green supply from Ecotricity, a 100% renewable energy supplier with green gas (captured from composters) and the rates are less than British Gas, win! win!

Our electricity supply is a green tariff from Total Energy – not a very green company so hope we can leave them later this year.

Can we be bold and start planning for solar panels?

Lest this can all seem dull and too practical, let’s think of some fun things to do, ways to reach out into our community, plant sale/swap? Clothes Swap? Outdoor activity group.....

And meditate on our final statement in our policy – recalling that taking care of God’s Creation was a task ordained to us in The Garden at the very beginning.

“We will embark on this journey with **joy** and determination together, supporting one another. In all we do in relation to the natural world, we will seek the guidance, strength and protection, as well as the forgiveness when we fall short, of God our Creator and Jesus Christ our Saviour.”

<https://www.london.anglican.org/church-and-parish-support/creation-care/>

<https://www.churchofengland.org/about/environment-and-climate-change/net-zero-carbon-routemap#na>

Eco Church covers 5 areas:

Worship and teaching **** Buildings and energy **** Land and nature **** Community and global engagement **** Lifestyle

<https://ecochurch.arocha.org.uk>

This coming year let's have more conversations, more team building and more progress in prayer and worship, in witness and action, more outreach. And lots of fun together!

Appendix for Financial Reports.

ALL SAINTS CHURCH, EALING COMMON PAROCHIAL CHURCH COUNCIL

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2024

	General Account £	Savings Account £	Total 2024 £	Total 2023 £
Receipts				
Planned Giving	12,091	0	12,091	18,079
Collections	627	0	627	578
Income Tax Recovered	4,436	0	4,436	6,287
	<u>17,154</u>	<u>0</u>	<u>17,154</u>	<u>24,944</u>
Other voluntary receipts	3,158	0	3,158	1,441
Activities for Generating Funds	50	0	50	0
Receipts from Church activities	86,089	0	86,089	122,625
Investment income	0	1,811	1,811	1,060
	<u>106,452</u>	<u>1,811</u>	<u>108,263</u>	<u>150,070</u>
Payments				
Church Activities				
Diocesan Parish Share	52,500	0	52,500	50,004
Other payments	42,839	0	42,839	83,580
	<u>95,339</u>	<u>0</u>	<u>95,339</u>	<u>133,584</u>
Operating Excess/(Deficit) of Receipts over Payments	11,113	1,811	12,924	16,485
Other Receipts and Payments	(9,854)	0	(9,854)	43
Total Excess/(Deficit) of Receipts over Payments	1,259	1,811	3,070	16,529
Transfer between funds	0	0	0	0
	<u>1,259</u>	<u>1,811</u>	<u>3,070</u>	<u>16,529</u>
Bank Current and Deposit accounts 1st January 2024	30,733	34,123	64,856	53,525
Bank Current and Deposit accounts 31st December 2024	<u>31,992</u>	<u>35,934</u>	<u>67,926</u>	<u>64,856</u>

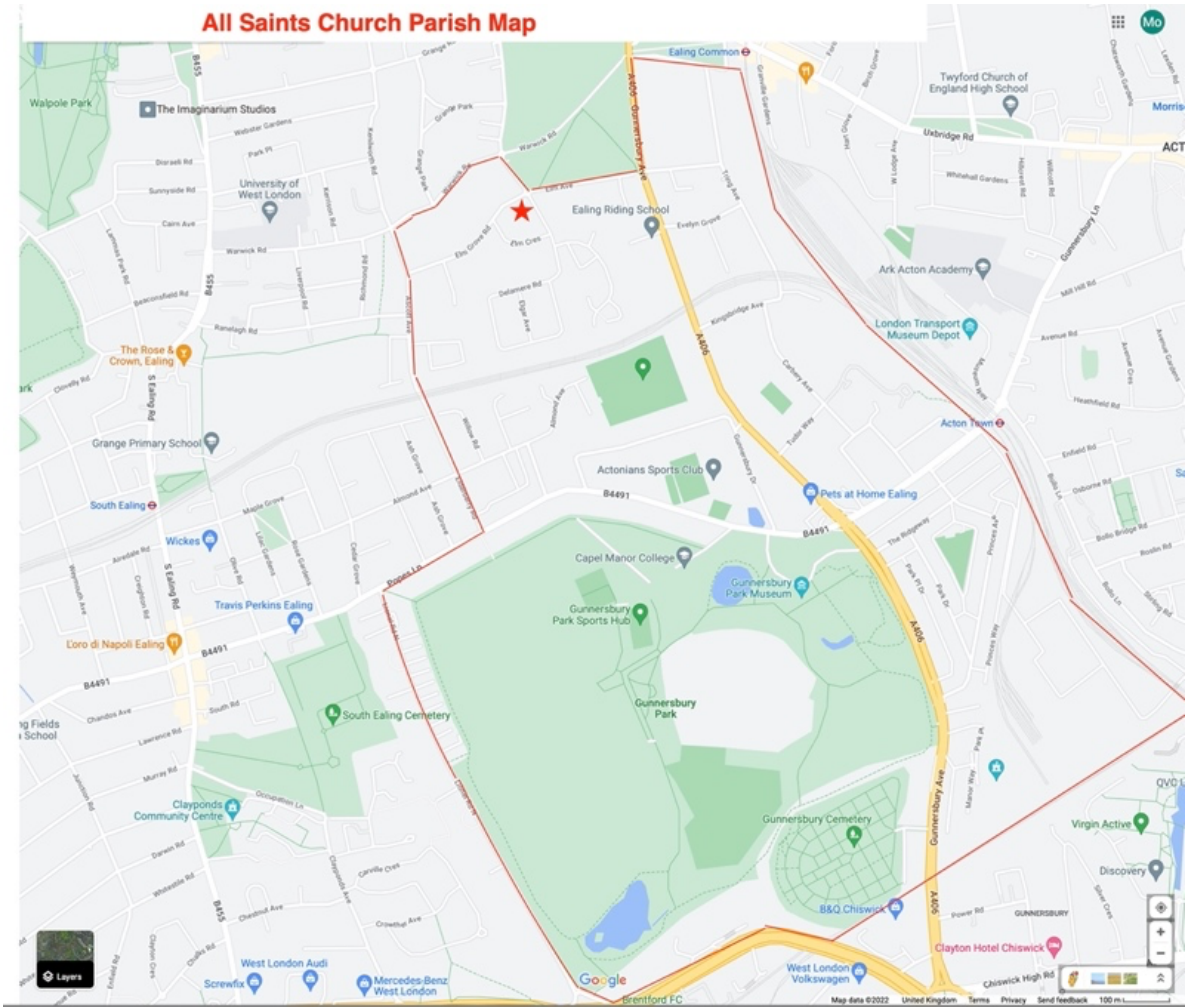
STATEMENTS OF ASSETS AND LIABILITIES AS AT 31 DECEMBER 2024

	General Fund £	Savings Account £	Total 2024 £	Total 2023 £
Cash Funds				
General Current Account	8,120	0	8,120	6,895
Hall Current account	23,872	0	23,872	23,838
Savings Account	0	35,934	35,934	34,123
	<u>31,992</u>	<u>35,934</u>	<u>67,926</u>	<u>64,856</u>
Fixed Assets				
Church Hall (at valuation)	410,008	0	410,008	410,008
	<u>410,008</u>	<u>0</u>	<u>410,008</u>	<u>410,008</u>
Net Assets	442,000	35,934	477,934	474,864
Represented by				
General Current Account	8,120	0	8,120	6,895
Hall Current Account	23,872	0	23,872	23,838
Savings Account	0	35,934	35,934	34,123
Capital Reserve (Church Hall at valuation)	410,008	0	410,008	410,008
Total Capital Employed	442,000	35,934	477,934	474,864

RECEIPTS AND PAYMENTS ACCOUNT ANALYSIS

	£	£	Total 2024 £	Total 2023 £
a) Other voluntary receipts				
Gift Day	3,020	0	3,020	1,441
Donations	138	0	138	0
	<u>3,158</u>	<u>0</u>	<u>3,158</u>	<u>1,441</u>
b) Activities for Generating Funds -Receipts				
Fund Raising Events -Income	50	0	50	0
Fund Raising Events -Expenditure	0	0	0	0
	<u>50</u>	<u>0</u>	<u>50</u>	<u>0</u>
c) Receipts from Church activities				
Church Fees	236	0	236	13,077
Hall Income Letting	67,434	0	67,434	60,694
Mast Income	16,668	0	16,668	19,394
Mast Electricity income	0	0	0	27,709
TFL income	1,751	0	1,751	1,751
	<u>86,089</u>	<u>0</u>	<u>86,089</u>	<u>122,625</u>
d) Receipts from investments				
Bank Interest	0	1,811	1,811	0
	<u>0</u>	<u>1,811</u>	<u>1,811</u>	<u>0</u>
e) Church activities - payments				
Subscriptions	204	0	204	947
Donations- Charitable Giving	1,136	0	1,136	240
Cost of Services	6,200	0	6,200	7,787
Church Maintenance and Insurance	17,669	0	17,669	23,881
Grounds Maintenance	4,484	0	4,484	0
Hall Expenditure	11,623	0	11,623	19,098
Clergy Property Costs	975	0	975	669
All Saints Office	136	0	136	23
bank charges	127	0	127	127
Church Management	249	0	249	0
Diocean loan repayment	0	0	0	3,150
Mast Electricity charges	0	0	0	27,659
Clergy expenses	36	0	36	0
	<u>42,839</u>	<u>0</u>	<u>42,839</u>	<u>83,580</u>
f) Other Receipts and Payments				
Vicar's discretionary fund				
-Income	0			
-Expenditure	0	0	0	-20
Vestry refurbishment				
-Income	0			
-Expenditure	8,156	(8,156)	0	0
Professional Fees				
-Income	0			
-Expenditure	905	(905)	0	(200)
website and AV costs				
-Income	0			
-Expenditure	250	(250)	0	0
Junior Church				
-Income	0			
-Expenditure	0	0	0	(97)
Restricted Donations - capital				
-Income	0			
-Expenditure	0	0	0	0
Restricted Donations - other				
-Income	125			
-Expenditure	0	125	0	-57
Miscellaneous				
-Income	0			
-Expenditure	667	(667)	0	137
Insurance Claim				
-Income	0			
-Expenditure	0	0	0	280
	<u>(9,854)</u>	<u>0</u>	<u>(9,854)</u>	<u>43</u>

All Saints Church Parish Map



Independent Examiner's Report To the PCC of All Saints Church, Ealing Common

This report on the financial statement of the PCC for the year ended 31 December 2024, which are set out in pages 1 to 2.

Respective responsibilities of the trustees and examiner

As members of the PCC you are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Report

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect,

- accounting records were not kept in accordance with section 130 of the Charities Act or
- the accounts do not accord with the accounting records

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

Isabel Dart

I Dart
25 Burton Avenue,
Tonbridge TN11 9FB

15/10/2025

Accounts

Annual Church Meetings
Sunday 17 March 2024 Meeting for the Election of Churchwardens
Sunday 17 March 2024 Annual Parochial Church Meeting reporting on the Year 2023

(After the 10.00am Parish Eucharist at All Saints Church, Ealing)

Agenda

- 1. Apologies for absence**

Meeting for the election of Churchwardens

2. Election of Churchwardens

(To be entitled to vote one must be on the revised Electoral Roll or live in the parish and appear on the register of local government electors). A nomination for election form is to be received before the meeting. There are two Churchwarden positions available.

Annual Parochial Church Meeting

3. Minutes of the Annual Church Meetings 2023

(To accept these minutes as a true record of the last Annual Church Meetings)

4. Matters Arising (Notify before the meeting)

5. Electoral Roll (To receive the updated electoral roll, on display before this meeting)

6. Financial Review (To receive a report on the Financial Affairs of the Parish and receive the accounts in an appendix to this report). Appoint the independent Examiner.

7. Church building, grounds and contents Report (To receive a report from the Churchwarden written in conjunction with the Officer elected to oversee the 'Reimagine the Nave' Project)

8. Ministries of the Parish

a) Families and Children Report (To receive a report from the Lay Minister leading Families in Worship and other events)

b) Mission & Outreach (To receive a report about ministries of outreach)

9. Safeguarding Report (To receive a report from the SGO)

10. Deanery Synod Report (To receive a report on the Ealing Deanery Synod)

11. Creation Care Report (To receive a report from the Creation Care Champion)

12. Election of Lay Representatives to the PCC & Deanery Synod representative

Vicar's reflection and prayers

Appendix for financial reporting detail

Background reading The PCC's Purpose

Parochial Church Councils (Powers) Measure 1956

(1) It shall be the duty of the minister and the parochial church council to consult together on matters of general concern and importance to the parish.

(2) The functions of parochial church councils shall include:

(a) co-operation with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical;

(b) the consideration and discussions of matters concerning the Church of England or any other matters of religious or public interest, but not the declaration of the doctrine of the Church on any question;

(c) making known and putting into effect any provision made by the diocesan synod or the deanery synod, but without prejudice to the powers of the council on any particular matter;

(d) giving advice to the diocesan synod and the deanery synod on any matter referred to the council;

(e) raising such matters as the council consider appropriate with the diocesan synod or deanery synod.

In the exercise of its functions the parochial church council shall take into consideration any expression of opinion by any parochial church meeting.

PCC Membership

The members of the PCC who held office for the period 2022-2023 are detailed below

- every clerk in Holy Orders - Revd Rachel Marszalek. The minister is the Chair of the PCC.
- the churchwardens of the parish - Stuart Perkins
Churchwardens, who have lead responsibilities for the day-to-day functioning of the parish, are a much older institution than PCCs (dating back to the 14th Century!) which is why they are elected, annually, under different legal provisions - the Churchwardens Measure 2001. The election of Churchwardens is, therefore, technically a different meeting from the APCM (the term of office is one year and up to 6 years can be served consecutively).
- the annual meeting decides that one or more of the lay-ministers licensed to the parish should be members - Mo Perkins (We are also served by LLM Christine Statham)
- lay member(s) of a deanery synod (diocesan synod or the General Synod) – Mo Perkins
- elected (up to 9) representatives of the laity (six if there are no more than 50 names on the roll, nine if there are more than 100) – Wale Omiyale, Catarina Siqueira Armond; James Beveridge; Belinda McLaughlin; Nick Harvey (during the period).

The PCC elected to essential roles (for the period 2023-2024):- **Secretary** - Wale Omiyale (who resigned during the period); **Treasurer** - James Beveridge; **SGO** – Catarina Siqueira Armond; **Deanery Synod Rep** – Mo Perkins, **Creation-Care rep** – Mo Perkins; **Children's Champion** – Hannah Beveridge; **Electoral Roll Rep** and **Social Media Rep** became combined with the Parish's administrative functions.

Standing Committee Revd Rachel Marszalek; Mo Perkins, Stuart Perkins and James Beveridge

Independent examiner or auditor

The annual meeting appoints an independent examiner or auditor, who is not a member of the PCC. The PCC elected Isabel Dart (formerly Kuhl) for the period 2023-2024 During 2023 the PCC met 4 times as is required (Jan 30th; March 27th; Oct 2nd; Nov 20th). The Standing Committee set the agenda between meetings. Finance meetings occurred as need arose. PCC minutes are available via a password at the allsaintsealing.org.uk website or on request. The PCC would like to record their thanks to all who have given of their time to serve the church at All Saints. We are blessed with many who freely volunteer in 'unseen' but essential activities. We could not operate without the whole body working together! In particular, we are grateful to Jane Mazouz who has served us by cleaning the church on Wednesdays. For all your contributions to the life of the church we are grateful, Guy our Sacristan, Tech team Henryk and Stuart, Richard Bowden who organises the church's archives and Mo Perkins who has been our Operations Director for buildings upgrades and proposals. We would also like to thank all of those who have led us in prayer and read the scriptures for us when we are at worship.

1. Note **apologies** of those absent at this meeting 17th March 2023 (send apologies to allsaintsealing@gmail.com)

2. **Elect Churchwarden(s)** after nominations received before the meeting.

3. Proposer, seconder and **agree minutes** from 2023 meetings as accurate records (Minutes below)

**ALL SAINTS CHURCH, EALING: ANNUAL PAROCHIAL CHURCH COUNCIL
SUNDAY 14th May 2023 AT 1130 at ALL Saints Church**

Attendees: Revd Rachel Marszalek (Vicar, Chair, ex officio); Stuart Perkins (Churchwarden & Deanery Synod Rep, ex officio); James Beveridge (Treasurer); Catarina Siqueira Armond; Nick Harvey; Wale Omiyale (Secretary); Guy Eagling; Crystal; Richard; Henryk; Mo Perkins

1. **Apologies for absence:** Alan Bolton, Belinda and Loo.

Opening Prayer

Meeting commenced at 11:30 with opening prayers from Revd Rachel.

2. **Election of Churchwarden** -Stuart Perkins was nominated for the position of Churchwarden and was elected.

3. **Minutes of 2022 Annual Church Meeting** held in person at the church was reviewed and it was agreed that the minutes were an accurate record of proceeding. Proposer: Richard; Seconder: Mo; All in agreement.

4. **Matters arising:** None.

5. **Electoral Roll:** Electoral role. Currently 57 people vs 62 in the previous year. 4-5 moved away and some translated into glory. A few more potential candidates may join the electoral role in 2023. APCM thanks Lou for her work as the electoral officer in 2022.

6. **Financial Report:** James, the Treasurer, went through and highlighted key items within the church and hall financial report (starting from page 6 of the agenda). James highlighted that Giving was lower than anticipated partly due to falling size of the congregation.

The electricity billing process was also highlighted as needing clarity to clearly demarcate which relates to the hall and which to the mast company. Stuart confirmed that the metering provides separate readings the hall and mast company; he offered to take members through the electricity billing structure in more detail should they wish. Nick suggested putting up a sign in the hall encouraging hall users to be more prudent with electricity usage to help manage the rising energy cost. Mo suggests separating, in our financials, the electricity charged to the mast company for clarity. James also briefly went through how the exceptional National Lottery, Heritage and Energy grant were utilized for various works in on church. Diocese loan is on schedule to be paid off around Oct 2023. The current bank balance of £33k includes £8,100 minimum buffer as a condition of the Cultural Recovery Fund. Henryk enquired whether we are getting a good interest rate on the savings account, it was confirmed that the savings account used is the Church of England managed savings account.

APCM acknowledges and commends James for his skilful management of the church's banks accounts ensuring enough funds to meet our obligations and also for his work in preparing audited accounts. Stuart briefed APCM on the content of the Gift Aid Officer's report. Detail communication from the Gift Aid Officer inserted below:

Gift Aid Officer's Report for the year to 31 December 2022

Excluding the Gift Day donations the total received in this financial year was some £20,860 (2021 £27,900) 2020 total £31,000.) The amount given by regular standing order was down substantially at £18,250 compared with £25,100 in 2021. Other givings did not amount to much. In addition there were in 2022 Gift Day receipts of some £1,900 (2021 £5,500, 2020 £1,600). The benefit of donations being made under the Gift Aid scheme is very marked. The 2022 donations under the scheme resulted in the church being able to reclaim some £5,500 (2021 £8,200) of income tax from HMR&C, a substantial further contribution to the work of the church. Card payments of £30 or less can be included under the Gift Aid scheme without any declaration by the donor. The marked change over the year was in the number of members of the church who contributed each month through bank standing orders. At the start of the year there were 21 such members, but at the end there were only 14, plus one member using the Parish Giving Scheme. (In the month of April 2023 there were still 15 givers, 10 by standing order and 5 by the Parish Giving Scheme.)
Christopher Timms 7 May 2022 .

PCC & Treasury decided to continue with the appointment of the existing accountant Isabel Kuhl (now Isabel Dart) Motion was put forward to say that the financial accounts for 2022 are in order. Nick proposed; Stuart seconded. All was in favour.

7. Church building, grounds and contents Report (from page 8 of agenda)

Stuart reminded APCM that a key element of his role as church warden is to look after the church building and all that's in it. Stuart thanked Mo for her help in carrying this key element of his role. Stuart went on to provide an overview of Church Building, Grounds and Content Report highlighting the work done on the vestry window, progress on the repair to be carried out on the main entrance door having received Faculty approval. Stuart and Mo proceeded to give overview of DAC and Faculty process. Mo confirmed DAC have approved that we may have no fixed pews in the nave but have not yet agreed how many can be removed.

Nick enquired about what will happen to leftover materials after removing the pews, Mo indicated that this is still being worked out, a possible local company has been identified to help with repurposing the pews and some unrequired pew may be sold.

Vicar commends Mo and all those who are working on re-imaging of the nave project, as we All Saints have been commended for the work we have done, and which would be set as best practice and shared more widely across churches in Ealing.

Guy enquired about how far we are on fundraising for the church ramp, James responded that we just received funding from Benefact Trust for nearly £3k, but we are still short £20k. Rachel mentioned that we need circa £25k to get the work completed.

Stuart thanked Richard for putting together the Archives Report as contribution to the Churchwarden's report. PCC thanks Richard for keeping the history of All Saints alive.

Revd Rachel thanks Stuart for his work as Churchwarden and Mo as the officer for re-imagination of the nave.

Family's and Children: Mo provided a summary of the Family and Children's report. James thanks Mo for her dedication to the younger generation in All Saints.

Safeguarding Report: Rachel gave a summary of the Safeguarding report in Alan's absence. Catarina will be replacing Alan as Safeguarding officer. APCM thanks Alan for his work as Safeguarding officer.

Deanery Synod: Rachel gave a summary of the Deanery Synod report.

Creation Care Report: Mo provided a summary of the creation care report. Key highlights – a creation care champion is required in every church and the Church has committed to net zero by 2030. The APCM thanks Mo for championing creation care and championing the congregation. Rachel asks if anyone would like to take on the role of the Deanery Synod rep to attend meetings four times a year for a three-year term. Mo was elected to the role. APCM thanks Mo for representing All Saints in this role.

PCC nominations – Catarina, James, Nick, Belinda, and Wale. APCM approved these nominations for 2023. A commissioning prayer will happen for new PCC member on the 28th of May 2023.

Comment from Richard providing feedback from conversation with some church attendees on their appreciation of old hymns & song at All Saints, Revd Rachel also highlighted written feedback from newcomers expressing their appreciation of modern hymns song in service and so encouraged All Saints to continue with its balanced approach.

APCM finished with the gospel prayer from Ephesians 3.20-21.

4. Have any Matters Arising items been submitted before the meeting?

5. Electoral roll report

The Electoral Roll shall be revised every year (except in the year when a new roll is produced). The revision of the roll of a parish must be completed at least 15 days, but no more than 28 days, before the annual parochial church meeting.

Anyone is entitled to be on the electoral roll if he or she is a baptised member of the Church of England (or of another church in communion with the C of E), and either: a resident of the parish, or a habitual worshipper at this church.

In May 2023 the electoral roll contained the names of 57 persons who asked to be on the roll, and who were eligible.

This year 2024 five people have been added to the electoral roll, one person deceased. There are 61 people on the electoral roll.

Administrator / Electoral Roll Officer

6. Financial report for the year to 31 December 2023

The full accounts are published as an Appendix to this report. Below is a brief summary.

We again have much for which to be thankful financially in 2023. We were blessed with higher than expected rental income and stable giving income which have helped us to continue to rebuild our financial reserves and carry out essential maintenance to our church building. We closed the year with a surplus of £11,331, well above our predicted deficit of £8,889.

INCOME AND EXPENDITURE

Headline figures: Total Income: £ 150,070 Total Expenditure: £ 141,082

Income: Total income during 2023 was £150,070 compared with £147,500 in 2022 and £89,659 budgeted. After excluding mobile mast energy rebates of £27,709, total 2023 income was £122,361.

Giving: £18,079 was received in total from giving by members of the church family during 2023. This figure is below the total received in 2022 of £20,611 but above the 2023 budgeted level of £15,000. The falling size of the congregation and number of regular givers therefore appears to have stabilised.

Rental Income: The total income for the year from letting the hall and church was £72,694 (an increase of £28,121 from the 2022 total of £44,573 and above the budgeted level of £51,741. Unexpected income of c. £12,000 from filming in the church in summer 2023 accounts for most of the increase. Collection of outstanding rentals and inflationary uplifts in letting agreements help explain the remainder.

Mobile mast income was £19,394 in 2023, down from £26,145 in 2022. The reduction is due to the fact that back payments were received in 2022 relating to the upgrade of the equipment installed in the tower.

Grant income: In July 2023, we received £2,300 from the Benefact Trust to contribute towards paying for an access ramp into the church.

Expenditure: Total expenditure during 2023 was £141,082 compared with £103,384 in 2022 and £95,548 budgeted. After excluding mobile mast energy payments of £27,659, total 2023 expenditure was £113,423. Higher expenditure was due to c £16,000 of additional church maintenance costs relating mostly to the enclosure of the porch, architectural fees and boiler and flue repairs.

London Diocesan Fund: This payment represents our contribution to the expenses of the Diocese – which include the payment of clergy stipends, housing costs, pensions and diocesan support and training to parishes. Our offer for 2023 remained at £50,000 to allow us to continue to return to financial stability.

Repayment of Diocesan loan: The Diocese gave us a loan of £12,000 in 2019, to help with the cost of the refurbishment works. We repaid a total of £3,150 in 2023. The loan is now fully repaid with the last payment made in November 2023.

CAPITAL FUNDS

Restricted funds – which can only be spent on specified items – and unrestricted reserves were as follows, as at 31 December 2023:

	£ Deposit account	£ Current account	Total
Children and youth (2017 Gift Day)	3,665		
Gift Day 2022		3,003	
Gift Day 2023		896	
Food bank donations		47	
Benefact Trust Grant		2,300	
Interest accrued and other unrestricted reserves	30,458	12000	
Total	34,123	18,246	£52,369

James Beveridge Treasurer

Gift Aid Officer's Report for the year to 31 December 2023

Excluding the Gift Day donations the total received in this financial year was some £17,500 (2022 £20,860, 2021 £27,900, 2020 £31,000.) The amount given by regular standing order was down substantially at £15,280 (2022 £18,250, 2021 £25,100 2021).

In addition there were in 2023 Gift Day receipts of £100 (2022 £1,900, 2021 £5,500, 2020 £1,600). The reduction results from the main 2023 donations being passed straight on to Education for Indigent Girls in Africa (EFIG) in memory of Gladys Simeon.

The benefit of donations being made under the Gift Aid scheme is very marked. The 2023 donations under the scheme resulted in the church being able to reclaim some £4,400 (2022 £5,500, 2021 £8,200) of income tax from HMRC, a substantial further contribution to the work of the church. Card payments of £30 or less can be included under the Gift Aid scheme without any declaration by the donor.

The number of members of the church who contribute through regular bank standing orders, either directly to All Saints or through the Parish Giving Scheme, is still falling. At the start of the year there were 15 such members (21 at 1 January 2022), but at the end there were only 12. This is a very small proportion of the number worshipping at All Saints.

Christopher Timms 13 March 2024

The PCC thanks those who have transferred giving to PGS (the Parish giving Scheme which helps the PCC to more carefully and predictably steward and budget church finances.

7. THE FABRIC, GOODS AND ORNAMENTS OF THE CHURCH FOR YEAR 2023-4

Introduction:

Church Representation Rules para II 9d. The churchwardens are responsible for ensuring the buildings and grounds are safe and well-maintained, they hold the contents in trust for the church; they are to support the minister in their mission and ministry; and to welcome and encourage the congregation. They are required to maintain accurate records of church contents and legal documents in The Terrier and to keep careful and detailed records in The Log Book of all work carried out on the buildings, for use by the architect and future wardens. The Church of England requires an approved architect to carry out a detailed survey of the buildings every five years, known as The Quinquennial Inspection or QI. Our next QI is due summer 2025.

All Saints is an historically significant Grade 2 Listed church. The Church of England requires the architect to be consulted on all proposed work, PCC are to co-operate and approve repairs prior to submission to The Diocesan Advisory Committee (DAC). For most work, given our listed status, a Faculty from the Diocesan Chancellor in the Consistory Court, (which takes the place of Listed Building Consent) is required, and occasionally local council planning permission is needed. So we have lots of professional support to care for the building properly. The VAT on all eligible work to the church is reclaimed from the Listed Places of Worship Grant Scheme.

To care for an historic building means –

- *constant need for repairs which must be carried out in an appropriate way for the age and construction of the building.*
- *to recognise it is not just an historic building but a place for present and future ministry- meaning adaptations and improvements are necessary.*
- *Any work required will probably cost many times more than we might want it to!*
- *and importantly - we must remember that it is God's house and everything we plan must be for His glory and for him to be known: "Unless the Lord builds the house the labourers labour in vain" (Psalm 127:1)*

We are very grateful for your prayers and prayerful giving that make this work possible.

THE CHURCH: IMPROVEMENTS

COMPLETED: The SE Porch

In September 2023, the SE open porch was fully enclosed with insulated cladding, a new exit door, lighting, and sealed floor: it is now brilliant internal storage for the toddler toys when we relaunch the Toddler church. Cost : £8.8k , of which vat of £2k was reclaimed - covered by the film company fees.

PENDING: RE-IMAGINING THE NAVE:

We reported in detail last year on our application for permission to remove all the fixed pew seating thereby creating a more flexible layout to accommodate different ministry outreach activities. This vision continues. In August 2023 we finally received all the necessary permissions to go ahead, plus a commendation on our very thorough proposal paperwork!

The final agreement authorised the following:

- removal of all pews except 9 quarter length pews to be incorporated into the seating plan, but which could be moved as required; plus the “churchwarden seats” to be relocated at rear.
- the new chair must be a wood chair in a darker stain – the “Canterbury Curvy” design. A sample is in the nave. The chairs, though beautiful, are costly at £22k for 80 chairs.
- some of the historic timber to be repurposed into furniture for the new lay-out: table-tops for the informal fellowship/meeting space; a refreshment island with drawers that will provide hygienic, efficient storage for mugs etc and a surface from which to serve refreshments; a surround for the control desk to secure and screen the audio-visual tech.

The PCC has had to determine best use of the funds available. Mindful of the need for the access ramp to support the Toddler Church, PCC decided to use the funds for the ramp and go ahead with a transitional phase in the nave layout by shortening the pews by half and making them moveable. This way space can be created quickly for mid-week ministries such as Toddler Church and the chairs can be purchased in due course. We should shortly have the right contractors and costs to proceed.

PENDING: THE RAMP

The law has changed since the original design in 2016, new drawings have been needed. Planning permission and faculty will come through for installation in April. As mentioned above, a proper, legally compliant access ramp is needed to the main entrance and must be sensitive to the surrounds. Drawings are on display at the west end. The likely cost is around £30-35k which can just about be covered.

PENDING: THE VESTRY REFURBISHMENT

This space needs repurposing and upgrading – new cupboards for archives and other resources, modern sink and work surface. Design is approved. Proving more costly than expected and various contractors are looking at the proposals. Work may happen soon although more funding needed.

THE CHURCH REPAIRS

2 significant if localised repairs and one minor routine.

COMPLETED: NE Nave Roof Improvements

The “building envelope”, the exterior, is key to maintaining any building: extensive work in 2018/9 replaced gutters and repaired the interior (made possible in part by the very generous gift from the congregation of £23,000), but as reported last year, a persistent leak occurred in the NE nave by the entrance door - low-cost efforts to cure it proved inadequate.

So in December 2023, the roof by the tower was upgraded: an enlarged waterproof membrane installed beneath the slates and a hopper installed on the down-pipe. A hole found in the timber roof structure may account in part for the leaks. Both council planning permission and a Church Faculty were required for the work.

Cost £4k, vat of £660 was reclaimed. Costs covered by the 2022 Gift Day Appeal- thank you to all who generously gave. Internally, the damp render has been removed - the bare bricks will remain until it has all dried out (up to a year), after which the insurance company will cover the costs of redecoration.

COMPLETED: CHIMNEY REPAIR

The church heating system failed its Gas Safety Test because the flue was no longer drawing the exhaust fumes. To cut a long saga short, two visits with a cherry picker later, the chimney pots were found to have fractured and fallen into the chimney. The debris was removed, new pots installed. An unfortunate and expensive repair on a system due for replacement. We are very grateful to the dedicated gas engineers who worked hard to ensure our safety. Continuing high gas prices means that we must be prudent with the heating and recognise that the system is under-powered for the space it is required to heat. Cost £4k of which vat £680 reclaimed.

COMPLETED: Glazing Repairs

Ten small “quarries” repaired – two in porch damaged during the summer filming, plus eight further repairs along the lower nave. Film company covered costs on two. (£280)

PENDING: Pigeons! - at the east end - considerable deposits on the window, lower roof and inside the turret (where the hatch has rotted away leaving the turret open to weather) represent a health hazard and cause damage to stonework. Awaiting permissions to clear it out, the fallen hatch replaced and install a bird deterrent net across the east window.

THE CHURCH HALL:

This space is in continuous use by community groups. It is inevitably suffering wear and tear. Redecoration – postponed from last summer to make space for the film company let- needs to be budgeted and planned for post-Easter this year as a priority.

Minor repairs this year were replacing unreliable taps in the gents toilets, yet more upgrades to circuit breakers for overhead heaters, an additional plug socket by and for the Bulgarian River of Life church, repairs to overhead light-fittings and a new LED fitting in the kitchen.

Looking ahead: our architect should draw up plans to upgrade the building for net zero. Our neighbour is planning a side extension and we will need to keep a watchful eye on hall activities vs building access.

Safety Checks: All the required safety checks are carried out– fire extinguishers, lightning protection, PAT testing, gas safety.

THE GROUNDS:

March 2023: a full health check was undertaken of our venerable horse chestnut tree. It is in overall good health although suffering from a widespread fungal disease which does not threaten its stability. An aerial check is due before the tree goes into full leaf. (£350)

As per our Creation Care commitments, we continue with a reduced mowing regime of the lawns, enabling wildflowers to flourish for the benefit of pollinators. Thanks to church volunteers Sheila and Guy especially and Rachel's friend! the grounds are cared for.

This year we could draw up a management plan to be intentional about our landscape approach and place signage to communicate to the public. Pathways can be reinstated once the ramp is built to offer better welcome to passers-by. Awaiting planning permission to order a shed at the rear for the lawn mowers and tools.

The dead plum tree at the east end has been removed, its wood left for us to create a wood habitat in the grounds. It should be replaced as it was planted to commemorate the 25th anniversary of the church. Saplings in the side alley have also been removed ready for improved access to the rear. New trees could be planted.

The Contents: there are no changes of significance to note, further clearing of redundant paperwork has continued under our archivist, Richard Bowden's guidance. The vestry is gradually emptying in readiness for its makeover. We are very grateful to our church archivist Richard Bowden for all his work towards the organisation of the church's historical material.

8a). FAMILIES & YOUNG PEOPLE FOR THE YEAR 2023-4

Ministry with families can look very different in different contexts. All Saints has a long record of enfolding families into its heart. We seek recognition for children as fellow disciples on The Way, worshipping and serving together.

On Sundays, family worship is flexible: meeting sometimes in the hall and sometimes altogether in church usually but not limited to, special festivals and baptisms. The whole church family are always together from The Peace for communion, where the children gather on the carpet at the front to share pitta bread and grapes as the Eucharist is prepared.

The ministry team have a relaxed approach to where parents and their children feel most comfortable: for babies and very young children they are very welcome to play on the carpet at the front for the whole service, as they approach nursery/school age, they may wish to join the families' worship in the hall, but there is no pressure to do so.



The Sunday morning gathering in the church hall is for all age, all generation family worship not for “children's groups” as traditionally known. The specific age range of children on a Sunday varies each week but currently ranges between toddler to 8-year-olds and on average perhaps 3 families and perhaps 6 children, sometimes more – we anticipate all ages!

We make use of invitational and imaginative storytelling inspired by the very well-crafted work of Godly Play, using Montessori techniques of handling objects, alongside occasional use of role play and other physical ways of exploring our story. We pray for all family members to encounter God in our session whether parent or grandparent, 8-year-old or toddler.

This year has seen our older children participating more in church: co-leading The Crib and Epiphany storytelling, reading at the Carol Service. Sam enjoyed playing his recorder in church, younger children love extinguishing the altar candles at the end of worship. Connecting with wider events, the children enjoyed finding out about the Coronation and exploring the idea of the servant king – as well as creating their own regalia from natural materials (a reminder of God's good creation) and celebrating altogether in the grounds afterwards with their own throne photo booth!



As we continue to weave creation care into all we do, the children enjoyed making seed bombs to hand out as Mothering Sunday gifts and a few of us visited Perivale Wood in bluebell season: a trial run for hopefully a larger outing this year.

It was wonderful to see the Lord add to his number with baptisms of Mattie and Luke, followed by Oliver in January in a combined Christingle and baptism service. We celebrated the safe arrival of Alessandra in June.



It is a joy and relief that we have the permissions to liberate our nave space: we ask for everyone's prayers now that our Toddler Church can shortly relaunch, pray for the new space and for those young ones that will come to explore it, pray for willing hands to serve them. I retain a vision and hope for further midweek family engagement with a wild church emphasis, we will wait and see what God's plans are for us and how he wants us to reach the 95% of children to whom the name of Jesus is not yet spoken..

Thank you to all parents and wonderful children that light up our communal life together, particular thanks to those who commit to come early occasionally to help set up or regularly clear away afterwards – it is much appreciated. Thank you to all our church family for your welcome of our youngest ones. It is an unceasing joy to nurture spiritual growth whatever the age!

8. b) ALL SAINTS CHURCH Mission and Outreach

Ealing Churches Winter Night Shelter (ECWNS)

All Saints have unfortunately been unable to participate as a host church location since the 2019/20 season. However our congregation, and community helpers, have actively continued to support ECWNS in providing (Costa, Tesco etc) vouchers and other financial assistance towards the charity to help the other host churches. All Saints remains connected in our mission in joining with St Matthew's church whilst they hosted in 2023 and 2024 to help the borough homeless.

Thank you for the support received from All Saints for ECWNS.

Education for Indigent Girls in Africa (EFIG)

July 2023 saw the sad announcement of Gladys Simeon's death. Her son, Alistair Gill-Isaacs, succeeded her as Chairperson in 2020. Alistair is also a longstanding Trustee and member of All Saints church who has continued to administer the work of EFIG to educate poor girls in Africa. Since the last APCM, EFIG has taken on 10 new primary school aged candidates to continue the work of the charity which Gladys set up 18 years ago. EFIG will continue to support these new girls throughout their secondary and higher education stages.

The Trustees continue to meet 4 times per year and are actively in close contact with the EFIG centres in Asaba, Port Harcourt and Ghana.

EFIG was named as the All Saints Gift Day charity in 2023, where close to £900 was raised from the congregation. Therefore EFIG continues to be blessed to be in the position to help poor girls in Africa, which is lasting testament to Gladys who's founding sentiments still soundly apply.

Thank you, All Saints, for your continued support of EFIG

9. Safeguarding Report

All Saints Ealing, Parish Safeguarding Officer is Catarina Armond-Siqueira. The diocesan safeguarding policy can be found here: <https://www.london.anglican.org/support/safeguarding/safeguarding-policy/>

Contacts for concerns:

Diocesan Safeguarding Officer: 020 7932 1224

Reporting abuse and finding support:

If you have information about a safeguarding situation where a child or adult is in immediate danger or requires immediate medical attention call the emergency services on 999. Do not delay.

Survivor support websites and contact details

Other agencies (24-hour basis) or through specialist helplines and services:

NSPCC helpline for Children and Adults: 0800 80 20 20

NSPCC Child Protection Helpline: 0808 800 5000

Child-line: 0800 111

National Domestic Violence Helpline: 0808 2000 247

Samaritans Helpline: 116 123

Action on Elder Abuse Helpline: 0808 808 8141 (free phone Monday to Friday 9-5pm)

National Rape Crisis Helpline: 0808 802 9999 12-2.30pm and 7-9.30pm

The Survivors Trust: 0808 801 0818 Mon to Wed 10-7.30pm, Thurs 10-6pm, Fri 10-2pm.

Other Contacts

National Casework enquiries - safeguarding@churchofengland.org

National General safeguarding enquiries - safeguardingeo@churchofengland.org

Your local Diocesan Safeguarding Team - www.london.anglican.org/support/safeguarding/

Write to: National Safeguarding Team, Church House, Great Smith Street, Westminster, SW1P 3AZ

Who gets what training in the parish |

The Basic Awareness and Foundation			
<p>The Basic Awareness and Foundation Courses can be completed by any member of the congregation, to support awareness raising and a culture of support and vigilance in the Church. They can be undertaken online at https://safeguardingtraining.cofeportal.org/login/index.php.</p> <p>However, it is recommended that those in the following roles are encouraged to complete them: Vergers, Servers, Welcomers, Caretakers, Refreshment Helpers, Sidespersons, Flower Arrangers, Administrative Staff, Bell-ringers, Choir Members/Music Group Members (including Sound/AV Technicians).</p>			
Additional Core Training Requirements			
Role	Basic Awareness	Foundation	Leadership
Incumbents and clergy, including those that hold PtO	✓	✓	✓
Licensed Lay Ministers, e.g. Readers	✓	✓	✓
Parish workers with children/ vulnerable adults (paid or volunteer)	✓	✓	x
Leaders/Supervisors of work with children/vulnerable adults (paid or volunteer)	✓	✓	✓
Parish Safeguarding Officers	✓	✓	✓
Church Operations Managers	✓	✓	x
Churchwardens	✓	✓	✓
PCC Members	✓	x	x
PCC Safeguarding Leads	✓	✓	✓
Youth and Children's Pastors	✓	✓	✓
Music Group Leaders/Choir Leaders	✓	✓	✓
Bell Tower Captains	✓	✓	✓

10. Deanery Synod Report

The Deanery Synod met 3 times in 2023 - 8th Feb; 12th July and 19th October

8th February 2023 - local churches shared their outreach successes in terms of Children's work, Pain therapy and Asylum drop-in. A presentation was given on the Parish Safeguarding Dashboard. School Governors were elected. There was a presentation on the role of being a school governor.

12th July 2023 – School Governors were elected. Bids made for supportive grants for local mission were discussed.

19th October 2023 - School Governors were elected. The Deanery Roadshow set forth Bishop Lusa's vision in conjunction with the Archdeacon and the heads of Mission and Ministry. A video of the presentation on 2030 vision can be found on this link.

<https://www.youtube.com/watch?v=Ld1-1Ji12fs>

11. Creation-Care Report 2023-24

Creation Care is joining in with what God invites us to do: having a heart and mind set on caring for that which God created and God loves. It is, at its simplest, leading a disciplined life. Approached like this might make it easier to make those inconvenient changes in our lifestyles.

Climate change affects all life without discrimination but the most vulnerable are impacted hardest, having contributed least to its cause. Climate change is a justice issue.

The Church of England asks parishes to appoint a “Creation Care Champion” to encourage their church family to become creation champions themselves – both in church and in our own lifestyles.

<https://www.london.anglican.org/kb/parish-environmental-champions/>

The C of E aims for net zero by 2030 through energy savings, renewable heating, generating energy, responsible off-setting.

<https://www.churchofengland.org/about/environment-and-climate-change/net-zero-carbon-routemap#na>

Eco Church is a helpful tool to help us get there – by integrating environmental care throughout our church’s life and mission. Eco Church was launched in St Paul’s Cathedral in January 2016.

<https://www.london.anglican.org/kb/eco-church/>

All Saints holds the Eco Church Bronze Award, attained in 2022. We could attain silver if we work together creatively and share ideas.

<https://ecochurch.arochoa.org.uk>

Eco Church is split into 5 headings:

Worship and teaching –

Lament and prayer, understanding properly how it is God’s command to care for the earth and all our neighbours, and where to find inspiration and strength to do it.

Would you like more theological study on this matter?

Buildings:

church, home, business: how can we make them more efficient, less dependent on fossil fuels? How soon can we replace our church heating with a renewable alternative?

We have initial research on solar panels.

Land:

At All Saints, we are making progress with managing our grounds for both people and nature:

We follow the “No Mow May” approach: leaving the grass unmown for wildflowers and pollinators to flourish, do this at home too!

Our grounds are a valuable resource – could you chat over coffee about what else could we do to make our grounds a peaceful and inviting oasis for all life ?

Let’s decide this year about planting new trees.

Lifestyle:

Making planet friendly choices - how do we travel? How do we eat? Do you feel encouraged by church to go the extra mile?

In church hospitality and activities – we do not use single use items (plates, cutlery, clingfilm..) even if recyclable, as they are a waste of the earth’s resources and energy.

We pursue the LOAF principles in our eating together –

Local – Organic – Animal friendly – Fairtrade.

All tea, coffee, sugar used at church is Fairtrade.

How are we doing at home?

In January we had a Christingle Baptism and used the 40 oranges left afterwards to make marmalade for the congregation thus ensuring no food waste from that worship activity.

For our Coronation family worship – the children recreated the regalia from all natural materials – an apple for the orb, sceptre from a stick found in the grounds.

For Mothering Sunday last year, the families made seed bombs in paper gift baskets to give to the congregation – how did yours grow? I had a wonderful Love-in-a-Mist flower grow from mine - some are reappearing this year.

Community & global engagement:

are we witnessing beyond our church, are we aware of situations around the globe?

In September on a very hot day, I attended the Diocesan Creation workshop at the A Rocha nature reserve Wolf Field at Southall where there was teaching on the importance of the carbon cycle in inhibiting carbon emissions. Wolf Field is a very interesting place and it would be good for a church group to visit next time they hold an open day. <https://arocha.org.uk/what-we-do/wolf-fields/>

On your behalf I joined two Services of Lament at St Johns Waterloo with many other concerned Christians from across London and beyond.

After the first one, our peaceful prayer walk to Westminster paused at the Shell HQ where Archbishop Sentamu intended to present a petition regarding fossil fuel drilling: we were presented with a row of security guards and told to place the petition on the ground. No-one from Shell felt able to come outside to engage in conversation with the Archbishop.

I returned to St Johns on Ash Wednesday where the lament was made more poignant against the backdrop of the war in Gaza, followed by a walk to Westminster to bless the gathering of the 24/7 prayer vigil “The No Faith in Fossil Fuels: Lent Vigil for Climate Justice” to take place during the first 10 days of Lent at the doorstep of Parliament.

Members of Christian Climate Action (clergy and lay people) gather in silent prayer outside Parliament and the Shell HQ every Wednesday.

For All Saints to engage more whole-heartedly, some team-work and better information displays and communication would help and would be easier for everyone to see progress.

This coming year let's have more conversations, more team building and more progress in prayer and worship, in witness and action, more outreach. And lots of fun together!

12. Election of Lay Representatives to the PCC

Vicar's Reflection and Prayers

My dear friends,

After ten rewarding years serving this community, I want to thank each and everyone of you for the kindness and love you have shown my family over our time together. As many of you know, All Saints was my very first assignment after curacy. Over this decade, I have enjoyed working with all of you in the various ministries of the Church, as we walked through some sorrows in the loss of Barbara and Mary, Karin and Gladys, particularly, whose absence has changed us, and as we baptised the new: Nicole; Charlie and Silvia; Jemima, Oscar and Arlo; Micaela, Harlen and Amaya; Jamie; Adaisha and Makari; Isla and Edward; Stella and Thea, Harrison and Theo; Alexander and Samuel; Alaric-Paul; Victoria and Oliver, Alex, Matthew and Luke; Georgina and Oliver, Andrew and Esther and Oscar Frank last Sunday, to name a few. Those mentioned became a real part of the community. The same was experienced with marriages - in that those who took their vows here also committed to us as church-family. This is a rare phenomenon in ministry and demonstrates that your warmth and care caused people to come back here. So long may that be so!

I have learned so much from so many people and it has been a great pleasure serving you in the best way that I possibly could. I have come to learn that this is a very special community that strives to always be united under the loving care of our Lord, Jesus Christ. We are realistic about the constraints, our location and lack of connecting community infrastructure, the exorbitant prices of surrounding housing. This means families remain for a window of time, swapping up for greater space. And the elderly do the opposite and move out in more vulnerable years to places of slower pace and to be closer to family. We are unconnected to schools, which is a big part of other churches' outreach. You are wise about our place in the Kingdom and trust that to God - for us it has been important that everyone knows everyone's name, that we can lovingly respond when a person is in need; that when you join a community like ours, you are quick to be given a role and serve. I have learned that you love each other and your priests, no matter how imperfect we may be. But a valuable thing that I have learned is that you loved me, what a wonderful experience that has been. As a person who wears my heart on my sleeve, I could dare to be myself. I want to take this opportunity to humbly apologise to anyone I may have overlooked or whose needs were neglected or where I gave cause to offend - sins of omission and negligence and deliberate fault.

Change can be difficult, but as parish priest we pledge our obedience to our Bishops and I am glad that Bishop Pete gave me All Saints as a 'first' assignment as you experimented for a decade at least, standing on your own two feet, rather than being sister-church to other saints (St Mary's and then St Martin's). Only time will tell if this has been a success. I am glad to leave us financially buoyant and peaceably governed and with wonderful permissions in place for greater access and reach - the ramp and the nave's re-imagination project will play a big part of your next phase. Thank you for the support you've shown for a vision that reconfigures your space so that it might serve everyone's needs.

I pray to God that he will continue to shower his blessings and love on you as a community. His timing sometimes took our breath away with a grant awarded just as we needed, a 'film company hire' that translated into fabric upgrades and renewed confidence that we could really make this all work and continue to dream big; to rely on the God for whom nothing is impossible. Keep your bottle, All Saints! And all that love and attention to detail - if you can bottle that and spread it about, the Church of England should weather its storms and continue to feed its flocks.

In a few words, it's hard to convey how deeply I appreciate the love and support that you have given me during these years. So perhaps to close, the only thing I ask of you is that you pray for me, as I will pray for you. From the very bottom of my heart I thank you for this adventure of a decade. I will miss you a lot. Goodbye from our household to yours as we have shared in being God's household together at All Saints.

Goodbye - a word that originally meant 'God be with ye!'

God will, indeed, be with us, with you and with me, present every step of the way as we start this new step of our journeys. May we make space for the new growth God is planting in our lives and trust God's abiding presence every step of the way. Thanks be to the Holy Spirit!

'Now may the God of peace make you holy in every way and may your whole spirit and soul and body be kept blameless until our Lord Jesus Christ comes again. God will make this happen, for he who calls you is faithful.' —1 Thessalonians 5:23–24 Amen.

APPENDIX

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2023

	General Account £	Savings Account £	Total 2023 £	Total 2022 £
Receipts				
Planned Giving	18,079	0	18,079	20,611
Collections	578	0	578	695
Grant Funding	0	0	0	41,041
Income Tax Recovered	6,287	0	6,287	9,275
	<u>24,944</u>	<u>0</u>	<u>24,944</u>	<u>71,621</u>
Other voluntary receipts	1,441	0	1,441	1,660
Activities for Generating Funds	0	0	0	0
Receipts from Church activities	122,625	0	122,625	73,832
Investment Income	0	1,060	1,060	387
	<u>149,010</u>	<u>1,060</u>	<u>150,070</u>	<u>147,500</u>
Payments				
Church Activities				
Diocesan Parish Share	50,004	0	50,004	50,000
Other payments	91,078	0	91,078	53,384
	<u>141,082</u>	<u>0</u>	<u>141,082</u>	<u>103,384</u>
Operating Excess/(Deficit) of Receipts over Payments	7,928	1,060	8,987	44,116
Other Receipts and Payments	2,343	0	2,343	-30,912
Total Excess/(Deficit) of Receipts over Payments	<u>10,271</u>	<u>1,060</u>	<u>11,331</u>	<u>13,204</u>
Transfer between funds	0	0	0	0
	<u>10,271</u>	<u>1,060</u>	<u>11,331</u>	<u>13,204</u>
Bank Current and Deposit accounts 1st January 2023	20,463	33,063	53,525	40,322
Bank Current and Deposit accounts 31st December 2023	<u>30,733</u>	<u>34,123</u>	<u>64,856</u>	<u>53,525</u>

STATEMENTS OF ASSETS AND LIABILITIES AS AT 31 DECEMBER 2022

	General Fund £	Savings Account £	Total 2023 £	Total 2022 £
Cash Funds				
Bank current account	6,895	0	6,895	13,674
Hall Current account	23,838	0	23,838	6,789
Savings Account	0	34,123	34,123	33,063
	<u>30,733</u>	<u>34,123</u>	<u>64,856</u>	<u>53,525</u>
Fixed Assets				
Church Hall (at valuation)	410,008	0	410,008	410,008
	<u>410,008</u>	<u>0</u>	<u>410,008</u>	<u>410,008</u>
Net Assets	<u>440,741</u>	<u>34,123</u>	<u>474,864</u>	<u>463,533</u>
Represented by				
General Current Account	6,895	0	6,895	13,674
Savings Account	23,838	0	23,838	6,788
Hall Current Account	0	34,123	34,123	33,063
Capital Reserve (Church Hall at valuation)	410,008	0	410,008	410,008
Total Capital Employed	<u>440,741</u>	<u>34,123</u>	<u>474,864</u>	<u>463,533</u>

f) Other Receipts and Payments

Vicar's discretionary fund					
-Income	0				
-Expenditure	20	-20	0	-20	-10
Specific Charities					
-Income	0				
-Expenditure	0	0	0	0	0
Professional Fees					
-Income	0				
-Expenditure	200	-200	0	-200	-200
Restricted Donations - Sound system					
-Income	0				
-Expenditure	0	0	0	0	0
Junior Church					
-Income	0				
-Expenditure	97	-97	0	-97	0
Restricted Donations - capital					
-Income	0				
-Expenditure	0	0	0	0	-26,978
Restricted Donations - other					
-Income	3,243				
-Expenditure	1,000	2,243	0	2,243	541
Miscellaneous					
-Income	786				
-Expenditure	649	137	0	137	-4,266
Insurance Claim					
-Income	280				
-Expenditure	0	280	0	280	0
	<u>2,343</u>	<u>0</u>	<u>2,343</u>	<u>-30,912</u>	

RECEIPTS AND PAYMENTS ACCOUNT ANALYSIS

	£	£	Total 2023 £	Total 2022 £
a) Other voluntary receipts				
Gift Day	1,441	0	1,441	1,660
Gift Envelopes (Gift Aid)	0	0	0	0
Donations	0	0	0	0
	<u>1,441</u>	<u>0</u>	<u>1,441</u>	<u>1,660</u>
b) Activities for Generating Funds -Receipts				
Fund Raising Events -Income	0	0	0	0
Fund Raising Events -Expenditure	0	0	0	0
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
c) Receipts from Church activities				
Church Fees	1,077	0	1,077	1,363
Hall Income Letting	72,694	0	72,694	44,573
Mast Income	19,394	0	19,394	26,145
Mast Electricity income	27,709	0	27,709	0
TFL income	1,751	0	1,751	1,751
	<u>122,625</u>	<u>0</u>	<u>122,625</u>	<u>73,832</u>
d) Receipts from investments				
Bank Interest	0	0	0	387
	<u>0</u>	<u>0</u>	<u>0</u>	<u>387</u>
e) Church activities - payments				
Subscriptions	947	0	947	716
Donations- Charitable Giving	240	0	240	240
Cost of Services	7,787	0	7,787	17,187
Church Maintenance and Insurance	31,379	0	31,379	22,076
Hall Expenditure	19,098	0	19,098	7,008
Clergy Property Costs	669	0	669	380
All Saints Office	23	0	23	1,649
bank charges	127	0	127	129
Church Management	0	0	0	399
Diocean loan repayment	3,150	0	3,150	3,600
Mast Electricity charges	27,659	0	27,659	0
	<u>91,078</u>	<u>0</u>	<u>91,078</u>	<u>53,384</u>

Blank page to note any questions

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2023

	General Account £	Savings Account £	Total 2023 £	Total 2022 £
Receipts				
Planned Giving	18,079	0	18,079	20,611
Collections	578	0	578	695
Grant Funding	2,300	0	2,300	41,041
Income Tax Recovered	6,287	0	6,287	9,275
	<u>27,244</u>	<u>0</u>	<u>27,244</u>	<u>71,621</u>
Other voluntary receipts	1,441	0	1,441	1,660
Activities for Generating Funds	0	0	0	0
Receipts from Church activities	122,625	0	122,625	73,832
Investment Income	0	1,060	1,060	387
	<u>151,310</u>	<u>1,060</u>	<u>152,370</u>	<u>147,500</u>
Payments				
Church Activities				
Diocesan Parish Share	50,004	0	50,004	50,000
Other payments	83,580	0	83,580	53,384
	<u>133,584</u>	<u>0</u>	<u>133,584</u>	<u>103,384</u>
Operating Excess/(Deficit) of Receipts over Payments	17,726	1,060	18,785	44,116
Other Receipts and Payments	-7,455	0	-7,455	-30,912
Total Excess/(Deficit) of Receipts over Payments	<u>10,271</u>	<u>1,060</u>	<u>11,331</u>	<u>13,204</u>
Transfer between funds	0	0	0	0
	<u>10,271</u>	<u>1,060</u>	<u>11,331</u>	<u>13,204</u>
Bank Current and Deposit accounts 1st January 2023	20,463	33,063	53,525	40,322
Bank Current and Deposit accounts 31st December 2023	<u>30,733</u>	<u>34,123</u>	<u>64,856</u>	<u>53,525</u>

STATEMENTS OF ASSETS AND LIABILITIES AS AT 31 DECEMBER 2022

	General Fund £	Savings Account £	Total 2023 £	Total 2022 £
Cash Funds				
Bank current account	6,895	0	6,895	13,674
Hall Current account	23,838	0	23,838	6,789
Savings Account	0	34,123	34,123	33,063
	<u>30,733</u>	<u>34,123</u>	<u>64,856</u>	<u>53,525</u>
Fixed Assets				
Church Hall (at valuation)	410,008	0	410,008	410,008
	<u>410,008</u>	<u>0</u>	<u>410,008</u>	<u>410,008</u>
Net Assets	<u>440,741</u>	<u>34,123</u>	<u>474,864</u>	<u>463,533</u>
Represented by				
General Current Account	6,895	0	6,895	13,674
Savings Account	23,838	0	23,838	6,788
Hall Current Account	0	34,123	34,123	33,063
Capital Reserve (Church Hall at valuation)	410,008	0	410,008	410,008
Total Capital Employed	<u>440,741</u>	<u>34,123</u>	<u>474,864</u>	<u>463,533</u>

RECEIPTS AND PAYMENTS ACCOUNT ANALYSIS

	£	£	Total 2023 £	Total 2022 £
a) Other voluntary receipts				
Gift Day	1,441	0	1,441	1,660
Gift Envelopes (Gift Aid)	0	0	0	0
Donations	0	0	0	0
	<u>1,441</u>	<u>0</u>	<u>1,441</u>	<u>1,660</u>
b) Activities for Generating Funds -Receipts				
Fund Raising Events -Income	0	0	0	0
Fund Raising Events -Expenditure	0	0	0	0
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
c) Receipts from Church activities				
Church Letting Income	13,077	0	13,077	1,363
Hall Income Letting	60,694	0	60,694	44,573
Mast Income	19,394	0	19,394	26,145
Mast Electricity income	27,709	0	27,709	0
TFL income	1,751	0	1,751	1,751
	<u>122,625</u>	<u>0</u>	<u>122,625</u>	<u>73,832</u>
d) Receipts from investments				
Bank Interest	0	0	0	387
	<u>0</u>	<u>0</u>	<u>0</u>	<u>387</u>
e) Church activities - payments				
Subscriptions	947	0	947	716
Donations- Charitable Giving	240	0	240	240
Cost of Services	7,787	0	7,787	17,187
Church Maintenance and Insurance	23,881	0	23,881	22,076
Hall Expenditure	19,098	0	19,098	7,008
Clergy Property Costs	669	0	669	380
All Saints Office	23	0	23	1,649
bank charges	127	0	127	129
Church Management	0	0	0	399
Diocesan loan repayment	3,150	0	3,150	3,600
Mast Electricity charges	27,659	0	27,659	0
	<u>83,580</u>	<u>0</u>	<u>83,580</u>	<u>53,384</u>
f) Other Receipts and Payments				
Vicar's discretionary fund				
-Income	0			
-Expenditure	20	-20	0	-10
Professional Fees				
-Income	0			
-Expenditure	7,698	-7,698	0	-200
Junior Church				
-Income	0			
-Expenditure	97	-97	0	0
Restricted Donations - capital				
-Income	0			
-Expenditure	0	0	0	-26,978
Restricted Donations - other				
-Income	943			
-Expenditure	1,000	-57	0	541
Miscellaneous				
-Income	786			
-Expenditure	649	137	0	-4,266
Insurance Claim				
-Income	280			
-Expenditure	0	280	0	0
	<u>-7,455</u>	<u>0</u>	<u>-7,455</u>	<u>-30,912</u>

**Independent Examiner's Report
To the PCC of All Saints Church, Ealing Common**

This report on the financial statement of the PCC for the year ended 31 December 2023, which are set out in pages 1 to 2.

Respective responsibilities of the trustees and examiner

As members of the PCC you are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Report

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect,

- accounting records were not kept in accordance with section 130 of the Charities Act or
- the accounts do not accord with the accounting records

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

Isabel Dart

I Dart
25 Burton Avenue,
Tonbridge TN11 9FB

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Accounts

Annual Church Meetings
Sunday 14 May 2023 Meeting for the Election of Churchwardens
Sunday 14 May 2023 Annual Parochial Church Meeting reporting on the Year 2022

After the 10.00am Parish Eucharist at All Saints Church, Ealing
Agenda

1. Apologies for absence

Meeting for the election of Churchwardens

2. Election of Churchwardens

(To be entitled to vote one must be on the revised Electoral Roll or live in the parish and appear on the register of local government electors). A nomination for election form is to be received before the meeting. There are two Churchwarden positions.

Annual Parochial Church Meeting

3. Minutes of the Annual Church Meetings 2022

(To accept these minutes as a true record of the last Annual Church meetings)

4. Matters Arising (Notify before the meeting)

5. Electoral Roll (To receive the updated electoral roll, which has been displayed before this meeting)

6. Financial Review (To receive a report on the Financial Affairs of the Parish and receive the accounts in an appendix to this report). Appoint the independent Examiner.

7. Church building, grounds and contents Report (To receive a report from the Churchwarden written in conjunction with the Officer elected to oversee the 'Reimagine the Nave' Project)

8. Families and Children Report (To receive a report from the Lay Minister leading Families in Worship and other events)

9. Safeguarding Report (To receive a report from the SGO)

10. Deanery Synod Report (To receive a report on the Ealing Deanery Synod)

11. Creation Care Report (To receive a report from the Creation Care Champion)

12. Election of Lay Representatives to the PCC & Deanery Synod representative

Vicar's reflection and prayers

Appendix

Background reading

PCC Purpose

Parochial Church Councils (Powers) Measure 1956

(1) It shall be the duty of the minister and the parochial church council to consult together on matters of general concern and importance to the parish.

(2) The functions of parochial church councils shall include:

(a) co-operation with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical;

(b) the consideration and discussions of matters concerning the Church of England or any other matters of religious or public interest, but not the declaration of the doctrine of the Church on any question;

(c) making known and putting into effect any provision made by the diocesan synod or the deanery synod, but without prejudice to the powers of the council on any particular matter;

(d) giving advice to the diocesan synod and the deanery synod on any matter referred to the council;

(e) raising such matters as the council consider appropriate with the diocesan synod or deanery synod.

In the exercise of its functions the parochial church council shall take into consideration any expression of opinion by any parochial church meeting.

PCC Membership

The members of the PCC who held office for the period 2022-2023 are detailed below

- every clerk in Holy Orders - Revd Rachel Marszalek. The minister is the **Chair** of the PCC.
- the churchwardens of the parish - Stuart Perkins
Churchwardens, who have lead responsibilities for the day-to-day functioning of the parish, are a much older institution than PCCs (dating back to the 14th Century!) which is why they are elected, annually, under different legal provisions - the Churchwardens Measure 2001. The election of Churchwardens is, therefore, technically a different meeting from the APCM (the term of office is one year and up to 6 years can be served consecutively).
- the annual meeting decides that one or more of the lay-ministers licensed to the parish should be members - Mo Perkins (We are also served by LLM Christine Statham)
- lay member(s) of a deanery synod (diocesan synod or the General Synod) - Stuart Perkins
- elected (up to 9) representatives of the laity (six if there are no more than 50 names on the roll, nine if there are more than 100) – one position vacant; Angela Bryant; Ros Spittle; Wale Omiyale; Catarina Siqueira Armond; James Beveridge; Jez Inson; Belinda McLaughlin; Nick Harvey (Angela Bryant and Ros Spittle resigned during the period).

The PCC at its first meeting on May 23rd 2022 elected (for the period 2022-2023):-
Secretary - Wale Omiyale

Treasurer - James Beveridge

Electoral roll officer (need not be PCC member/ may also be the secretary)- Lou Murgatroyd

Children's Champion - Catarina Siqueira- Armond

Creation Care Champion - Mo Perkins

Social Media Representative - Jez Inson

Safeguarding Officer (need not be PCC member) - Alan Boulton

Standing Committee

Revd Rachel Marszalek; Mo Perkins, Stuart Perkins, Wale Omiyale; James Beveridge

Independent examiner or auditor

The annual meeting appoints an independent examiner or auditor, who is not a member of the PCC. The PCC elected Isabel Kuhl (**Dart** new surname) for the period 2022-2023

During 2022 there were PCC meetings by zoom on Feb 7th; March 28th; April 23rd; 11th July; Oct 17th and Nov 28th. The PCC meets bi-monthly. The Standing Committee sets the agenda in-between meetings. There are Finance meetings when the need arises which involve the Standing Committee with the addition of Nick Harvey. PCC minutes are available on request from the PCC Secretary once they have been agreed at the next PCC meeting.

The church and charity rules under which we operate allow for the appointment of working groups (or, in our terms, 'teams') to discuss certain subjects thoroughly in detail and they may co-opt members from beyond the PCC.

The Vicar is Ex-Officio and co-ordinator of the current teams in place:

- Pastoral care team 2022-2023 (Sjenka Harvey, Mo Perkins)
- Worship team (Sacristan Guy Eagling, LLM Christine Statham, LLM Mo Perkins).

It is proposed to establish new teams to lead our work in in other areas in due course.

Volunteers

The PCC would like to record their thanks to all who have given of their time to serve the church at All Saints. We are blessed with many who freely volunteer in 'unseen' but essential activities. We could not operate without the whole body working together! In particular, we are grateful to Jane Mazouz who has served us by cleaning the church on Wednesdays. For all your contributions to the life of the church we are grateful.

1. Note **apologies** of those absent at this meeting 14th May 2023 (send apologies to allsaintsealing@gmail.com)

2. **Elect Churchwarden(s)** after nominations received before the meeting.

3. Proposer, seconder and **agree minutes** from 2022 meetings as accurate records.

ALL SAINTS CHURCH, EALING, MINUTES OF ANNUAL MEETINGS 23 APRIL 2022

Apologies for absence: Jane Masouz Jo Edwards, Jez Inson, Nikki Inson, Eleanor Kerr, Lou Murgatroyd, Steve Murgatroyd, Guy Eagling, James Beveridge

12.00 NOON: ANNUAL VESTRY MEETING

1. Opening prayers

2. Minutes of last Vestry Meeting (25 APRIL 2021, by Zoom)

The minutes had been previously circulated, and were accepted as an accurate record.

3. Election of churchwardens

Stuart Perkins had been proposed as Churchwarden. He was duly elected.

4. Closing prayer

The meeting ended at c.12.10

12.30 PM: ANNUAL PAROCHIAL CHURCH MEETING

[All reports referred to had been circulated electronically prior to the meeting and made available on the Church website – at <https://www.allsaintsealing.org.uk/#/apcm/>]

1. Opening prayers

2. Minutes of last APCM (23 April 2021, by Zoom) Accepted as accurate record (prop, Alan; sec, Angela).

3. Changes to the electoral roll since last APCM

Lou presented her report. No questions raised about changes to the electoral roll. There are now 62 people on our roll, down 10 from the previous year. The acceptance of the roll was proposed by Richard; sec Mo; Accepted.

4. Financial Report year ending 31 December 2020

Written report had been circulated; James is Covid positive and unable to attend. Rachel talk us though, income ahead due to new hall letting and mobile mast increase. The London Diocesan Fund contribution has been lower due to Covid, our level is now £50k and this is acceptable to the diocese. Loan from the Diocese is being repaid at a slightly higher rate, which will allow us to pay it off sooner. Gift Aid report also reviewed. We have moved to promote electronic giving as the preferred method. this has taken some time to settle. Regular givers have fallen from 26 to 21. Also looked at the report and account prepared by our independent examiner. There were questions about the level of cash giving which has fallen but it was highlighted that the expectation is regular giving is now being done electronically. Stuart also mentioned the plans to move to the Parish Giving Scheme as a new, more efficient way to give. Gift Aid: The meeting thanks expressed to Chris Timms for his efforts in recovering the tax on Gift Aid donations. Acceptance of Finance Reports proposed, Belinda; seconded, Ros; accepted.

5. Appointment of independent examiner I Kuhl (the existing examiner) agreed (prop, Alan; sec, Angela).

6. Report (by churchwardens) on buildings and grounds

Fabric report had been circulated. Stuart spoke to highlight key points. Appointing a New Church **Architect:** In August 2021 we appointed our new QI: her name is Heather Cerowski, part of the David Insell partnership. We appointed her for her experience and understanding of churches, aware that she would shortly take time out for parental leave. In her absence, her colleague Francis Maude has ably taken care of us although we look forward to her being back on board from August.

Security: The security gates/railings to the side entrances to the rear of church are now installed and look very smart. Thanks to Charles who patiently worked to secure planning permission.

The Tech Upgrade: Despite the ongoing Covid situation, we are very pleased to report that the upgrade to our sound system and installation of projection equipment has been completed. We hope to be introducing cameras to stream our services later in the year as funds allow.

Report accepted. (Proposed from the Chair)

7. Report on activities Reports had previously been circulated on the following: Children and young people (Mo); Safeguarding (Alan); Music (Janet); EFIG (Belinda); Ealing Churches Winter Night Shelter (Belinda); Archives and history (Richard); Churches Together in Central Ealing (Glynis); Deanery Synod (Janet & Stuart); Creation Care (Mo); Vicars Report (Rachel)

8. Verbal Reports to the Meeting Children and young people

Mo went through the report and highlighted some key points; It is important to have the families involved and active. We are blessed to have them with us, as there are too many families out there who have no connection with church. Mini Saints is on pause and will be relaunched in the church building which is an important aspect to enable children and parents to come into space and be able to feel at ease. Thanks to Mo for spearheading all the aspects of children's work, we are blessed to have someone with training and call leading. Thanks were also given to Lou and Catarina for supporting the work with children.

Safeguarding

Alan highlighted the report and that there have been no incidents reported in the past year.

Music

It was noted that the pandemic had made music challenging and it was noted that if possible we wanted to keep the musicians and choir active and participating in the service. Alan mentioned how successful the Christmas service was and offered many thanks to Angela for her support and leadership in making it happen.

EFIG

EFIG continues to make good progress supporting girls in Nigeria and Ghana, but due to the pandemic there have been no fundraisers.

Ealing Churches Winter Night Shelter

ECWNS is in a state of flux due to Covid and yet to determine what will happen this year.

Archives and history

Richard reported on the fact that we have finally been able to make progress with organising the archives. Specialist boxes to store the records have been ordered but delayed as they come from eastern Europe. A vote of thanks to Richard for his work was unanimously supported.

Churches Together in Central Ealing

Glynis reported on CTICE, the walk of witness is one of the main activities organised by the group. A vote of thanks was unanimously agreed thank Glynis for having represented us over a number of years. Glynis is now standing down and we need to find a new person to take this on.

Deanery Synod

Stuart and Janet have represented us at the Synod. Janet is now standing down, thanks were passed on to Janet for representing us.

Creation Care

Mo highlighted the importance of Creation Care as our part of our approach to all issues around the climate crisis. She was grateful for the chance to preach on Creation Care last autumn. Mo mentioned Eco Church award scheme run by Arocha we have now achieved the Bronze level, and are actually at Gold for preaching! Plea from Mo for others to join with her to support the movement and create the change. It was noted that we need to add the creation care and safeguarding to the PCC standing agenda.

Vicar's Report

Rachel talked through the report and emphasised the way we are a spiritual family and that we need to make sure that we are generous. She reflected on the gains and losses from having online services and how that has changed the shape of our community and her hope that we might be a renewed church as an evangelising church, growing one person at a time. Rachel offered thanks to all who those makes things work, Guy as sacristan, the readers and prayers and all those in the online services.

9. Questions

Richard asked about PCC minutes, how do we make minutes more available. We will look at how we do that on the website. Mo agreed and mentioned the desirability of having a newsletter to keep everyone updated. We hope to be able to get the internal noticeboards up and make sure the minutes are available.

10. Elections

Eight candidates had been duly proposed and seconded for election as members of the PCC, and were duly elected to serve for a term of one year (until spring 2022): James Beveridge, Angela Bryant, Nick Harvey, Jez Inson, Belinda McLaughlin, Wale Omiyale, Ros Spittle, Catarina Siqueira-Armond. Also on the PCC (ex officio) would be Revd Rachel Marszalek (vicar Mo Perkins (Licensed Lay Minister), Stuart Perkins (Churchwarden and Deanery Synod representative). Prayers were offered for the newly elected members.

11. Closing Prayers The meeting ended with The Grace. The meeting ended at c.13.40.

4. Have any **Matters Arising** items been submitted before the meeting?

5. Electoral roll report

The Electoral Roll shall be revised every year (except in the year when a new roll is produced). The revision of the roll of a parish must be completed at least 15 days, but no more than 28 days, before the annual parochial church meeting.

Anyone is entitled to be on the electoral roll if he or she is a baptised member of the Church of England (or of another church in communion with the C of E), and either: a resident of the parish, or a habitual worshipper at this church.

In May 2022 the electoral roll contained the names of 62 persons who asked to be on the roll, and who were eligible. Of these, 30 were resident in the parish; and the other 32 habitually worshipped at All Saints. The updated roll provided a good snapshot of the community of those who wished to be identified with this church.

This year 2023 four people have been removed from the electoral roll, three people are deceased, and two have been added. There are 57 people on the electoral roll.

Lou Murgatroyd Electoral Roll Officer

6. Financial report for the year to 31 December 2022

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, Church Accounting Regulations 2006 and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2019.

The full accounts are published as an Appendix to this report. Below is a brief summary.

We again have much for which to be thankful financially in 2022. Despite soaring energy costs, we were blessed with receipt of grant funding which has enabled us to rebuild our financial reserves and carry out essential maintenance to our church building. We closed the year with a technical surplus of £13,204 just below the predicted surplus of £14,600. However, as of December 2022 £9,111 were owed to Total Energies in electricity charges we had not yet been billed for. Our actual surplus was therefore around £4,093.

INCOME AND EXPENDITURE

Headline figures: Total Income: £ 147,500 Total Expenditure: £ 134,296

Income: The total budgeted income for 2022 was £113,387. The actual income was £147,500 – £34,113 above budget (due to the Grant award from the Cultural Recovery Fund).

Giving: £20,611 was received in total from giving by members of the church family during the year. This figure was significantly below the anticipated giving of £30,500. The drop is due to the falling size of the congregation and number of regular givers.

Hall Income: The total income for the year from letting the hall was £44,573 (An increase of £4,520 from the 2021 total of £40,053). Hall rentals remain broadly consistent with 2021 with some uplifts received for inflation.

Mobile mast income increased to £26,145 from a budgeted £16,496, due to higher electricity reimbursements resulting from the significant increase in energy costs during 2022.

Grant income: We received a total of £41,041 in grants from successful bids to the National Lottery Heritage Lottery Fund (£38,400) and London Diocesan Fund Energy Grant (£2,641)

Expenditure: Total expenditure during 2022 was £134,296 (£35,526 more than the budgeted figure of £98,770). Extra costs incurred were due largely to additional capital works undertaken to meet the terms of Heritage Lottery Grant funding and higher than expected energy costs.

London Diocesan Fund: This payment represents our contribution to the expenses of the Diocese – which include the payment of clergy stipends, housing costs, pensions and diocesan support and training to parishes (eg. buildings and safeguarding etc). Our offer for 2022 remained at £50,000 to allow us to continue to return to financial stability post-Covid.

Repayment of Diocesan loan: The Diocese gave us a loan of £12,000 in 2019, to help with the cost of the gutter replacement. We repaid a total of £3,600 in 2022 and are continuing to repay the outstanding amount at the agreed rate.

CAPITAL FUNDS

Funds in Deposit Account

Restricted funds – which can only be spent on specified items – and unrestricted reserves were as follows, as at 31 December 2022:

	£
Altar frontal (legacy from Dorothy John)	1,000
Children and youth (2017 Gift Day)	3,665
Interest accrued and other unrestricted reserves	28,398
	33,063

In addition, we also received a further £1,660 in restricted funds for Gift Day 2022 which remained in the current account at year end.

The PCC has a policy to maintain Financial Reserves at a level of £8,100. This was a condition set by the Cultural Recovery Fund when they gave us an award to offset the costs of Covid. We were eligible for an award for being a recognised Cultural Heritage site. Reserves and Funds held for the short term are invested in CBF Church of England deposits.

The PCC is committed to monitoring expenditure and identifying further cost reductions wherever possible in the forthcoming years as well as continuing to develop our income sources. Having assessed the Charities' financial circumstances the trustees have a reasonable expectation that the charity has adequate resources to continue its operations for the foreseeable future.

The PCC thanks Chris Timms - our committed and efficient Gift Aid officer.

James Beveridge Treasurer

7. Church building, grounds and contents report

Church Representation Rules para II 9d - The churchwardens are responsible for ensuring that the buildings and grounds are safe and well-maintained. They also hold the contents in trust for the church. They are required to keep careful and detailed records in The Log Book of all work carried out on the buildings, for reference by the architect and future wardens, and to maintain accurate records of church contents and legal documents in The Terrier. The Church of England requires all parish churches to appoint an approved architect to be consulted on most work to the church. The architect is required to carry out a detailed survey of the buildings every five years, known as The Quinquennial Inspection or QI – hence the architect themselves is also frequently referred to as “the QI”! In 2021, we appointed a new QI, Heather Cerowski. She was away on parental leave from autumn 2021 until August 2022. The last Quinquennial Inspection took place in 2020. An action plan has been drawn up for most items on the Report. This has been circulated to the PCC and is available on the back table for consultation by the congregation.

We are blessed with a beautiful and historically significant church - which is also a Grade 2 listed building - to care for on behalf of the future. The Church of England requires all work - whether repairs or modifications - to be approved first by the PCC (Parochial Church Council) then by its in-house planning team: The Diocesan Advisory Committee (DAC). For most work, given our listed status, we must also obtain a Faculty from the Diocesan Chancellor, which takes the place of Listed Building Consent. We are therefore fully accountable. This Report is in 3 parts:

- Repairs and pending repairs
- Upgrades and pending upgrades
- Update on the Contents and Grounds.

I am very grateful to all those who offer practical help, advice or encouragement, and to the whole church family for supporting our ongoing building improvements – both with finances and with goodwill and prayer. I want to place on record my thanks to Mo Perkins for doing all the detailed and often unseen work that ensures that we have all the required permissions in place and that the works are undertaken by a skilled set of contractors and craftspeople. I also want to thank all those who serve in church for worship or in any other capacity: Thanks to Guy Eagling who as Sacristan, ensures that all things are orderly for worship Sunday by Sunday, to Jane Mazouz who cleans the church each week, to all who read and bring prayers, and those who help maintain the grounds – especially Guy and Sheila.

Introduction: 2022-3 we pulled fully out of Covid restrictions and back to “normal” operations and it has been a year largely of preparatory work for significant projects yet to take place.

Cultural Recovery Grant: We have been immensely fortunate to receive a very generous grant award of £39k from The Cultural Recovery Grant Fund. This was a National Lottery Fund established specifically to help heritage sights recover from damage caused by the Covid Lockdowns. Grateful thanks to Vicar Rachel for working through the application, encouraged by the Diocese. This money recouped some of the outlay on the AV Project, restored the cash flow in the current account and has enabled us to carry out more work on the building than may otherwise have been possible. Most of it (£28k) is on hold in the Deposit account.

Utility costs: The national headlines have been dominated by concerns regarding rising utility costs and the church is not immune.

Gas - Church Heating: Naturally, the threefold increase in our gas charges and concern over our carbon footprint, has necessitated a cautious approach to heating. Some draught proofing took place but there is more to do. The bills have so far been manageable but of course very cold weather uses more gas. The boilers struggle to deliver the necessary uplift in severe weather and some radiators (eg in the clergy vestry) are persistently seeping. The heating system is time-expired and the PCC have authorised research for a carbon-free alternative- a 3 year project but essential for our intended mission/ministry activities in the church. Parish Buying offered heated cushions as a trial and All Saints was fortunate to receive one – ask Richard for a user report!

Electricity Bills: The latter half of 2022 revealed an issue with our electricity billing. The smart meters had unknowingly failed and the church had accumulated a payment backlog through under-pitched estimate billing. To compound matters, the electricity consumed by the telecoms masts feeds from the hall meter but Total (our electricity supplier) was unaware due to the non-functioning smart meters. After considerable analysis, I was able to establish the extent of our debt and also the proportion that belonged to the telecoms companies. A system is now in place and the backlog is paid, aided by an LDF energy grant of £2600. However, on our financial statements, there is a sum showing as income that is the sum paid to us by the mast companies for their electricity which we are then paying out to our electricity supplier. The smart meter has still not been fixed and we are considering lodging a formal complaint.

ACTIONS TO THE BUILDINGS AND CONTENTS UNDERTAKEN OR PENDING:

Safety Checks:

The following safety checks are carried out annually (£1000). The lightning protection system; the electrical appliances (PAT testing); boiler service; fire protection. All checked and passed. Note that the lightning system provides minimal cover, surge protection will upgrade it somewhat – a quote is received and should be carried out. The Five-Year Electrical Safety Check fell due in November, and the church and hall both passed after certain remedial works were carried out. (£1460). The Gas Safety Test revealed a potential problem with the flue, which needs to be investigated.

Repairs - Vestry Window Repair.

The circular window in the clergy vestry was an urgent item on the QI Report. Due to the Cultural Recovery Fund Grant, and after obtaining the Faculty, the repair was carried out in June. The window was removed so that some panels could be remade, the iron bars (ferramenta) that the panels are tied to were repainted. The work was carried out by a specialist who had remade a panel in the west end window and one of the clerestory windows in 2019 (Leeming Glass, cost £3,480).

Pending Repairs:

Midnight Mass Vandalism: Porch Door Glazing:

An unfortunate act of vandalism occurred as congregation were arriving for Midnight Mass, when a large stone was thrown forcefully through the porch doors which were closed to retain heat. The stone broke 3 of the window “quarries” and broke the leading. The police attended: it seems that a homeless guest sheltering in the hall porch, and struggling with mental health, was startled by people arriving at such an unusual time. He was moved on by the police because he had already become a threat to the public as well as to congregation prior to this event. The Faculty should be received shortly when the repair will be carried out. Quoted cost: £380.00, most of which is covered by the insurance company.

The Flagpole: This is in a poor state of repair and an item on the QI Report. In November it was noticed that one of the anchoring stays has snapped. A full refurbishment will need to be planned in but in the meantime the stay will be replaced by a DIY team as soon as possible.

Resolving the leak in the Nave

Thank you to all who were able to contribute to the November Gift Day Appeal, which was dedicated towards covering the costs of remedial roof/drainage works by the main entrance. A total of £1562.00 was raised. The projected cost of the works is £3164, and so this is a very useful contribution towards this work. After various revisions of the spec and revised drawings, the work is currently with the DAC for approval and with Ealing Council awaiting planning permission (required because we are making – a very small – change to the exterior). It is hoped that the enhancements will more effectively channel water away from the building and stop the damp penetrating into the nave. Once the work is carried out and if proven to be successful, the interior render/painting can be repaired. Plans are available on the back table for review.

There are a range of QI repair items that will be addressed this year if time and finance is available – see the QI Action Plan at the back of church. Of particular concern is the south turret at the east end where the hatchway has come off leaving the turret open to birds and the elements.

Upgrade Projects:

Not only do we have responsibility to keep the buildings in good and safe repair but also to keep them fit for today's ministry.

Consequently, we continue to carry out modernisations and improvements:

The Audio-Visual Project:

In January 2022, the screen, projector, electrical cabling including (finally!) plug sockets in the nave were installed (cost £23,354). In July 2022, two streaming cameras were installed in the baptistry– sooner than we had anticipated due to The Cultural Recovery Fund grant (cost £6112). Broadband was installed in the hall in April and the cables were pulled through into the church in November. Live-streaming of services commenced from July 2022, accessible via a link on the church web-site. We now have 4 subscribers, a few people join the livestream for Sunday morning services and perhaps a further 10 views through the week on catch-up. The carol service had 26 views, of average duration 8 minutes. The live-streaming capacity was particularly appreciated by the friends and family of Barbara Ioannou, who could not travel for her funeral but joined online. In due course, we plan to create a surround for the control desk from pew wood, and then all the cabling will be tidied.

The Church Loo:

The vestry loo is rented to TFL for use by bus drivers on the E11 route for £1,750 p.a. It's long overdue refurbishment was completed in January 2022 with a small electric water heater and room heater (Cost £1000 – electrical work).

Progress Report for Ongoing Projects: Future Vision.

Whilst 2022/3 has been a quieter year for completed projects, it has been busy in preparatory work to obtain permissions for our future vision projects.

“Re-Imagining The Nave”:

What does this project include?

- removal of all fixed pews from the nave
- introduction of a new unfixed layout including: worship seating in gentle semi-circle focussed on nave altar, with small tables and chairs behind in the third “arcade” - the space between the last 2 columns- for fellowship, pastoral and discipleship meetings.
- repurposing of pew wood for the table-tops, a surround for the control desk and a refreshments servery island. To retain the two churchwarden seats and a short length of pew to be re-sited either side of the baptistry arch, to mitigate the loss of the historic interior.

What are the Objectives?

- To provide flexible space enabling improved worship gatherings and for all other church activities to take place in the church, especially to relaunch the Toddler Church.
- To be hospitable with our space to reach into our community.

This is a major re-ordering project which given our listed status, requires careful consultation. We are now at the point of receiving DAC approval and the proposals are being sent to the heritage bodies for statutory consultation.

What Has Happened So Far?

October 2021: PCC approval was granted and an outline project brief was shared with our cover architect as Heather was on maternity leave.

November 2021: being under Covid restrictions, a zoom meeting was held with the architect, from which he prepared an initial plan that was more ambitious than our current objectives. We set up the project with the DAC and requested a site meeting with them.

April 2022: The architect visited the church, after which he sent through a new simple plan, to which we added further detail.

May 2022: This plan was agreed by PCC and was submitted to the DAC for initial feedback, along with outline statements of need and significance. They agreed to a site meeting.

August 2022: we submitted very detailed statements about the project and the historic/architectural significance of the building after considerable research.

On September 1st (after 2 postponements), the DAC met at church and our project was then formally considered at their October meeting.

Our proposal was the May layout as agreed by PCC:

Removal of all pews

Choice of chair was the SB2M lightweight upholstered chair that won most approval from the congregation survey.

to mitigate the impact on the historic building caused by removing its original interior, we proposed to retain the two “churchwarden seats” and a short length of pew to be repositioned either side of the Baptistry, framed by the column and arch.

The DAC feedback was positive in that they recognised and supported our missional aims, but felt that The Victorian Society would require us to retain more pews than just the churchwarden seats. They advised that a wood chair would be more in keeping with the context of our building.

Nov 2022 - Feb 2023: careful thought was required about how many pews we should offer to retain (no further clarification being forthcoming from DAC), without compromising the objective and being mindful of the practical operating of future church activities. Research was carried out amongst other churches to establish whether our particular pews could be made moveable: we now have two short pews in church, one with castors (manoeuvrable and lockable) and one with felt (slightly heavier to move and not lockable in position). It was apparent that a quarter length pew could be easily moved by one person, a half-length was considerably more unwieldy and would need two people to move, anything longer would be impossible to move or store easily to the side when not required in the nave.

March 2023: Revised proposal put to DAC:

Keeping the overall layout plan, we suggested retaining a half pew against each side wall as our first choice, or four quarter length moveable pews in the nave if that is what the DAC felt was needed. We suggested a compromise on the chairs: the wood “Canterbury Curvy” chair for worship and the upholstered chair for the tables.

April 2023: DAC response was still further pews to be retained and only the wood chair.

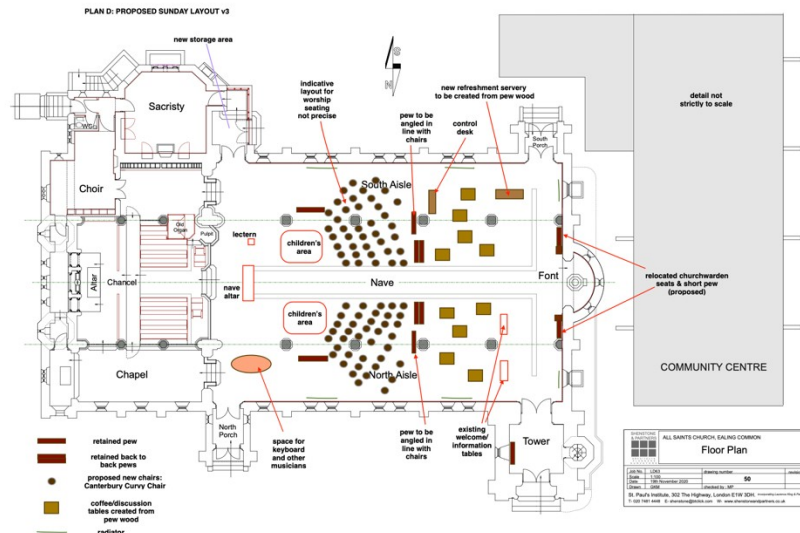
After PCC consultation, we have submitted a third proposal:

We agreed to the choice of wood chair only.

And to retain 9 quarter-length pews made moveable to be arranged in the worship space or moved to the sides as required, along with the churchwarden seats as previously proposed.

The head of the DAC has passed this proposal on to the heritage bodies for the statutory consultations and told us that our Statement of Need was ‘well developed’ and ‘to be commended’ – that is, we had fully thought through why we wanted to change the interior and had built a strong case. The proposal will be considered at the next full DAC meeting due this month and so there may yet be further adjustments. The heritage bodies too may require changes, and we now wait to hear from them.

However, it is very good news that the DAC have agreed to remove fixed pews from the nave, which was the most important requirement of the project: beyond that, it is just agreeing the fine detail.



Enclosing the SE Porch:

This area, accessed from the front right-hand nave, is to become internal storage. It was designed as a semi-open covered walkway, purpose for which has never been clear. It is currently boarded up after break-in and arson attempts during Lockdown and is an untidy store for lawn mowers, gazebos etc. We have architect drawings and method for enclosing the open areas with wood cladding and appropriate insulation. The wood cladding is in sympathy with the ‘Arts and Crafts’ influences on that part of the building. We have DAC approval to apply for a Faculty, subject to obtaining local council planning permission. Work will hopefully take place in due course this year (*projected cost: £5,000*).

Other pending projects on the long list:

- Access Ramp for main entrance. We have a design that had faculty approval and planning permission in 2017. These permissions need to be renewed and financing to be sourced. Latest updated cost is £25,000. Having a route into the main entrance of church accessible by those with mobility challenges or with baby buggies, is a part of our wider objective to open up our church to the wider community – and as a listed building, it must be designed well.
- New sustainable heating – research ongoing: anyone interested in participating in this, please let me know.
- Kitchen and toilets for the church – awaiting architect drawings to kickstart this project.

CONTENTS OF THE CHURCH

Addition of a new green altar frontal: The church received this wonderful new addition in November 2022. The design is bespoke for us, by noted ecclesiastical designer, Juliet Hemingray and her company Church-Textiles Co Ltd. The frontal is part paid for by the legacy of £1000 generously left to All Saints by Dorothy John. Dorothy was a much-loved member of All Saints congregation and choir. Her legacy has been set aside in the Deposit Account. The balance of £1200 will come from the Cultural Grant/church funds.



Archives of the church: Richard Bowden reports further progress made with the church's archives this year. Acid-free boxes have been bought to house the archives and the records stored in the tower have been transferred into them. Work has continued on Kenneth Bryant's former records – those dealing with the church's fabric have been separated from the others, and his collection of photos of the church have been reorganised into special storage sleeves. Mo and Richard were very pleased to have received a visit from the Diocesan Architect, who came to look at among other things the choir vestry. She is now working on a plan to reorganise this part of the church so that the archives can be accommodated there. This would be a major step forward in this long-running saga!

More sorting of the financial records and the large collection of pre-war choral records in the tower is still needed. Many of them can simply be weeded and discarded. There was one complete surprise this year. In the course of looking through some of the organ music in the choir vestry two early volumes of collections of organ music were found dating from around 1930, but also an edition of Bach's organ sonatas apparently signed by Sir Henry Wood. All Saints has had some distinguished organists in its day! Following the advice of Robert Sholl two 1930 volumes were sent to the Royal College of Music's organ library, which was very glad to have them and offered the Sir Henry Wood Bach sonatas to the Royal Academy of Music (RAM), which has the main collection of Sir Henry Wood's manuscripts. The RAM was delighted to accept these sonatas as a donation. Apparently they have very few of his works from this particular period which are actually signed by him. The flyleaf of our volume was dated, in his hand, 1884, when he was 13, and the individual sonatas were annotated by him in detail – the RAM's librarian recognised his writing. So, although we do not know how it came about All Saints now has a special connection with Sir Henry Wood! **Richard Bowden Archivist**

Electronic drawings of the church

New architectural drawings were fully received in November 2021: commissioned by Charles Mynors when churchwarden and the cost covered largely by a generous donation from him, these drawings have already proved very useful for annotating and illustrating many projects for the aid of the DAC. They are stored, both physically and electronically, in The Terrier, and will be useful for years to come.

THE GROUNDS

New Notice-boards: The new external notice-boards were erected in June 2022. The larger one located near the roundabout close to the site of the original board gives the historical dedication of the church and the smaller at the main entrance path is to display current church activities. Part paid for by a Deanery Mission Grant of £1000. Many thanks to Charles for project managing.

Tidying: The University of London lent some of their staff to help clear overgrowth in the side passage between the hall and the neighbouring house along with some church volunteers.

The Horse-Chestnut Tree: A detailed health check was carried out in March 2023 by Usherwood Arboriculture. The overall report is good: the tree is historic but in good health although has suffered from Chestnut Bleeding Canker (along with many other horse-chestnuts). The PCC have adopted their recommendations: to obtain a further assessment when in full leaf and an aerial inspection in the autumn, not to place a bench underneath in case of "sudden branch drop" a rare occurrence. There are certain actions we can take ourselves to ensure its ongoing health: regular inspections, aerate the soil around the tree and planting beneath the canopy. If you would like to become one of the tree's guardians let me know.

New Trees:

In line with our Creation Care vision to maximise the wildlife benefits of our grounds we propose the planting of new fruit trees at the front and at the east end. You are invited to look at the proposals and walk around the grounds to decide. It would be good to have them planted in November on All Saints Day.

Stuart Perkins Churchwarden

8. Families and Children Report



We began 2022 still under Covid health restrictions: the need for face masks and self-isolation, mercifully “normal” operations gradually resumed. Ministry with families is always fluid as children grow, join or move onto other things, and can look very different in different contexts. All Saints has a very long record of seeking to incorporate families into its usual activities whether worship or serving together. This desire to see children take their place as fellow disciples alongside other church family members, has seen the creation of space in front of the nave altar for better welcome and inclusion of youngsters at the heart of the worshipping community. The hope is to support participation in worship and communion, not distraction from it. The families’ space at the altar is now well-established and seems to be appreciated, the children sit facing the altar for the Eucharistic Prayer sharing pitta bread and grapes at the appropriate points. Even the youngest child absorbs the sense of welcome and mutual participation and the presence of God. They also absorb the rhythm of worship across the two spaces of church and hall: gathering and preparation, confession, praise, story and wondering, prayer and thanksgiving through communion, blessing and dismissal.

Sunday mornings: The ministry team have a flexible, open approach to where parents and their children feel most comfortable: for babies and very young children they are very welcome to play on the carpet at the front for the whole service, as they approach nursery/school age, they may wish to join the families’ worship in the hall, but there is no pressure to do so.

The Sunday morning gathering in the church hall is for all age, all generation family worship not for “children’s groups” as traditionally known. From here, the congregation join the worship in church at The Peace. The specific age range of children on a Sunday varies each week but currently ranges between toddler to 8-year-olds and on average perhaps 3 families and perhaps 6 children, sometimes more. As with the service in church, this is public worship and so we must anticipate all ages of child and all stages of faith within the family to appear. We aim to make friends, have fun and for all family members to encounter God in our session whether parent or grandparent, 8 -year -old or toddler.

Consequently, no two sessions are quite alike. We make use of invitational and imaginative storytelling inspired by the very well-crafted work of Godly Play, using Montessori techniques of handling objects, alongside occasional use of role play and other physical ways of exploring our story. In response to the scripture of the day, there might be baking bread or icing biscuits to share with the church family, exploring a prayer labyrinth or creating artwork for church. Lent began with a families’ breakfast. We stay connected with outside events: the passing of The Queen lead to a session reflecting on faithfulness and trust, the invasion of Ukraine was approached through prayer activities (shared with the wider church) and with the tying of blue and yellow ribbon around the tree.

It is exciting to watch our children grow into more confident participation: some like to help setting up the session and this early urge to serve together is encouraged, responses to the scripture are often wonderfully thoughtful and our older children were this year able to contribute readings at the carol service and the crib service. The sharing of the big story of God in scripture is our key focus, but we also recognise that parents are the greatest faith sharers in the children’s lives. To support them, occasional resources go home to be looked at and thought about, along with activity calendars for Lent and Advent. In addition to the regular gatherings, there are occasional opportunities to gather differently: Covid encouraged outdoor meetings and we held some sessions in the church grounds. At the summer break in the hot weather, we had a families’ picnic and water play. In October, we held the very successful Creation Fair in which all generations worked enthusiastically to create a bug house for the church grounds.

Future Plans: there is always scope for improvement and strengthening; for better information to parents and more widely about how we approach family worship and all age worship in church, which is being worked on. The challenge remains, as I wrote about in last year's report, to reach the vast majority of families that are yet to have God in their lives. We need everyone's prayers that it is God's intention for our vision for a cleared nave to come into being this year and enable new ministry and outreach initiatives to launch. There is now realistic hope for an expanded families ministry team that will facilitate a wider programme. We look for ways in which the children can intentionally serve alongside adults as the Creation event demonstrated as well as opportunities for trips out and more scope in the hall sessions.

Our previous mid-week toddler group Mini Saints remains on pause, but there are options to explore for an outdoor/indoor group over summer. A parent at a midweek toddler group that I serve, commented that there was no group on offer for getting (outdoor) messy and this was important for young children: the growth of Forest Church and Muddy Church movements has arisen in response to the climate crisis: if we want future generations to both love God and nurture the planet, there is no better way than the church to facilitate a grassroots appreciation of both. This is something that we might be able to initiate now in warmer weather. The next year will be interesting as we seek God's voice on his hopes for us to reach out to our community and meet their needs. Thank you to all parents and wonderful children that light up our communal life together, particular thanks to those who commit to come early occasionally to help set up or regularly clear away afterwards – it is much appreciated.

Family ministry is essentially fluid: children grow and develop by the hour and their needs and capacity for understanding evolve rapidly, but at any age, we are hard wired for God and it is an unceasing joy to facilitate and nurture their spirituality.



9. Safeguarding Report

As a PCC we are responsible for ensuring compliance with national safeguarding requirements set for charities and organisations working with children and adults at risk and those of the Church of England and the Diocese. The Parish Safeguarding Officer, Alan Boulton, has continued to monitor and develop policies and best practice for the PCC. Under Part 9 of the Church Representation Rules (2020), the PCC are required in this annual report to the APCM to confirm that we have complied with our duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults. We are happy to confirm our full commitment to following government and Church of England safeguarding practice requirements. Whilst we cannot afford to be complacent in such matters, we believe we are in a good place in terms of the procedures we are following. We would like to record our thanks to Alan and the leaders of activities with children, all of whom, without exception, have cooperated fully in the safeguarding arrangements. In February 2023, Alan Boulton informed the PCC of his intention to stand down as the Parish Safeguarding Officer after having served as the PSO for the last 4 years. Over that period the role has developed significantly. The PCC would like to express their sincere thanks to Alan for his hard work over the years in such a demanding role and for his grace, dignity, and willingness in service.

This will be my fourth and final year as Safeguarding Officer. The baton will be passed on at the APCM on 23rd April 2023.

I am pleased to report that there have been no safeguarding incidents in the last year. The Church has almost back to normal after lockdown. There are still various policies in place to help protect everyone at Church from Covid. These include hand sanitizers around the Church, social distancing in Church and no Communion Wine being dispensed.

All of the All Saints congregation who work with adults and children have been DBS Checked. The appropriate safeguarding training, including domestic violence awareness, is in the process of being undertaken by all relevant parties.

Three new DBS checks were carried out this year. None are pending. Two people renewed their safeguarding training this year. Please see below for a helpful table indicating which safeguarding courses we should be doing.

Safeguarding data is GDPR compliant. Only essential data is stored, and this is with an encrypted password.

The Diocese have produced a safeguarding policy document which has been implemented by All Saints Church; see below. In addition, there are new numbers/agencies for Domestic Abuse related concerns. I have included a link below for a digital booklet entitled 'Ending Domestic Abuse: A Pack for Churches'. The new numbers/agencies are contained within the booklet. www.restored-uk.org/get/download/uid/896c59a4-a0d9-4c91-9344-c2ebc509ca30

All Saints PCC complies with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishops' guidance on safeguarding children and vulnerable adults. The House of Bishops has produced policy statements which can be found at this link: www.churchofengland.org/more/safeguarding/

Ensuring that children and young people as well as adults are kept safe whilst in our care is an integral part of our church life. If you have any concerns about safeguarding please contact: In the parish of All Saints Ealing, Parish Safeguarding Officer: Alan Boulton direct by email at alan@foresterssolicitors.co.uk.

The diocesan safeguarding policy can be found here:
<https://www.london.anglican.org/support/safeguarding/safeguarding-policy/>

Who gets what training in the parish |

The Basic Awareness and Foundation			
The Basic Awareness and Foundation Courses can be completed by any member of the congregation, to support awareness raising and a culture of support and vigilance in the Church. They can be undertaken online at https://safeguardingtraining.cofeportal.org/login/index.php .			
However, it is recommended that those in the following roles are encouraged to complete them: Vergers, Servers, Welcomers, Caretakers, Refreshment Helpers, Sidespersons, Flower Arrangers, Administrative Staff, Bell-ringers, Choir Members/Music Group Members (including Sound/AV Technicians).			
Additional Core Training Requirements			
Role	Basic Awareness	Foundation	Leadership
Incumbents and clergy, including those that hold PtO	✓	✓	✓
Licensed Lay Ministers, e.g. Readers	✓	✓	✓
Parish workers with children/ vulnerable adults (paid or volunteer)	✓	✓	x
Leaders/Supervisors of work with children/vulnerable adults (paid or volunteer)	✓	✓	✓
Parish Safeguarding Officers	✓	✓	✓
Church Operations Managers	✓	✓	x
Churchwardens	✓	✓	✓
PCC Members	✓	x	x
PCC Safeguarding Leads	✓	✓	✓
Youth and Children's Pastors	✓	✓	✓
Music Group Leaders/Choir Leaders	✓	✓	✓
Bell Tower Captains	✓	✓	✓

Number if you have any concerns: Diocesan Safeguarding Officer: 020 7932 1224
 Reporting abuse and finding support: if you have information about a safeguarding situation where a child or adult is in immediate danger or requires immediate medical attention call the emergency services on 999. Do not delay.

Survivor support websites and contact details

We understand reporting abuse may be very difficult and distressing to you and it may add to your hurt by our not being able to immediately assist you. Therefore, here are the contact details of other agencies that are available to assist either on a 24-hour basis or through specialist helplines and services:

- NSPCC helpline for Children and Adults: 0800 80 20 20
- NSPCC Child Protection Helpline: 0808 800 5000 - if you are worried about a child.
- Child-line: 0800 111 -if you are a child or young person and are worried about anything.
- National Domestic Violence Helpline: 0808 2000 247 - if you are experiencing domestic abuse.
- Samaritans Helpline: 116 123 - if you feel you are struggling to cope and need someone to talk to.
- Action on Elder Abuse Helpline: 0808 808 8141 (free phone Monday to Friday 9-5pm)
- National Rape Crisis Helpline: 0808 802 9999 and is open every day from 12-2.30pm and 7-9.30pm.
- The Survivors Trust: 0808 801 0818 Mon to Wed 10-7.30pm, Thurs 10-6pm, Fri 10-2pm.

Other Contacts

- National Casework enquiries - safeguarding@churchofengland.org
- National General safeguarding enquiries - safeguardinggeo@churchofengland.org
- Your local Diocesan Safeguarding Team - www.london.anglican.org/support/safeguarding/
- Write to: National Safeguarding Team, Church House, Great Smith Street, Westminster, SW1P 3AZ

Alan Boulton Safeguarding Officer

10. Deanery Synod Report

The Deanery Synod met 4 times in 2022 to consider a range of topics.

January Deanery Synod 2022

There was an introduction to the Church of England's **Pastoral Principles** which are to govern best practice across our parishes. They are:

1. Acknowledge prejudice
2. Speak into silence (silence can be damaging)
3. Address ignorance
4. Cast out fear
5. Admit hypocrisy
6. Pay attention to power

The focus of the evening was **Compassionate Communities**:

ECWNS spoke about plans for Shelter 2022. Due to remaining risk of Covid infection, a hotel will be provided with ten rooms for three months to end of March 2022. Churches are to provide meals through food outlet vouchers. More information can be found on <https://www.ecwns.org.uk/>

CAP manager Mark Dishley (Acton) spoke about how CAP work to help people out of debt and work with all cultures and religions. <https://capuk.org/>

Besom manager Jo Smith spoke about Besom which is a bridge between those who want to give money, time, skills, or things; and those in need. All clients are referred by e.g. social services, CAP, Ealing Foodbank etc. The Besom service starts with a home visit to find out what sort of help would be useful; this help may include decoration, furniture (needs to be good quality and compliant with fire regulations), etc. Besom is based at St Paul's Ealing but many of the clients are based in Southall and so there may be opportunities for churches in Southall to help in befriending and following up clients. More information can be found at stpaulsealing.com/besom/

July Deanery Synod 2022

Revd. Mark Melluish (St Paul's Ealing and Chair of **Pathways**) gave a presentation on the work of Pathways - one of London's largest providers of almshouse accommodation for over 55s see <https://www.yourpathways.org.uk/grants/pathways-main-grantsprogramme/>

Mission Bids for funding from the Deanery Fund (£2K) were accepted from 14 churches

September Deanery Synod 2022

A presentation was given about **Ealing Soup Kitchen** by Angela Loundes. To help homeless, vulnerable - mainly street homeless - but also some people who have struggles. The doors open four times a week: Monday Evening Hub - serves hot takeaway meals and food parcels; 6 - 8 pm - Salvation Army Hall; Friday Hub - a hot meal, food parcel, advice, shower, clothes haircuts and foot care; 1 - 3:30 pm - The Crypt, St John's Mattock Lane; Sat / Sun Ealing Soup Kitchen - hot meal; 3:30 - 5pm. Church Room, St Johns, Mattock Lane,. New initiatives include: Workshops (with Friday Hub starting earlier) to help clients with a variety of issues; Counselling; Welfare / Benefits; Housing; Coffee Church to bring faith into clients' lives. See www.ealingsoupkitchen.org

Janet Fletcher, manager gave a presentation on **Ealing Foodbank**. Ealing is unfortunately the fourth busiest foodbank in the UK and the busiest in London. The aim of Ealing Foodbank - Food, Fellowship, Funded Advice and Forums / Networks held together by the handle of Finance. See www.ealing.foodbank.org.uk

Revd. Steve Paynter gave a presentation on **South Ealing Community Food Cupboard**. Set up at St Mary's in response to the vast quantities of food sent to landfill. Collected by charities such as Felix Project, FareShare and City Harvest and distributed to organisations who can make use of the food. SECF is open on Mondays (apart from Bank Holidays) 1pm to 3pm. See www.stmarysealing.org.uk/south-ealing-communityfood-cupboard

November Deanery Synod 2022

Revd Mark Poulson addressed the Synod on the topic of **Transforming Mission: What place now for the Church in 21st Century London?** (Vicar of St John's Southall for 11 years; Interreligious Affairs Adviser to the Archbishop of Canterbury; Canon of St Paul's Cathedral; Leader of the Transforming Southall and Hounslow Mission Area, based at St John's church through its resourcing arm: The Kings Centre Southall).

Ealing 4th largest borough in London; bigger than many cities; most multiethnic centre in the world with centres of Sikh, Hindu and Polish communities, growing numbers of Muslim communities and also the African-Caribbean community. More people unchurched (no experience of church) than dechurched (experience of church but gone away). People are turning against institutional religions and, with the internet, there is no longer the same need for a place of worship on your doorstep. However, secularisation is not “the enemy”; it keeps us honest. Christians are to be peace-makers, not push-overs. Conflict can be born of fear and misunderstanding; churches include people and will therefore include conflict. We were encouraged to learn to listen and walk with others. On the other hand, Jesus was not afraid to cause conflict and it may be necessary to confront injustice. We are called to unmask the idols and speak truth from a position of humility. The Protestant tradition is one of dissent and the truth will set us free. There are different pathways for people to explore the Christian faith and we have so much to learn from the Hebrew scriptures. We are not called to be a mosaic or a melting pot but to bring our multiple cultures, seeking the welfare of the city that we call home.

- Parish system – so we are called for everyone, not just our church members
- Different styles of worship and church traditions
- People worshipping in their own tongue
- Lay leadership in every sphere and dimension of life
- Grassroots – not to rely on the powerful for change

11. Creation-Care Report

What is CreationCare?

Creation-Care is joining in with what God invites us to do: having a heart and mind set on caring for that which God created and God loves. It is, at its simplest, leading a disciplined life.

Climate change is an emergency and the greatest existential threat. It does not discriminate– but as always the poorest and most vulnerable suffer most yet have contributed least to its cause. Likewise, landscapes, rivers and oceans and all non-human life forms struggle against our merciless exploitation. Climate change is therefore also a justice issue. And climate change can seem overwhelming – or conversely perhaps it seems irrelevant if so little direction or urgency comes from government or the media. Once we see our life choices as a spiritual discipline then making planet friendly choices becomes simpler.

The Church of England requires all parishes to appoint a “Creation Care Champion”. The purpose of this role is not to single-handedly do all that the church might do to mitigate climate change, but rather to encourage each member of the church family to become creation champions themselves – both in church and in our own lifestyles.

See www.london.anglican.org/kb/parish-environmental-champions/

A team is best way to bring creativity, efficiency and FUN to the process – everyone should be involved. Everyone’s ideas, gifts and experience are needed for publicity, event planning, team building, fund-raising, teaching & praying, gardening for nature, meat-free recipes; plastic and waste free living; sourcing, buildings, heating, sowing and tilling... Is God calling you to be a part of this? Or is anyone you know in the congregation passionate to see creation restored? How shall we move ahead? What ideas and experience is out there in our PCC and our church family? We cannot solve everything – but we can change something.

In May 2022, we were awarded the Bronze Eco-Church Award. Eco-Church is there to support churches in becoming good planet stewards. See www.london.anglican.org/kb/eco-church Please join me to reach the Silver Award.



Through summer we adopted the “No-Mow May” - by allowing the church grass to grow, it became a wildflower meadow buzzing with life – and looked lovely! The PCC have now agreed to continue this each year – and we encourage you to do the same if you have grass at home.

October 2022: we held our Creation Event/Harvest, where all ages worked together to create a magnificent bug house cathedral, and small ones to take home – using only wood scavenged from all over, no new wood was purchased. Not only was this a practical activity to support the dwindling numbers of mini beasts, but it was also a wonderful opportunity for all generations to serve together. It was also the first public event since the Covid Lockdown. Enormous thanks to Stuart and Guy who worked very hard in preparation and with James on the day: it could not have happened without you!



Our harvest lunch was this year supplied by “The Humble Veg”: a local business that serves only vegetarian, planet friendly dishes- an opportunity to support our L.O.A.F. principles – Local, Organic, Animal-friendly, Fairtrade – and a local sustainable business. Information boards were displayed across a range of issues from travel to food to wildlife gardening – and space for suggestions.

November 2022: the PCC adopted The All Saints’ Creation Care Policy: this sets out our intention to take our impact on the climate and environment into account in every decision we take, and more, to consciously do all we can to make a positive impact. www.allsaintsealing.org.uk/new-page-34

The Road to Net Zero: The Church of England has set a target to become net zero by 2030, and produced the “Road Map to Net Zero” to help parishes get there. You can find the All Saints road map on the back table or I can email it to you. Briefly, we must reduce our power consumption and our waste, generate power if we can, off-set what we cannot, plant trees. In practical terms, we need a new heating system that does not burn fossil fuels and agree to challenge the local planning department for solar panels. But before that we can finish draught-proofing all our doors! <https://yorkminster.org/latest/york-minster-installs-solar-tiles-in-historic-first/>

This year, we will:

- plant some mini wildflower meadows – by preparing properly so that the seeds grow. Will you join in if you like gardening or would like to learn? Invite a friend or neighbour?
- Pledge to make all our summer events sustainable: no unnecessary purchases, planet friendly food, no single use plastics!
- Participate in Count on Nature in June
www.caringforgodsacre.org.uk/get-involved/resources-for-love-your-burial-ground-week-and-churches-count-on-nature-events/
www.churchofengland.org/about/environment-and-climate-change/webinars-land-and-nature-churches-count-nature

Inform ourselves: The Church has produced many webinars on a huge variety of topics related to climate and nature. www.london.anglican.org/kb/resources-on-the-environment
www.churchofengland.org/about/environment-and-climate-change/webinars-getting-net-zero-carbon
I have completed Carbon Literacy Training and urge you to do this because it is informative.

- a) Continue researching new heating – are you interested in joining a research team?
- b) Set up a carbon footprint chart in church: so we can all plot where we are (anonymously!) and monitor our progress at reducing.
<https://footprint.wwf.org.uk/#/> or <https://footprintr.me>
- c) Resolve the DAC issues with the swift boxes that we are still hoping to have installed.
- d) Agree to plant some new trees in the grounds.

And pray – and pray that God will bless our efforts to make amends and he will mould hearts of policy makers everywhere.

Mo Perkins Creation-Care Officer

12. Election of Lay Representatives to the PCC & Deanery Synod representative

Vicar's Reflection and Prayers for the year ahead

I hope we are all encouraged by our achievements over the year under review. I certainly am and I would like to communicate my thanks, encouragement and hope after a season of adjustment to a new normal, post-Covid, when all churches needed to rediscover their essentials and adapt to new ways of ministering and sharing the Gospel.

We adapted to the new technology needed for communicating beyond our walls; to continue to take worship into people's homes. The Church of England bodies here in London heard our appeal to them for plans to adapt our church building and notably our nave and its lay-out. We are making very good progress on this front so that we might open to a wide body of people in the week in ways that take a creative approach to worship & fellowship.

We have adapted to new resources for singing praise and we have walked collectively with sensitivity, taking care with communion and the sharing of the peace so that all may feel safe and loved.

We have experienced newcomers to worship, whether holidaying or staying in Ealing with family, give testimony to the quality of our music (thanks to our tech upgrade) and we have found our voice again, accompanied as we are, at times, with choirs and singers who are now able to be with us because of our adaptability and openness to that wealth of resources that churches from across the denomination made available to us over lockdown. We are a little lighter on our feet because we are literally more plugged in! We look forward to housing our sound desk in something beautiful very soon and we are adapting furniture that has been so much a part of our shared life at All Saints so that it might fit, with a new lease of life, into a renewed church.

Adapting and renewing, repurposing and reimagining - our shared vocabulary in reports and meetings of the Church Council demonstrate exactly what we are about in this season. After the Selah! Pause, Pray and Discern of 2021, 2022 saw the stirrings again of activity but with a greater degree of confidence that we know who we are and the path that we are on.

We continue to be a church inclusive of all the generations, nurturing of one another and with a degree of fellowship that reaches beyond Sundays as we 'coffee' and walk and take trips and share meals that are shaping life in the week as connections between us spill over into the Monday to Saturday rhythms. Some of us are greatly missed and it was with a 'happy sadness', because they are safe in Him, the King of Kings - that we experienced Barbara, then Karin and then Mary translated to Glory. We are grateful to God for all they taught us and shared with us.

2022 saw us prepare for the Archdeacon's Visitation (triennial) which happened as soon as 2023 began. The Archdeacon found an ordered church with effective governance and excellent paperwork!

We are also so grateful to God for providing for us, financially, so generously, in this season.

Our Archdeacon also passed on commendations to our lay pioneers (I think that that is a good word for them) (Warden and LLM if we are being proper) - Stuart and Mo - for the attention to detail and vision communicated in proposals for the re-imagination of our church interior, that we might better grasp the opportunities God has for us. Our proposal sets a benchmark in best practice and will be shared with other churches to help them. What a boon!

I sense that there is a tangible feeling of family amongst us; that we are indeed known by our 'love for one another' which is how Jesus hopes his disciples will be known. We have a degree of trust and fellowship which is built on a foundation of 'Gospel humble-confidence' (I love theology's paradoxes). We are confident that we can be what we are, and stretch ourselves into the new, because we have confidence in one another but moreover in God, our provider.

Bravo All Saints - it is a thoroughly lovely experience being vicar here!

I finish with a 'manifesto' I came across recently which captures who we are and hold to 'being', in this season of our shared life together. Let's continue to walk in the Light of the Lord!

We believe in God who created us for him and for each other.

We believe in Jesus who welcomes young and old without exception.

We believe in the Holy Spirit who transforms the life of all believers, young and old.

We believe in meeting God most intimately in the lives of those who are different from ourselves.

We believe in a church which reflects God, the three in one.

We believe we grow closer to Jesus as his disciples when we:

- worship God in a variety of ways, both familiar and different.
- worship in community as well as individually.
- worship in a way that encourages everyone to participate.
- worship in a way that both enriches and is enriched by our everyday life.
- worship God with all that we are.

(*'All-Age Worship,'* L Moore, (The Bible Reading Fellowship, 2010, p.11-12.)

And to finish.....

A great Gospel Prayer from Ephesians 3.20-21 which is fitting for us:

Now to him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to him be glory in the church and in Christ Jesus to all generations, for ever and ever. Amen.

APPENDIX

ALL SAINTS CHURCH, EALING PAROCHIAL CHURCH COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2022 NOTES

1) Bank Statements: All bank statements reconcile to the trial balance.

2) Income Receipts: Grant income received in year totalled £41,041 comprised of £38,400 received from the National Heritage Lottery Fund, and a £2,641 energy grant from the London Diocesan Fund. Mast income included a £5,264 rebate against past energy costs

3) Expenditure: The Diocesan loan repayment totalled £3,600 across the financial year.

Cash Total cash held at year end was £53,525.

Thank you Isabel Dart

18.4.23

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2022

		<u>Unrestricted Funds</u>			<u>Designated Funds</u>		Total 2022	Total 2021
		General Current Account	Hall Current Account	Savings Account				
		£	£	£	£	£	£	£
Receipts								
	Planned Giving	20,611	0	0	20,611		27,422	
	Collections	695	0	0	695		757	
	Grant Funding	41,041	0	0	41,041		0	
	Income Tax Recovered	9,275	0	0	9,275		7,760	
		<u>71,621</u>	<u>0</u>	<u>0</u>	<u>71,621</u>		<u>35,939</u>	
	Other voluntary receipts	1,660	0	0	1,660		767	
	Activities for Generating Funds	0	0	0	0		0	
	Receipts from Church activities	73,832	0	0	73,832		60,247	
	Investment Income	387	0	0	387		164	
		<u>147,500</u>	<u>0</u>	<u>0</u>	<u>147,500</u>		<u>97,115</u>	
Payments								
Church Activities								
	Diocesan Parish Share	50,000	0	0	50,000		49,108	
	Other payments	46,376	7,008	0	53,384		42,169	
		<u>96,376</u>	<u>7,008</u>	<u>0</u>	<u>103,384</u>		<u>91,277</u>	
Operating Excess/(Deficit) of Receipts over Payments		51,124	-7,008	0	44,116		5,839	
Other Receipts and Payments		-30,912	0	0	-30,912		5,004	
Total Excess/(Deficit) of Receipts over Payments		<u>20,212</u>	<u>-7,008</u>	<u>0</u>	<u>13,204</u>		<u>10,842</u>	
Transfer between funds		-18,985	5,368	13,617	0		0	
		<u>1,227</u>	<u>-1,640</u>	<u>13,617</u>	<u>13,204</u>		<u>10,842</u>	
Bank Current and Deposit accounts 1st January 2022		12,447	8,428	19,446	40,322		29,479	
Bank Current and Deposit accounts 31st December 2022		<u>13,674</u>	<u>6,788</u>	<u>33,063</u>	<u>53,525</u>		<u>40,321</u>	

STATEMENTS OF ASSETS AND LIABILITIES AS AT 31 DECEMBER 2022

		<u>Unrestricted Funds</u>			<u>Designated Funds</u>		Total 2022	Total 2021
		General Fund	Hall Current Account	Savings Account				
		£	£	£	£	£	£	£
Cash Funds								
	Bank current account	13,674	6,788	33,063	53,525		40,321	
		<u>13,674</u>	<u>6,788</u>	<u>33,063</u>	<u>53,525</u>		<u>40,321</u>	
Fixed Assets								
	Church Hall (at valuation)	306,363	103,645	0	410,008		410,008	
		<u>306,363</u>	<u>103,645</u>	<u>0</u>	<u>410,008</u>		<u>410,008</u>	
Net Assets		<u>320,037</u>	<u>110,433</u>	<u>33,063</u>	<u>463,533</u>		<u>450,329</u>	
Represented by								
	General Current Account	13,674	0	0	13,674		12,447	
	Savings Account	0	0	33,063	33,063		19,447	
	Hall Current Account	0	6,788	0	6,788		8,428	
	Capital Reserve (Church Hall at valuation)	306,363	103,645	0	410,008		410,008	
Total Capital Employed		<u>320,037</u>	<u>110,433</u>	<u>33,063</u>	<u>463,533</u>		<u>450,329</u>	

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2022

	<u>Unrestricted Funds</u>	<u>Designated Funds</u>		Total 2022	Total 2021	
	General Current Account	Hall Current Account	Savings Account			
	£	£	£	£	£	£

RECEIPTS AND PAYMENTS ACCOUNT ANALYSIS

	<u>Unrestricted Funds</u>	<u>Designated Funds</u>		Total 2022	Total 2021	
	General Current Account	Hall Current Account	Savings Account			
	£	£	£	£		£
a) Other voluntary receipts						
Gift Day	1,660	0	0	1,660		50
Gift Envelopes (Gift Aid)	0	0	0	0		717
Donations	0	0	0	0		0
	<u>1,660</u>	<u>0</u>	<u>0</u>	<u>1,660</u>		<u>767</u>
b) Activities for Generating Funds -Receipts						
Fund Raising Events -Income	0	0	0	0		0
Fund Raising Events -Expenditure	0	0	0	0		0
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		<u>0</u>
c) Receipts from Church activities						
Church Fees	1,363	0	0	1,363		51
Hall Income Letting	44,573	0	0	44,573		40,053
Mast Income	26,145	0	0	26,145		18,392
TFL income	1,751	0	0	1,751		1,751
	<u>73,832</u>	<u>0</u>	<u>0</u>	<u>73,832</u>		<u>60,247</u>
d) Receipts from investments						
Bank Interest	0	0	0	0		164
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		<u>164</u>
e) Church activities - payments						
Subscriptions	716	0	0	716		345
Donations- Charitable Giving	240	0	0	240		220
Cost of Services	17,187	0	0	17,187		4,171
Church Maintenance and Insurance	22,076	0	0	22,076		24,305
Hall Expenditure	0	7,008	0	7,008		9,235
Clergy Property Costs	380	0	0	380		228
All Saints Office	1,649	0	0	1,649		730
bank charges	129	0	0	129		7
Church Management	399	0	0	399		428
Diocean loan repayment	3,600	0	0	3,600		2,500
	<u>46,376</u>	<u>7,008</u>	<u>0</u>	<u>53,384</u>		<u>42,169</u>
f) Other Receipts and Payments						
Vicar's discretionary fund						
-Income	0					
-Expenditure	#REF!	-10	0	0	-10	-117
Specific Charities						
-Income	0					
-Expenditure	0	0	0	0	0	0
Professional Fees						
-Income	0					
-Expenditure	#REF!	-200	0	0	-200	-200
Restricted Donations - Sound system						
-Income	0					
-Expenditure	0	0	0	0	0	-167
Toddler Church						
-Income	0					
-Expenditure	0	0	0	0	0	0

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2022

	<u>Unrestricted Funds</u>		<u>Designated Funds</u>		<u>Total 2022</u>	<u>Total 2021</u>	
	General Current Account E	Hall Current Account E	Savings Account E		E	E	E
Restricted Donations - capital							
-Income	0						
-Expenditure	#REF!	-26,978	0	0	-26,978		1,103
Restricted Donations - other							
-Income	#REF!						
-Expenditure	0	541	0	0	541		4,543
Miscellaneous							
-Income	#REF!						
-Expenditure	#REF!	-4,266	0	0	-4,266		-159
Other (Gutters)							
-Income	0						
-Expenditure	0	0	0	0	0		0
		<u>-30,912</u>	<u>0</u>	<u>0</u>	<u>-30,912</u>		<u>5,004</u>

Accounts

ALL SAINTS CHURCH, EALING COMMON
ANNUAL REPORT FOR THE YEAR TO 31 DECEMBER 2021

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MINUTES OF ANNUAL MEETINGS, HELD BY ZOOM ON SUNDAY 25 APRIL 2021

Present: Tim Atkinson, Hannah Beckwith, James Beveridge, Alan Boulton, Richard Bowden, Angela Bryant, Guy Eagling, Glynis Forbes, Nick Harvey, Julia Jagannath, Sjenka Leslie, Belinda McLaughlin, Henryk Marszalek, Revd Rachel Marszalek, Maliheh (Mani) Moradi, Lou Murgatroyd, Charles Mynors, Janet Mynors, Cristina Ombrato, Luigi Ombrato, Mo Perkins, Stuart Perkins, Catarina Sequeira-Armond, Diego Sequeira-Armond, Revd Steve Walton.

Apologies for absence: Jo Edwards, Alan Gillett, Patricia Gillett, Jez Inson, Nicky Inson.

12.00 NOON: ANNUAL VESTRY MEETING (Minutes of April 25th 2021 Zoom meeting)

1. Opening prayers

2. Minutes of last Vestry Meeting (27 September 2020)

The minutes had been previously circulated, and were accepted as an accurate record (prop, Angela; sec, Janet).

3. Election of churchwardens

Stuart Perkins had been proposed by Jez Inson and seconded by Henryk Marszalek. He was duly elected.

4. Closing prayer

The meeting ended at c.12.10

12.30 PM: APCM (Minutes of April 25th 2021 Zoom meeting)

[All reports referred to had been circulated electronically prior to the meeting and made available on the Church website – at <https://www.allsaintsealing.org.uk/#/apcm/> – along with a video.]

1. Opening prayers

2. Minutes of last APCM (27 September 2020)

The minutes were accepted as an accurate record (prop, Belinda; sec, Stuart).

3. Changes to the electoral roll since last APCM

Lou presented her report. No questions raised about changes to the electoral roll. There are now 72 people on our roll; Rachel noted the significance of this number, in the light of Luke 10, vv 1 – 23.

4. Financial Report year ending 31 December 2020; and

Written report had been circulated; James and Mo spoke to highlight principal points. Noted, in particular, that the Diocese had accepted our offer of a reduced contribution towards Diocesan expenses (“the Common Fund”), with no comeback. And noted that the Hall is now fully booked during the week, with the University taking it every weekday during the term. *[See also Item 8, Questions, below]*

Gift Aid: thanks expressed to Chris for his efforts in recovering the tax on Gift Aid donations.

Acceptance of Finance Reports proposed, Lou; seconded, Nick; accepted.

5. Appointment of independent examiner

Appointment of Isabel Kuhl (the existing examiner) was agreed (prop, James; sec, Alan).

6. Report (by churchwardens) on buildings and grounds

Fabric report had been circulated. Mo spoke to highlight key points *[Here too, see also Item 8, Questions, below]*.

Noted in particular that new technology would hopefully be made available – Cameras etc to enable live streaming of services, and recording of sermons; improved sound facilities; a central screen for liturgy, hymns, visual displays etc, to replace paper booklets (subject to faculty being obtained for cameras, and new screen). And two rows of pews would be removed from the front to make additional space for children and musicians, in the light of the new nave altar.

Charles noted that the railings are now going ahead; some neighbours have contributed financially.

Report accepted (prop, Charles; sec, Nick).

Thanks expressed to Mo for all she had contributed to the wellbeing of the buildings at All Saints over many years; and prayers for her as she grows into her new role as LLM.

7. Report on activities of PCC

Reports had previously been circulated on the following:

- Children and young people (Mo);
- Safeguarding (Alan);

- Music (Janet);
- EFIG (Belinda);
- Ealing Churches Winter Night Shelter (Belinda);
- Archives and history (Richard);
- Churches Together in Central Ealing (Glynis);
- Deanery Synod (Janet); and
- Looking Back, Looking Forward (Rachel).

8. Questions

There followed an extended time for questions and discussion.

Julia, Nick: Can we increase our payment to the Common Fund, now that we have better rental income?

- Rachel: Yes. The PCC at its March meeting approved giving £57,500, to be timed to fit in with our rental income.
- And the Diocese is helping us too, by extending the loan to pay for our improvements in 2019-20.

Is the booking of the Hall recovering post-pandemic?

- Henryk: The UWL booking finishes on 4 June, and will hopefully resume in the autumn (nothing to indicate that it won't). The Hall is now more or less in use at full capacity.
- And the UWL link may lead to further openings.

Janet: Is the Hall free in the holidays?

- Yes.

What about the use of the toilets?

- Henryk: Leave it with me. Although there mustn't be overlap with children's groups.

Richard: are we still in touch with the organist from UWL?

- Rachel: Yes

Richard: had alternatives to the screen been considered?

Angela: The appearance of the screen is important; the bottom must not be too low. The chancel must not become redundant space; we need to retain frontals on high altar in accordance with the church calendar (and we must not forget the need for a new green fontal!).

Tim: the use of a screen in services could be seen as infantilising.

- Rachel: TV-type screens, mounted on pillars, would be intrusive; and booklets were difficult.
- And not always ideal to use printed material for Mini-Saints; screen might be preferable.
- Mo: We needed to minimise faff; we should seek to avoid the use of TVs

Tim: When will the church re-open for in-person worship? Other churches are open now. Is the Eucharist considered to be important?

- Rachel: The Eucharist is certainly important. The PCC is continually reviewing the best date for re-opening. The Bishop has authorised continuing online worship as the

church's principal act of worship, at least until June; he noted that practice is varying widely around the area.

- Charles: the PCC had carefully considered in March the gradual progress being made with lifting the lockdown, and the consequential risks to public health arising from premature re-opening. It would continue to review the position.

9. Elections

Eight candidates had been duly proposed and seconded for election as members of the PCC, and were duly elected to serve for a term of one year (until spring 2022):

- James Beveridge, Angela Bryant, Nick Harvey, Jez Inson, Belinda McLaughlin, Charles Mynors, Wale Omiyale, Catarina Siqueira-Armond.

Also on the PCC (ex officio) would be Revd Rachel Marszalek (vicar), Revd Julia Jagannath (curate), Mo Perkins (Licensed Lay Minister), Stuart Perkins (Churchwarden and Deanery Synod representative) and Janet Mynors (Deanery Synod).

Thanks were expressed for the contributions of those who are standing down (Hannah Beckwith, Alan Boulton, and Lou Murgatroyd).

Prayers were offered for the newly elected members.

10. Closing Prayers

The meeting ended with The Grace.

The meeting ended at c.14.00.

THE ANNUAL REPORT 2022

THE ELECTORAL ROLL 2020-21

Anyone is entitled to be on the electoral roll if he or she is a baptised member of the Church of England (or of another church in communion with the C of E), and either:

- a resident of the parish, or
- a habitual worshipper at this church.

At April 2019, when we created a new electoral roll, it contained the names of 69 persons who asked to be on it, and who were eligible. Of these, 34 were resident in the parish; and the other 35 habitually worshipped at All Saints. By September 2020, this had grown to 73; by April 2021 the figure was 72.

This year (2021-2022), the second year during which church life was affected by the pandemic, a number of people have moved away, or chosen to worship elsewhere; 14 names have therefore been removed from the roll. Four have been added. There are, therefore, now 62 people on the roll – of whom 30 are resident in the parish, and 32 elsewhere.

Lou Murgatroyd

Electoral roll officer

FINANCIAL REPORT FOR THE YEAR TO 31 DECEMBER 2021

The full accounts are published as an Appendix to this report. Below is a brief summary.

2021 was another extraordinary year, with the continuation of Covid pandemic lockdowns in the first quarter, and recovery gradually returning in the later months. Despite those conditions, we again have much for which to be thankful, financially. We closed the year with a surplus of £10,679 compared with a predicted deficit of £7,590.

INCOME AND EXPENDITURE

Headline figures: Total Income: £ 101,956 Total Expenditure: £ 91,277

Income: The total budgeted income for 2021 was £82,450. The actual income was £101,679 – £19,506 above budget.

Giving: £35,939 was received in total from giving by members of the church family during the year. This figure was significantly below the anticipated giving of £43,400. The drop is due partly to the almost complete absence of giving in cash or by cheque at services, due to the pandemic, although electronic means of giving were promoted.

Hall Income: We budgeted hall lettings receipts of £21,500 in 2021. The total income for the year from letting the hall was actually £40,078 (£22,223 more than budgeted). Lettings were initially restricted by the post-Christmas lockdown, but regular customers gradually returned in the latter part of the year. We were blessed with a large new booking from the University of West London worth around £19,000 p.a. who committed to hiring the hall on weekdays during term-time.

Mobile mast income increased to £18,392 from a budgeted £15,800, due the installation of new equipment.

Expenditure: The actual expenditure during 2021 was £91,277 which was slightly more than the budgeted figure of £90,040. Extra costs were incurred to further improve security by installing new gates and railings to restrict access to the rear of the church and the hall, part funded by the 2019 gift day and donations from local residents. We also carried out repairs in the vestry and installed new window locks on the hall. Subscriptions charges also increased to account for our increased digital offering but do cost under a £1000 a year.

London Diocesan Fund: This payment represents our contribution to the expenses of the Diocese – which include the payment of clergy stipends, housing costs and pensions. Our offer for 2021 was £49,000 compared with around £65,000 paid pre-Covid. Owing to our reduced hall letting income from Covid, we continued to pay a reduced rate of £2,500 per month in January and February. However, as lettings picked up, we were able to increase our pledge to £4,500 a month from April for the remainder of the year. We are again most grateful to the Diocese for their generous acceptance of our revised offer, which has enabled us to fund essential maintenance and build our recovery.

Repayment of Diocesan loan: The Diocese gave us a loan of £12,000 in 2019, to help with the cost of replacing the gutters. We repaid a total of £2,500 in 2021, and are continuing to repay the outstanding amount at the agreed rate.

CAPITAL FUNDS

a. Restricted income

During 2021, we received a £11,750 in restricted funds as follows:

	£
Audio-visual upgrade	5,767
Security railings	2,803
Measured survey of church	2,700
Other gifts	480

b. The Deposit account is for Restricted funds – which can only be spent on specified items – and unrestricted reserves for projects.

As at 31 December 2021:

	£
Altar frontal (legacy from Dorothy John)	1,000
Noticeboards (grant from the Deanery)	2,000
Children and youth (2017 Gift Day)	3,665
Audio-visual upgrade	10,870
Interest accrued and other unrestricted reserves	1,912
	19,447

The PCC agreed that restricted funds of £969 previously set aside for a youth group should be reallocated to the audio-visual upgrade. £5,767 of restricted funds were received for the audio-visual upgrade comprising of £3,867 from the 2021-22 gift day plus other donations and £1,900 of unexpected additional income from letting the hall, which the PCC agreed to set aside for the upgrade works.

Gates and railings project

The total costs of installing our new gates and railings came to £11,382. Around 50% of the funding required was met from restricted donations with the remainder coming from unrestricted reserves.

	£
2019 Gift Day	£2,765
Donations from local residents (2021)	£2,803
Unrestricted reserves	£5,814

James Beveridge

Treasurer

GIFT AID OFFICER'S REPORT FOR THE YEAR TO 31 DECEMBER 2021

Excluding the Gift Day donations, the total received in this financial year was some £27,900 (2020 total, £31,000.) The amount given by regular standing order was down only slightly; but, as a result of the absence of services in the church, the amounts contributed through the 'white envelope' scheme and in casual cash, dropped almost completely, to some £500 (2020 total, £3,000; 2019, £7,000). It looks as though this low figure will be further reduced in the current financial year.

In addition there were in 2021 Gift Day receipts of some £5,500, well up on the £1,600 the previous year.

The benefit of donations being made under the Gift Aid scheme is very marked. The 2021 donations under the scheme resulted in the church being able to reclaim some £8,200 of income tax from HMRC, a substantial further contribution to the work of the church. Card payments of £30 or less can be included under the Gift Aid scheme without any declaration by the donor.

The marked change over the year was in the number of members of the church who contributed each month through bank standing orders. At the start of the year there were 26 such members, but at the end there were only 21.

Christopher Timms

Stewardship officer

A REPORT ON THE CHURCH BUILDINGS, GROUNDS AND CONTENTS.

Churchwardens are responsible for ensuring that the buildings – both the Church and the Hall – are safe and well-maintained, and fit for purpose for God’s mission. They also hold the contents in trust for the PCC and the congregation. And they are required to produce an annual report on the state of the buildings and their contents.

INTRODUCTION

We are once again enormously grateful to all those who offer practical help, advice or encouragement, and to the whole church family for supporting our ongoing building improvements – both with finances and with goodwill and prayer. It is easy for the warden’s report to dwell on the state of the buildings and list the activities that we have undertaken but as mentioned in the quote above from the Church Rep Rules the charge on a churchwarden is to ensure the buildings are fit for purpose for God’s mission. This means that we need to ensure that we evolve in our use of the building and also understand our impact on the climate. There is more information about our climate plans in the Eco Church report. The PCC have been looking at how we might Reimagine the Nave to enable us to reach out to the community that we serve in different ways. The key priority for this project is to make sure All Saints fit for purpose for God’s mission in the 21st Century.

There have been a number of important decisions and activities over the past 12 months which I will review.

APPOINTING A NEW CHURCH ARCHITECT

All Church of England churches are required to have a church inspecting architect often referred to as the Quinquennial Inspector (QI). Our architect of many years, Michael Poteliokof retired last year. In August 2021 we appointed our new QI: her name is Heather Cerowski, part of the Donald Insall Associates Firm.

We appointed her for her experience and understanding of churches, aware that she would shortly take time out for parental leave. In her absence, her colleague Francis Maude has ably taken care of us, although we look forward to Heather being on board from August.

SECURITY

The security gates/railings to the side entrances to the rear of church are now installed and look very smart. They seem to be achieving their purpose of preventing undesirable activities occurring there. Thanks to Charles who patiently worked to secure planning permission.

We are yet to source and construct the outdoor garden storage that was to follow on from the gates – which will see lawn mowers, gazebos etc no longer stored in the SE porch, which will, we hope, shortly be fully enclosed for internal storage. We hope to have the storage implemented in the coming weeks.

THE TECH UPGRADE

Despite the ongoing covid situation, we are very pleased to report that the upgrade to our sound system and installation of projection equipment has been completed. We hope to be introducing cameras to stream our services later in the year as funds allow.

After thorough research and the obtaining of multiple quotes, we settled on DSAV as the installer. DSAV specialise in church AV systems and are staffed by committed Christians who understand the importance of AV systems for worship. We applied for and received a faculty from the diocese in December.

The initial installation, which didn't require the faculty, was completed in August and the remaining equipment, including the screen and projector, was installed in January.

The sound upgrade includes a new digital mixer and control desk that allows the operation of audio equipment in the organ passage, remotely, from the nave. It is proving very helpful for adjusting the volume on microphones and for the playing of suitable music during services. It also better facilitates those who will play various instruments and sing, in due course.

There is now a powerful laser projector clamped to a roof beam at the rear of church. The screen is similarly clamped to a beam in the chancel. The screen can be raised out of sight when not in use. After some adjustments, all the equipment is working well. Should technology move on, it can all be removed without leaving any damage to the fabric of the church.

Broadband was installed into the hall in April and the cable was finally pulled through into church by the mast company, using their cable conduit through the church wall, so that we now have broadband in the church, in addition, to the hall. We are very grateful to the mast engineers for helping us out.

To support the mast equipment, there was another upgrade to our electrical network: a new power cable was brought down from the electrical input in the ambulatory behind the altar, down both sides of the nave: so, finally, we now have 3 sets of power sockets down each side of the nave, along with the power to the screen and projector.

We are grateful for the generous congregation support, a grant from the All Churches Trust and income from the university hall let. Our great good fortune in receiving funds from the Cultural Recovery Fund means that we have also been able to recoup some £11k of the total financial outlay on the Tech Project. Researching, defining and delivering this project was a good team effort between Vicar Rachel, Henryk, Guy, Mo and myself, with special mention for Rachel, for her vision on this and for obtaining the All Churches Trust grant and the Grant from the Cultural Recovery Fund.

VESTRY REFURBISHMENT

At last, we were able to rejuvenate the vestry toilet – as yet the only toilet in the church. Nigel, our wonderful stonemason and all-round building magician, not only repaired and painted the walls, laid new floor tiles and installed a water heater – but also added in some chic wall tiles as a gift! It is gratifying how good it looks.

Permission was given for a new electrical cable to the loo so that, for the first time, we can have hot water to wash our hands and a small heater to stave off the worst chills (there being no other heating in this extremity of the building!).

Both the vestry and the sacristy walls were also repaired and painted with the same paint as we used in the main church. The vestry lighting was also given a significant upgrade so we can now see clearly how much clearing up there is still to do!

With thanks to our contractors, Nigel and Jason and to Mo for project managing.

We are hoping to carry out a refit to the vestry in this next year: to replace the original Edwardian sink, install better arrangement of useful storage and restore the floor.

UPDATE ON MAST EQUIPMENT IN THE TOWER

Although the use of the tower does not impact on church life, works all occurring in the tower, I thought you would be interested to know what has been going on.

Work has been underway to add further capacity to the Mobile Base Station in the tower. This is in line with agreements reached last year, which resulted in an increased rental, being due to us, from the mobile company.

The work has covered two areas: increasing the power supply from the hall and installing additional equipment in the tower, which also required the installation of additional steel work to support the weight. The power works are now complete and a larger 3 phase cable has now been installed. To facilitate the installation, the electrical supply cupboard in the hall has been enlarged to allow for new circuit breakers and cables. There are still some cosmetic works to be completed outside the hall where new ducting has been installed.

In the tower, the works are nearing completion; all the steel works have been installed and work is ongoing for Telefonica O2 to add new antennas to the existing kit. This work should all be complete in the next few weeks. There is no impact to the worship space from any of the mast activities.

THE GROUNDS

Now that the security gates are in place, and given our requirement to act for diversity – this next year should include action to potentialise our grounds.

We benefited from a Community Action Day from the University of West London (who are letting our hall). They cleared a lot of ivy and over-growth from the hall building and the pathways on either side. We now need to look to how we can improve these spaces in an environmentally friendly way that prevents them from becoming overgrown.

We have quotes for specialist work which will take place shortly: a health check on the chestnut tree, removal of the diseased plum tree by the roundabout gate and removal of roots from invasive weeds across the site.

We are fortunate to have such good space and it would be good to open it up so that it becomes an inviting space for those passing through. We envisage pathways through the grounds – perhaps one or two small trees in front of the church – fruit trees for early blossom for colour, pollen, and for fruit - bearing in mind our LOAF principles – local, animal friendly, organic, Fairtrade. Another suggestion is silver birch – for the white bark. In time, we would also like to provide some seating so that visitors might pause and rest, whilst in the grounds.

NOTICE BOARDS

We now have all the permissions through for these to be installed. The order has now been placed and we hope to have the boards installed shortly.

There will be one board by the chestnut tree which will tell the story of Spencer Perceval in whose memory this church was built. The other board, to be sited by the entrance gate, will carry information about worship services and other events.

Thanks to Charles for persevering with obtaining the permissions and agreeing the details with the supplier.

REIMAGINING THE NAVE

This project paves the way for the next exciting chapter in the All Saints story and ensures we are fit for purpose

For a long while now we have identified a need to reach out to our community in different ways to our Sunday morning worship, but to do so from the church – which roots our identity as a Christian presence. For many people with no prior connection to church, worship services can seem off-putting – but if we can hold more approachable God-centred events in church then we have already bridged that divide.

We have now removed 4 rows of pews from the front and two from the rear over the last few years. The 2 additional rows were removed from the front in November which has improved the space available for services and Junior Church, when they join the service. However, this still does not create the flexible space that we need to hold toddler church, after school groups, fellowship meals alongside discipling courses or prayer gatherings. In order to achieve this more flexible space, the PCC agreed to the removal of the pews and the introduction of more flexible seating.

Removing a feature as significant as pews does take time: detailed planning is taking place and statements prepared for the DAC and a faculty application. We are also engaging with external heritage bodies, whose support will be important in obtaining final permission. We anticipate an ongoing discussion with these groups, until we satisfy their criteria.

We have had sample chairs in church for a number of weeks. Thank you to all who have given their feedback on the chair samples – the PCC has yet to ratify any decision, and we are yet to hear the views of the heritage/planning groups!

This is an important step for us as a church community as we seek to discern God's plan for us and our place in the local community. Working with our architect, we are hoping to have the faculty application submitted in the next few weeks. There will be much discussion and consultation to be completed. We are hopeful we will achieve the project, mid to late autumn.

KITCHEN, TOILET FACILITIES

Opening up the church for more activities through the week does require the kitchen and serving facilities and accessible toilets that we have been pondering on for five years or more.

It seems to be the view of the architects that siting these facilities in the rear of the nave is more achievable than building an extension beyond the church through the north west porch.

We are seeking input from the DAC before we go any further and welcome your views regarding what will be another important change.

ACCESS RAMP

Provision of a fully accessible route into the church building remains an important priority. Permission was granted some time ago to provide a ramp to the main entrance. We will continue to look for opportunity to raise the funds to complete this work.

Stuart Perkins

Churchwarden

FAMILIES, CHILDREN AND YOUNG PEOPLE 2021



At the time of writing last year's report, we were cautiously looking toward reopening after covid lockdowns and beginning the journey back to "normality". Throughout lockdown we gathered on zoom but finally and wonderfully we were able to start meeting at church from June at the new time of 10am. We made the most of fine weather by meeting safely in the church grounds for our worship and story time, gradually returning inside and finally rejoining the church family at The Peace as we had done before. It was a great joy for us all to be back together again, although as the further reopening of other activities has continued, we recognise that families have to make choices and we are glad when they can be with us.

Our theology of family inclusion is simple – they are included as fellow pilgrims on The Way. The space at the front of church works very well: the children are in the midst of our gathering for the preparation and sharing of the Lords Supper. The sharing of pitta bread and grapes among the children during the eucharistic prayer is received meaningfully by them and is an example of how we seek to draw the children into an experience of the presence of God, that is uniquely their own.

We look for ways in which the children's contributions can be meaningful for the whole church family. This year for instance, the poppy wreath was created by the children and laid by them at the altar for the Act of Remembrance on behalf of the whole church. Their stars and angel wings were the Christmas decorations for the entrance columns, pointing the way to Bethlehem, down the aisle, to the crib scene!

During autumn we had 3 Sundays in church altogether to explore God's call on us to care for the planet. Using the imagery from Godly Play, we explored the creation story, which we later picked up again in a hall session, and we ate Fairtrade chocolate while we thought about the injustice of those who have contributed least to climate change but suffer its worst effects. We concluded by looking at Sabbath and shared a meat free harvest lunch together.

Through Lent, we also had 3 Sundays altogether in church – planting seeds after one, as we looked towards the new growth that Jesus brings. Can everyone help to water those plantings, so we might see some flowers?!

Aside from Sunday mornings, we met for an outdoor Light Trail where we had fun with games, looked through the tree branches to the stars, and spent time in the prayer tent before singing songs with sparklers and sharing hot dogs and chocolate cake. Our Christmas Eve family service was well attended as we explored, in candlelight, and with the help of a Christingle, God's long story that led to the baby in the manger.

Our mix of separate hall family sessions, and time in church, underpins our intention to impart the gospel to children in different creative ways, to support them, rather than distract them from worship, and to ensure they have meaningful inclusion in the church family. I must thank Lou for her steadfast support and continuous encouragement throughout lockdown and as we have relaunched in person. I welcome Catarina as Children's Champion and new team member. We are planning, now, how to expand our team to further enrich the experience of God for the children and ourselves. And, of course, thank you to all our parents and fantastic children who bring life and energy to our church family.

Our outreach to the youngest children, our popular Toddler church MiniSaints continued online via zoom until the spring when the most regular family attending moved away. We held an outdoor gathering for several families in October half term where we played, had an interactive story and sang some songs. Our pre-school provision is paused while we undergo a period of healthy reflection.

With covid financial strain and the need to support our important uni let in the hall, we are taking time to evaluate our missional outreach and the support we should offer to pre-school families and more widely. It is well documented that playgroups are of huge significance for children's development and a much-valued respite for carers. In Ealing, it is more common now for toddlers to be brought by childminders and nannies, than parents, but, nevertheless, that adult company, and encouragement, is as vital as the opportunity to socialise and share, is, for the children. It is painful not to be offering that support at the current time and we are determined to relaunch our preschool support as soon as the church building itself is cleared of pews.

Moving into the church is part of our new vision for family ministry. Although some families, who met us through Mini Saints, have subsequently joined our church family, for many it is too big a step to go from Toddler Church to Sunday worship. We live in a time when outreach to young families is urgent: 95% of UK children growing up today will have had little or no contact with a church and perhaps their parents also. Sadly, church buildings and Sunday worship have become intimidating to many through their unfamiliarity.

With the London Diocese 2030 Vision to be a compassionate, younger church, it is imperative that we use all means at our disposal to bring the gospel to more people than cross our threshold on a Sunday morning. We have to be flexible and innovative: inviting very young families into the church space for a fun toddler group will release them from anxiety about the building. Gathering for toddler story time in the same space where they might gather on Sundays to share pitta bread and grapes provides a welcoming introduction into church life and worship.

We must also explore ways in which our toddlers can move on into different groups as they grow up: midweek after school groups and potentially weekend afternoon gatherings are possibilities – for which we need a church building that can support these different creative and interactive ways of discovering and worshipping the living God. Meanwhile we wait impatiently, researching resources, so that when we relaunch, it will be in the fantastic space of our church, with wonderful new play equipment and an enriching story telling/worship experience.

We ask the church family to pray for this new vision, that the church authorities will look with favour on our building plans. We ask you to pray for all our families. Our focus remains fully on how to proclaim the gospel afresh in every age and to every age – in this time and place that we find ourselves in.

Mo Perkins

Children and Families

SAFEGUARDING REPORT 2020-21

This will be my third full year as Safeguarding Officer.

I am pleased to report that there have been no safeguarding incidents in the last year.

The Church has been gradually opening up this year after lockdown. There are still various policies in place to help protect everyone at Church from Covid. These include hand sanitizers around the Church, social distancing in Church, and no Communion wine being dispensed.

All of the All Saints congregation who work with adults and children have been DBS checked, and are up to date with the relevant safeguarding training. Five new DBS checks were carried out this year. None are pending.

Two people renewed their safeguarding training this year. Please see below for a helpful table indicating which safeguarding courses we should be doing

Who gets what training in the parish

The Basic Awareness Course and the Foundation Course can be completed by any member of the congregation, to support awareness raising and to encourage a culture of support and vigilance in the Church. So, for example, it is recommended that those in the following roles are encouraged to complete the two courses:

- *vergers, servers, welcomers, refreshment helpers, and sidespersons,*
- *flower arrangers, administrative staff, and caretakers,*
- *bell-ringers, choir members, music group members, and sound / AV technicians.*

In particular, PCC members are required to complete the Basic Awareness Course, and recommended to complete the Foundation Course.

The following are required to complete both courses:

- *parish workers working with children and vulnerable adults (paid or volunteer),*
- *church operations managers.*

Finally, those in the following categories are required to complete both of these courses, and also the Leadership Course:

- *clergy, licensed lay ministers, churchwardens,*
- *leaders and supervisors of work with children and vulnerable adults (paid or volunteer), parish safeguarding officers, PCC safeguarding leads, youth and children's pastors;*
- *music group leaders, choir leaders, and bell tower captains.*

The courses can be taken online at

<https://safeguardingtraining.cofeportal.org/login/index.php>

Safeguarding data is GDPR compliant. Only essential data is stored, and this is with an encrypted password.

The Diocese has produced a safeguarding policy document which has been implemented by All Saints Church; see below. In addition, there are new numbers/agencies for Domestic Abuse related concerns. I have included a link below for a digital booklet entitled 'Ending Domestic Abuse: A Pack for Churches'. The new numbers/agencies are contained within the booklet, available at <https://www.restored-uk.org/get/download/uid/896c59a4-a0d9-4c91-9344-c2ebc509ca30>

Alan Boulton

Safeguarding officer

SAFEGUARDING AT ALL SAINTS

All Saints PCC complies with the duty (under section 5 of the Safeguarding and Clergy Discipline Measure 2016) to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults. The House of Bishops has produced policy statements which can be found at this link: <https://www.churchofengland.org/more/safeguarding/>

Ensuring that children and young people as well as adults are kept safe whilst in our care is an integral part of our church life. If you have any concerns about safeguarding in the parish of All Saints, please contact: the Parish Safeguarding Officer, Alan Boulton, direct by email at alan@foresterssolicitors.co.uk.

The diocesan safeguarding policy can be found here:

<https://www.london.anglican.org/support/safeguarding/safeguarding-policy/>

These numbers will also be helpful if you have any concerns:

- **Diocesan Safeguarding Officer: 020 7932 1224**
- **NSPCC 24 HR HELPLINE: 0808 800 5000**
- **FAMILY LIVES HELPLINE: 0845 120 4550**
- **CHILDLINE: 0800 1111**

Reporting abuse and finding support: if you have information about a safeguarding situation where a child or adult is in immediate danger or requires immediate medical attention call the emergency services on 999. Do not delay.

Survivor support websites and contact details

We understand reporting abuse may be very difficult and distressing to you and it may add to your hurt by our not being able to immediately assist you. Therefore, here are the contact details of other agencies that are available to assist either on a 24-hour basis or through specialist helplines and services:

- **NSPCC helpline for Children and Adults:** 0800 80 20 20
- **NSPCC Child Protection Helpline:** 0808 800 5000 (lines free and open 24 hours). Phone if you are worried about a child.
- **Child-line:** 0800 1111 (lines free and open 24 hours). Phone if you are a child or young person and are worried about anything.
- **National Domestic Violence Helpline:** 0808 2000 247 (lines free and open 24 hours). Phone if you are experiencing domestic abuse.
- **Samaritans Helpline:** 116 123 (open 24 hours). Phone if you feel you are struggling to cope and need someone to talk to.
- **Action on Elder Abuse Helpline:** 0808 808 8141 (free phone Monday to Friday 9-5pm)
- **National Rape Crisis Helpline:** 0808 802 9999 and is open every day from 12-2.30pm and 7-9.30pm.
- **The Survivors Trust:** 0808 801 0818 and is open Monday to Wednesday 10-7.30pm, Thursday 10-6pm and Friday 10-2pm.

Other Contacts

National casework enquiries - safeguarding@churchofengland.org

National general safeguarding enquiries - safeguardinggeo@churchofengland.org

Your local Diocesan Safeguarding Team -

<https://www.london.anglican.org/support/safeguarding/>

Or write to: National Safeguarding Team, Church House, Great Smith St, Westminster, SW1P 3AZ

By publicising this statement, All Saints PCC is complying with its duty (under the Safeguarding and Clergy Discipline Measure 2016) to have due regard to the guidance issued by the House of Bishops on safeguarding children and vulnerable adults.

MUSIC DURING THE LOCKDOWN

The pandemic restrictions have lessened and live singing has been reintroduced into our services. We resumed practice for our 2021 Christmas Carol service, ably lead once again by Angela Bryant. We are blessed with a number of committed voices within our congregation who have continued to share the enthusiasm to 'keep singing' - most recently practising towards singing This Joyful Eastertide for Easter Sunday.

Rachel Richardson has played the piano, recently accompanied by Belinda on flute, during Preparation of the Table. We are grateful for our gifted organist Robert Sholl, who plays for us twice a month, and for the contribution of Christine Statham who has sung for us and played guitar.

Janet Mynors

Belinda Simpson

MISSION AND OUTREACH

EFIG (Education for Indigent Girls in Africa)



Photographs: Gladys Simeon, and some of the girls supported by EFIG

Following on from Gladys Simeon's retirement from EFIG in early 2020, Alistair Gill-Isaacs, also a longstanding Trustee, succeeded her as Chair, and has continued to administer the work of EFIG to educate poor girls in Africa.

When the onset of Lockdown happened, the girls were very badly affected. Therefore the EFIG Trustees made emergency payments to help them buy food, and provided more emergency money again at Christmas. Fortunately, EFIG's income has continued throughout 2020 and 2021, thanks to the unfailing financial support of All Saints and the other regular donors. This comes at a time when other fundraising events would normally have added to EFIG's annual charity income.

The EFIG Trustees are now planning to visit Nigeria and Ghana in 2023, to select a new generation of candidates who will be supported through Primary school to the end of their secondary education. EFIG is blessed to be in this position, which is testament to Gladys as a 'Prayer Powerhouse,' whose founding sentiments still reach out to us all the way from her home town Asaba in Nigeria.

Thank you for your support and prayers.

Ealing Churches Winter Night Shelter (ECWNS)

Following the closure of roving nightshelters due to Covid, ECWNS was fortunate to be able to pay for hostel accommodation within the Borough for ten guests, from the end of December 2021 until 1st April 2022. This approach was taken so as to abide by Government guidance for night shelters.

Just before Christmas, All Saints appealed to the congregation, and our wider community of supporters, for donations of coffee and grocery shop vouchers, which added to a generously donated total of £522.01. The vouchers were handed to ECWNS to distribute to the guests. We received heart-felt thanks, via ECWNS, from guests who shared their experience in "being able to go into a shop I had not been able to buy anything from in years". All Saints remains connected, in our mission, and our Church, to help the borough homeless.

Thank you for your support and prayers

Belinda Simpson

ARCHIVES AND HISTORY

After several years' delay I am delighted to say that progress has been made with the church's archives this year – and is continuing. Mo and I have spent several days beginning to sort out the choir vestry, discarding accumulations of out-of-date items and weeding some very large collections of duplicate material.

This is with a view to creating a permanent store for the archives that are currently waiting to be moved out of their temporary home in the tower room, where conditions are far from ideal for them. Special acid-free boxes have been bought for them. The intention is to re-box them into these boxes in the tower room, where at the moment they are stored in non-acid free boxes. The new boxes will be smaller and easier to move down to the choir vestry. As part of this operation, further weeding of some of the financial records will be needed.

This will bring together, and make much more accessible, series of the Church's records, such as Newsletters and files on parish events which go back for 100 years, as well as some more recent records of PCC and APCM minutes. Many of these have already been transferred to London Metropolitan Archives, which houses the archives of all the parishes in the entire diocese of London.

As a separate job, I am reorganising the church's collection of photographs, in order to make them easier to appreciate. I will need help with identifying some of them!

Richard Bowden

WORKING WITH OTHER CHURCHES

CHRISTIANS TOGETHER IN CENTRAL EALING

Why am I so keen on Churches Together in Central Ealing (CTCE)? It stems from being brought up in a non-conformist churchgoing family that was part of a Baptist Church and then latterly a United Reformed Church. After university, I joined an Anglican Church with its far more liturgical way of worshipping, and for me the enormous diversity in the way churches worship, yet at the same time having very similar beliefs, just adds to the fascination and pleasure of being a Christian.

There are two occasions in the year when all the churches in this part of Ealing are able to meet together to worship:

- the ecumenical service that is run during the Week of Prayer for Christian Unity, and
- the Walk of Witness on Good Friday.

We couldn't run these during lockdown, and it has been wonderful this year to be able to restart the programme.

The ecumenical service at St. Peter's was a very special, very worshipful occasion, in which we used liturgy prepared by the churches of the Middle East, based on the story of the Magi visiting the infant Jesus. This is a quote from the write-up:

'The history of the Middle Eastern Churches was, and still is, characterised by conflict and strife, tainted with blood and darkened by injustice and oppression. The Christians of the Middle East offer these resources conscious that the world shares many of the travails and much of the difficulties that it experiences, and yearns for a light to lead the way to the Saviour who is the light that overcomes darkness.'

How very relevant today, with the war in Ukraine!

And then there was the Good Friday Walk of Witness, and the joy of renewing old friendships as we walked together through the events of the first Good Friday, and then listened to Revd Sam Sanya's message, before moving to Haven Green Baptist Church for a coffee or tea.

There is a small committee that oversees these events and also meets to catch up and share news from all the churches, and we are still meeting on Zoom. We only meet about three times a year, so it is not onerous. The Committee is made up of clergy and laity from all the different churches – we need both! Sadly, for family reasons, I am no longer able to be part of the All Saints community; but I am still the secretary of CTCE. It would be really lovely to have one or more members of All Saints join the team, so they could share All Saints' news with us, and take back to the church news from other churches, as well as advertising future initiatives to All Saints.

Glynis Forbes

All Saints representative, CTCE, until 2021

THE DEANERY SYNOD

Ealing Deanery Synod brings together representatives from all the churches in the deanery. The word 'synod' means 'walking together', and all the meetings are open to any church member.

Synod meetings include talks by inspiring speakers, case studies of good practice from the deanery, and formal processes such as voting on issues related to the wider Church of England. The synod also distributes the Mission Fund in the summer each year.

All the meetings have been accessible on Zoom.

In our first meeting, we heard about a selection of bids from different parishes for the mission fund. This gives us an idea of the activity and vision across the Deanery.

In our second meeting, we elected school governors. We also discussed the London Diocesan 2030 Vision, which aims to create:

- Confident Disciples
- Compassionate Communities
 1. Caring for God's Creation – responding to the climate crisis
 2. Mental health and wellbeing, especially through Covid
 3. Modern-day slavery and refugees
 4. Debt
 5. Youth violence and knife crime
 6. Homelessness and housing)

- Creative Growth.

.....And we considered three priorities: aiming for a church that is

- Younger
- Safer
- Striving for racial justice

We broke into groups to discuss what we felt our parishes could do towards this aim, and in our group everybody talked about toddler groups.

In the third meeting, we were invited to review the general pastoral principles as set out recently by the Bishop of London. These are to

1. Acknowledge prejudice
2. Speak into silence (silence can be damaging)
3. Address ignorance
4. Cast out fear
5. Admit hypocrisy
6. Pay attention to power

We then had presentations from organisations that strive to demonstrate the Church's compassion in the community. These were Ealing Churches Winter Night Shelter, Christians Against Poverty, and Besom. These Christian organisations do great work in Ealing; and you can find out more about them by checking their websites. They all need the support of churches like All Saints.

Janet Mynors

Stuart Perkins

Deanery Synod representatives

Eco-report

A Report on Creation Care

For the year 2021-2

'The task of a Creation Care Champion/ Team is to help their church and congregation, in fulfilling God's command to "till and keep the Earth" (Genesis 2 v 15) – in their local circumstances.

Activities and concerns which a church is encouraged to engage with – supported by its Creation Care Champion(s) – may include:

- Environmental campaigning and action
- Encouragement, education, enabling, promoting lifestyle changes
- Property and premises management – churches and churchyards, vestries, offices, halls
- Cutting energy and carbon, water use and waste
- Caring for wildlife and ecology in the churchyard
- Fairtrade and food
- Taking part in "Eco Church.'

www.london.anglican.org/kb/parish-environmental-champions

As we all know, the climate crisis means that we must all look to minimise our carbon footprint: as individuals, businesses and as church. At the same time, we need to understand how the use of the building and grounds can support change for the better.

Last year was very significant with the Cop26 International Climate Conference taking place in November, in Glasgow. Although global pledges were made, we know that so far neither pledges nor actual action are going far enough, fast enough. Ironically, all the flurry of advice currently to reduce utility bills – insulation (the purpose of the Extinction Rebellion action in September), reducing thermostats, washing clothes at 30, fitting solar panels - are all the things we should be doing, anyway, to save the planet for future generations! It seems saving money is always more of a motivator. energysavingtrust.org.uk/hub/quick-tips-to-save-energy

All Saints held a three Sunday Creation Teaching Season in October to understand why Christians particularly have an urgent call to care for creation. It turns out creation care is core to being a disciple - we have no option but to care about creation and care for creation.

We explored Genesis 1 – to understand that God created all things and was pleased with all he had made – inviting us to work in communion with him to care for all. This, sadly, we have failed to do, but now is time to change that.

We also considered the injustice of climate change – the Bible is full of God's concern for the vulnerable. Climate change affects most severely those who have contributed least to its causes. Whilst enjoying some Fairtrade chocolate we considered how connected we are with that injustice.

Finally, we considered sabbath as a means by which the planet rests and rejuvenates – the number 7 is symbolic in scripture for wholeness – so it is as if creation is not whole; not complete, without that 7th day of rest.

As his image bearers, we are to reflect his ways in the world.

We are to serve and restore creation, to challenge injustice

We cannot fully love & worship God - if we do not love and care about all that he created.

We are now ready to plunge into action - to willingly change our mindsets and witness well to the wider community, especially young people who are so very concerned about the future.

We are registered with the A Rocha Eco Church Award Scheme

****you will have to attend the APCM to discover if we have yet made it to an award level****

ecochurch.arocha.org.uk/how-eco-church-works

The scheme covers 5 areas to help us break down what might otherwise seem overwhelming:

- Worship & teaching
- Buildings
- Land
- Community & Global engagement
- Lifestyle

So far:

We have joined in with the “No Mow May” initiative - leaving our lawns uncut to protect biodiversity through wildflowers: our church grass looks beautiful right now, humming with life.

We planted lots of daffodil bulbs during our creation season.

We are awaiting DAC permission to site swift nesting boxes on the church.

We have been a Fairtrade Church for many years and should remain determined to fight for justice through our Fairtrade tea, coffee, sugar etc

Our harvest lunch supported the LOAF principles – local, organic, animal friendly, Fairtrade – as an example for us to consider following at home and for church meals.

In readiness for COP26, Christian Aid invited churches to write their prayers on paper boats – we joined in (with boats recycled from packaging paper) and uploaded our photo of our prayer boats to add to their virtual prayer wall in Glasgow. Action must follow prayer: but prayer must be first and ongoing.

As part of our Creation Care teaching/reflections – we made pledges of what we would attempt to change – I pledged less meat and less food waste – progressing – how are you getting on? We were also encouraged to calculate our own carbon footprint – <https://footprint.wwf.org.uk/#/>

The PCC has agreed to planting some trees in the grounds as part of The Queen’s Green Canopy Jubilee initiative. Ideas are silver birch for the decorative white bark, and/or fruit trees for blossom, pollen and L.O.A.F. what do you think?

We need a creative team – those who feel passionate about making changes for the good of all – ideas across all the Eco Church headings listed above – prayer and bible study, buildings, grounds, gardening, wildlife, behaviours & life hacks for sustainable living, partnering with our local community... and across all ages: the children have already expressed interest in a pond and beehives!

Is it you?

Everyone has contributions and ideas.

We can dream big, even if initially we don't know how to achieve something.

Our actions for climate mitigation going forward might be big or small – for instance, some ideas already put forward -

- Bird boxes, bug houses, composting, planting for wildlife, a pond
- Pledging to eradicate single use plastic from church and home
- Hold a green fair ...a plant swap
- Twinning our toilets
- How can we open up our grounds for others to enjoy?
- Join in with a nature watch
- Enjoy nature individually or with a church prayer walk

We should progress with moving away from fossil fuels to heat the building. We have had some preliminary discussions with heating experts and hope to make more progress this year. Solar panels might be fitted to the southern roof, a large expanse ideally sited to generate clean energy - we have some initial assessments – we could potentially have a major impact on our carbon emissions.

These are just a few ideas....

What are your priorities and passions?

Let's pool all our ideas. Let's be creative, innovative and hope-filled.

The Eco Church scheme helps us focus on minimising our impact on the environment as we teach on creation care. Creation care is God's call to his disciples to pray and care for the vulnerable and fight against injustice - supporting Fairtrade and movements looking to prevent modern slavery, Christian Aid, EFIG, climate campaigning etc – we proclaim Christ as we protect his people and all of Creation. Together, and with continuous prayer, we can make a significant contribution towards what might otherwise appear an insurmountable challenge.

OUTLINE CALENDAR THROUGH TO EASTER 2023

2022	Sun 15 May	Annual Meeting PCC – to elect officers
	Mon 23 May	PCC – to set future vision
	<i>Thu 2, Fri 3 Jun</i>	<i>Bank Holidays</i>
	Sun 5 June	Pentecost; Queen’s Platinum Jubilee
	<i>Mon 31 May</i>	<i>Bank Holiday</i>
	Mon 27 June	Standing Committee
	Mon 11 July	PCC
	<i>Mon 29 August</i>	<i>Bank Holiday</i>
	Mon 12 September	Standing Committee
	Mon 3 October	PCC
	Sun 30 October	All Saints Day celebration
	Mon 14 November	Standing Committee
	Mon 5 December	PCC
	Sun 11 December	Carol service
	Sun 25 December	Christmas Day
	<i>Mon 26, Tue 28 Dec</i>	<i>Bank Holidays</i>
2023	Sun 1 January	New Year’s Day
	<i>Mon 2 January</i>	<i>Bank Holiday</i>
	Mon 9 January	Standing Committee
	Mon 30 January	PCC
	Mon 6 March	Standing Committee
	Mon 27 March	PCC
	Sun 9 April	Easter Sunday
	<i>Mon 10 April</i>	<i>Bank Holiday</i>
	<i>Mon 1 May</i>	<i>Bank Holiday</i>
	Sun 8 May	Annual Parochial Church Meeting [to be confirmed]

VICAR'S REPORT

All Saints is on the move. With our plans now afoot to reimagine the nave, the hope I have carried, to see us become an 'every-day church' is beginning to be realised. I reflect here again on what the Church is intended to be; what God means it for. I began here 8 years ago at Pentecost, glad to take my first service on *that* Festival Day.

Pentecost birthed the church as the very first Christian community came into being in Jerusalem. It was a church on a journey, as the church always is. It was a church moved, greatly, by the power of the Holy Spirit. In Acts 2:42-47 we read: '[The Christian community] devoted themselves to the Apostles' teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the Apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favour of all the people. And the Lord added to their number daily those who are being saved.'

Luke reminds us of the church's purpose, which I will remind you about here.

Note, that, firstly, it is to devote itself to the teaching of the Apostles. It has been good to study Galatians and Romans through the most recent of summers and to study Ruth and then Esther through recent Epiphany seasons. We are renewing our faith as we seek God through His word. We are increasingly becoming a learning church. This extends to our youngest who learn deeply and widely through our Junior Church. Every Sunday, it is such a joy when the youngest of Jesus' disciples join us. Children faithfully committed to our 'Online Family Church' over Covid on Sundays and mid-week, until you could say, we were all 'zoomed out' and craving three dimensional connection again. I look forward to the church resuming its mid-week ministry and in the meantime, before we re-open in the week, we use the hiatus to pray, which is what a pause, a holy *selah*, a gap, always affords; time for reflection and to refocus our purpose. We will bring these families, and those who care for them, to new Toddler mornings, which we will launch from our church building, rather than annexing them into more neutral space next door. God will speak to new people through the church building that he has given us to steward, as His gift to us, and to those, beyond. Firstly, we are a learning church, Sunday by Sunday and when we are refurbished we will become that again, midweek.

Secondly, a renewed church is a caring church, with people who love one another with a 'koinonia' kind of love. This Greek word, meaning fellowship, is a fellowship in the same Spirit who encourages us to learn. The word has connotations about being generous. We have been the recipients of some recent grants that will help renew us because with a building repurposed, the stones cry out, to new generations, as a witness to His love. Buildings are never 'just buildings,' but speak, also, of our welcome and there is increasing light, order and purpose; an obvious spirit at work which speaks of our willingness to be inclusive. Many have described how good it is to see faces not buried in booklets and voices that sing out, confident that the liturgy we say and the words that we sing, can be seen and read by everyone. Well done to the Tech team! 'All believers were together, and they had everything in common,' we read in Acts 2:42-47. We read from one screen, though we wait yet for one cup! I want to thank you all for working with a common purpose to keep everyone safe. By this, we have shown our love for one another. In verse 46 of Acts 2 God's people broke bread in their homes. We miss members of our community, still shielding but have learned something about this same Spirit who is so obviously everywhere. Thank you for lending your voices to pray and read scripture so that those accessing Church Online can hear your familiar tones. It has been good to take All Saints, at worship, into people's homes.

We look forward to increasing online engagement through the cameras we will soon add to church to stream our worship.

Thirdly, the Spirit-filled church is a generous church because audacious generosity is a characteristic of the triune God, who will surrender Godself for the sake of love and then send the Spirit to be with us now. Generosity is a mark of God himself. Though we were all impacted by Covid, in ways big and small, we still gave out of what we have and can I continue to encourage you to the costly sacrifice of a percentage or a tithe; to an amount you work out with God, as you think on the *family* here that we are all to support. Perhaps some of us can lessen the burden on those who have stretched their generosity and give them a little respite, as we add our donation to the monthly pot. Can I encourage you into the new stewardship stream we will be talking about in the Autumn term.

Fundamentally, a renewed church is a worshipping church and the early church seemed to perfectly balance the formal and informal. It met in the temple. It met in the home. As our building is repurposed, we become a space in between - we glory in the reverence of a Sunday but will explore looser ways of gathering, appropriate, for the week. 2023 will prove an interesting year as we delicately and prayerfully 'pray in' comfort and welcome without losing the beauty and the holiness of this sacred space. Early Christians continued to attend the prayer services of the temple, with their measure of formality and liturgy, even, also, as they met together in people's homes - please do not forget to remember there are 12 regular worshippers who gather with us, in Spirit, from their very homes.

The early church's worship was formal and informal, joyful and reverent. There is no doubt about their joy but verse 43 tells us, also, that everyone was filled with awe. When God is in our midst, we do bow down before him - our worship is reverent. It is also joyful and opportunities came with lockdown as we borrowed music from other churches and across various genres which has widened our repertoire.

Finally, a renewed church is an evangelising church. As we devote ourselves to learning together and fellowship and worship, we see that the Lord does something at Acts 2:47. He 'added to the number day by day those who were being saved.' We have experienced, over lockdown, some precious members move away. Very recently, others have joined us and we are a little smaller than we were last year. But with plans to be an 'everyday church' we are putting God's mandate into action. It is the Lord who adds to our number but we too are playing our part. Please pray as we experience this pause before we fling wide our doors. We should be expecting the church to grow. We should be expecting the church to be continuously reaching out into the community for Christ.

So All Saints is apostolic as we learn from the saints. We love one another - there is peace amongst us and for that, God be praised! We are connected to God and increasingly wider, worshipping God in temple (our beautiful building) and home, with joy and reverence. We have plans to relate more thoroughly and appropriately to the world outside and mid-week and see His reach reach into our community. Please pray we are successful and that God, in His glory, keeps a Pentecost vision before us. In Jesus' name, Vicar Rachel.

A massive thanks to all those who make everything work – Jane Mazouz who keeps us sparkling, Guy Eagling our sacristan, musicians and singers, members of our PCC; Intercessors and Readers; Junior Church leaders, our warden Stuart and our Preaching Team. And with great thanks to those God sent us whom has now sent on: Curate Revd Julia Revd Jagannath and Revd Prof. Steve Walton. Most of all – Thanks be to God! Amen.

APPENDIX

ALL SAINTS CHURCH, EALING COMMON: PAROCHIAL CHURCH COUNCIL

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2021

	<u>Unrestricted Funds</u>	<u>Designated Funds</u>		<u>Total 2021</u>	<u>Total 2020</u>
	General Current Ac- count £	Hall Current Account £	Savings Account £	£	£
RECEIPTS					
Planned Giving	27,422	0	0	27,422	27,807
Collections	757	0	0	757	2,584
Income Tax Recovered	7,760	0	0	7,760	8,556
	<u>35,939</u>	<u>0</u>	<u>0</u>	<u>35,939</u>	<u>38,946</u>
Other voluntary receipts	767	0	0	767	3,167
Activities for Generating Funds	0	0	0	0	0
Receipts from Church activit- ies	60,247	0	0	60,247	29,623
Investment Income	0	0	0	0	0
	<u>96,952</u>	<u>0</u>	<u>0</u>	<u>96,952</u>	<u>71,736</u>
PAYMENTS					
Church Activities					
Diocesan Parish Share	49,108	0	0	49,108	40,822
Other payments	32,934	9,235	0	42,169	28,887
	<u>82,042</u>	<u>9,235</u>	<u>0</u>	<u>91,277</u>	<u>69,709</u>
OPERATING EXCESS / (DEFICIT) OF RECEIPTS OVER PAYMENTS	14,910	-9,235	0	5,675	2,027
Other receipts and pay- ments	5,004	0	0	5,004	3,863
TOTAL EXCESS / (DEFICIT) OF RECEIPTS OVER PAY- MENTS	<u>19,914</u>	<u>-9,235</u>	<u>0</u>	<u>10,679</u>	<u>5,890</u>
Transfer between funds	-24,829	13,959	10,870	0	0
	<u>-4,915</u>	<u>4,724</u>	<u>10,870</u>	<u>10,679</u>	<u>5,890</u>
Bank Current and Deposit accounts at 1st January 2021	17,362	3,704	8,413	29,479	23,590
Bank Current and Deposit accounts at 31st December 2021	12,447	8,428	19,283	40,158	29,479

STATEMENTS OF ASSETS AND LIABILITIES AS AT 31 DECEMBER 2021

	<u>Unrestricted Funds</u>	<u>Designated Funds</u>		<u>Total 2021</u>	<u>Total 2020</u>
	General Current Ac- count £	Hall Current Account £	Savings Account £	£	£
Cash Funds					
Bank current account	12,447	8,428	19,283	40,158	29,479
	<u>12,447</u>	<u>8,428</u>	<u>19,283</u>	<u>40,158</u>	<u>29,479</u>
Fixed Assets					
Church Hall (at valuation)	306,363	103,645	0	410,008	410,008
	<u>306,363</u>	<u>103,645</u>	<u>0</u>	<u>410,008</u>	<u>410,008</u>
Net Assets	<u>318,810</u>	<u>112,073</u>	<u>19,283</u>	<u>450,166</u>	<u>439,487</u>
Represented by:					
General Current Account	12,447			12,447	17,362
Savings Account			19,283	19,283	8,413
Hall Current Account		8,428		8,428	3,704
Capital Reserve (Church Hall at valuation)	306,363	103,645		410,008	410,008
Total Capital Employed	<u>318,810</u>	<u>112,073</u>	<u>19,283</u>	<u>450,166</u>	<u>439,487</u>

RECEIPTS AND PAYMENTS ACCOUNT ANALYSIS

	<u>Unrestricted Funds</u>	<u>Designated Funds</u>		<u>Total 2021</u>	<u>Total 2020</u>
	General Current Account £	Hall Current Account £	Savings Account £	£	£
a) Other voluntary receipts					
Gift Day	50	0	0	50	1,301
Gift Envelopes (Gift Aid)	717	0	0	717	1,828
Donations	0	0	0	0	37
	<u>767</u>	<u>0</u>	<u>0</u>	<u>767</u>	<u>3,167</u>
b) Activities for Generating Funds					
Fund Raising Events -Income	0	0	0	0	0
Fund Raising Events -Expenditure	0	0	0	0	0
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
c) Receipts from Church activities					
Church Fees	51	0	0	51	0
Hall Income Letting	40,053	0	0	40,053	13,572
Mast Income	18,392	0	0	18,392	14,300
TFL income	1,751	0	0	1,751	1,751
	<u>60,247</u>	<u>0</u>	<u>0</u>	<u>60,247</u>	<u>29,622</u>

					3
d) Receipts from investments					
Bank Interest	0	0	0	0	0
	0	0	0	0	0
e) Church activities - payments					
Subscriptions	345	0	0	345	50
Donations- Charitable Giving	220	0	0	220	240
Cost of Services	4,171	0	0	4,171	4,268
Church Maintenance and Insurance	24,305	0	0	24,305	8,384
Hall Expenditure	0	9,235	0	9,235	8,901
Clergy Property Costs	228	0	0	228	624
All Saints Office	730	0	0	730	847
bank charges	7	0	0	7	171
Church Management	428	0	0	428	2,951
Diocesan loan repayment	2,500	0	0	2,500	2,450
					28,88
	32,934	9,235	0	42,169	7
f) Other Receipts and Payments					
<i>Vicar's discretionary fund</i>					
-Income	0				
-Expenditure	117	-117		-117	0
<i>Specific Charities</i>					
-Income	0				
-Expenditure	0	0		0	12
<i>Professional Fees</i>					
-Income	0				
-Expenditure	200	-200		-200	-200
<i>Restricted Donations - Sound system</i>					
-Income	1,200				
-Expenditure	1,367	-167		-167	0
<i>Toddler Church</i>					
-Income	0				
-Expenditure	0	0		0	189
<i>Restricted Donations - capital</i>					
-Income	1,103				
-Expenditure	0	1,103		1,103	0
<i>Restricted Donations – other</i>					
-Income	4,543				
-Expenditure	0	4,543		4,543	4,100
<i>Miscellaneous</i>					
-Income	3,544				
-Expenditure	3,703	-159		-159	-921
<i>Other (Gutters)</i>					
-Income	0				
-Expenditure	0	0		0	683
	5,004	0	0	5,004	3,863

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For notes if helpful

Accounts

ALL SAINTS CHURCH, EALING COMMON
ANNUAL REPORT FOR THE YEAR TO 31 DECEMBER 2020

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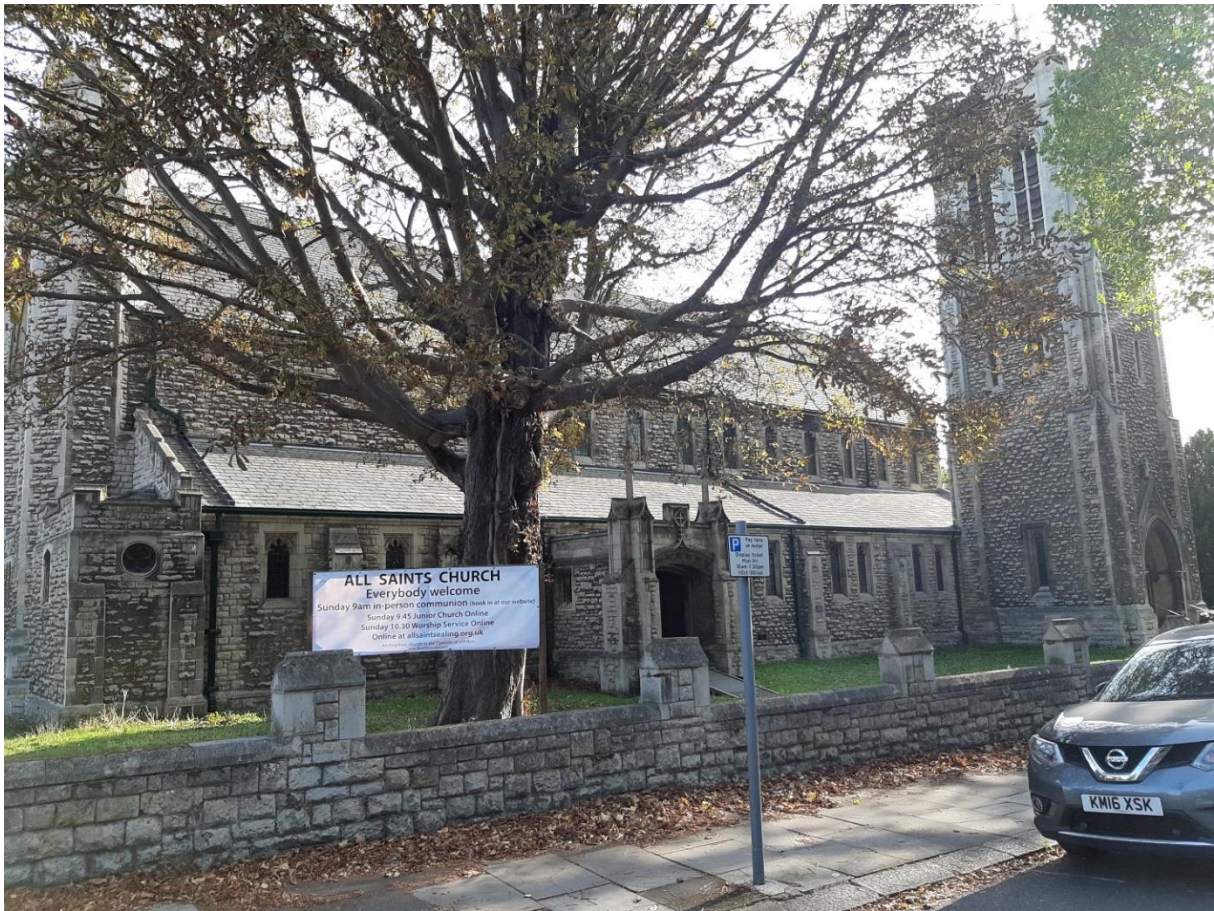
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NOTE.

In a normal year, the Annual Meetings are held just after Easter. However, due to the COVID-19 pandemic, the previous Annual Meetings were on 27th September 2020; and the annual report therefore generally dealt with the period up to the start of the first lockdown (in March 2020).

These reports largely deal with the year since then.

However, the accounts in this report relate to the calendar year 2020.



MINUTES OF ANNUAL MEETINGS, HELD BY ZOOM ON SUNDAY 27 SEPTEMBER 2020

Present: Alan Boulton, Richard Bowden, Angela Bryant, Guy Eagling, Glynis Forbes, Nick Harvey, Jez Inson, Julia Jagganath, Sjenka Leslie, Belinda McLaughlin, Henryk Marszalek, Revd Rachel Marszalek, Lou Murgatroyd, Charles Mynors, Janet Mynors, Mo Perkins, Stuart Perkins, Catarina Sequeira-Armond, Revd Steve Walton.

Apologies for absence: Stef Balon, James, Beveridge, Hannah Beckwith, Jo Edwards, Karin Hayes, Nicky Inson, Eleanor Kerr, Christopher Timms, Sarah Timms.

12.00 NOON: ANNUAL VESTRY MEETING

1. Opening prayers

2. Minutes of last Vestry Meeting (28 April 2019)

The minutes had been previously circulated, and were accepted as an accurate record.

3. Election of churchwardens

Mo Perkins had been proposed by Louisa Murgatroyd and seconded by Guy Eagling. She was duly elected.

4. Closing prayer

The meeting ended at 12.11

12.30 PM: ANNUAL PAROCHIAL CHURCH MEETING

[except as noted, the reports had been circulated before the meeting]

1. Opening prayers

2. Minutes of last APCM (28 April 2019)

The minutes had been previously circulated, and were accepted as an accurate record.

3. Changes to the electoral roll since last APCM

Lou presented her report. No questions raised about changes to the electoral roll. There are 73 people on our roll.

4. Financial Report year ending 31 December 2019; and

Income: More money has come in giving by members of the congregation since the reopening of the church for in-person worship, helped by having to pay electronically.

Henryk explained that there had been no lets from March to September; but all bar one of our previous renters had now restarted (including the two largest lets – the Bulgarian Church and the Saturday ballet school). Only the Sunday evening karate club had yet to restart, but the Monday dance group was now using the hall for an extra hour since restarting.

Two film production companies have enquired about letting the hall. If this were to come to pass, it could generate £10,000.

We receive £1,700 for the bus drivers using the vestry toilet (which will come in October). And we also receive £14,500 per annum from Vodaphone for their mast in the tower (paid in quarterly instalments).

Expenditure: in answer to a question from Julia, Mo explained that we are repaying the loan from the Diocese at £200 per month, the lowest amount permissible. We are aware that this means that repayment will take longer, and we would like to speed up that process when we can.

Mo emphasised that money remains tight, and with the Covid-19 situation continuing it is unclear when the other hall lets can begin and what conditions they will have to adapt to, however we are confident that there will be money in the account at the end of the year.

5. Appointment of independent examiner

Isabelle Kuhl (the existing examiner) was proposed; accepted unanimously.

6. Report (by churchwardens) on buildings and grounds

Guy highlighted the need for a greater range of altar frontals now that we effectively have three tables (including the new one in the nave). Guy can raise this for the attention of future PCC discussions.

Charles Mynors updated on the perimeter railings installation. He has spoken to the company who will instal them, and has had fruitful conversations with the neighbours whose gardens back onto the church.

Alan Boulton proposed accepting the finance report and fabric report, Louisa Murgatroyd seconded the motion, and the reports were accepted.

7. Report on activities of PCC

Noted that the reports previously circulated included those on: children's activities (by Louisa Murgatroyd), safeguarding Activities (by Alan Boulton), outreach activities (by Belinda

McLaughlan), history and archives (by Richard Bowden), ecumenical activity (by Glynis Forbes), and the Deanery Synod (to be circulated by Stuart Perkins).

8. Future vision

We watched a short video about how All Saints might implement the Diocese of London's 2030 vision, "For every Londoner to encounter the love of God in Christ." This is available at <https://www.london.anglican.org/our-2030-vision/>. It has four priorities:

- Confident Disciples – From this point forward teaching will be offered through the summer term and at Epiphany-tide by exploring books of the Bible (eg Galatians and Ruth), and at other times from the Lectionary. There will be the opportunity for Going Deeper groups to discuss the teaching in more detail mid-week.
- Compassionate Community – we are to show compassion for each other; compassion for those who connect through Mini Saints; and compassion to those in need, locally in our community, through the Ealing Churches Winter Night Shelter, and globally, through EFIG. We will continue to pray through how we better steward our space for the benefit of the community – partly to be good stewards, by sharing our space; and partly to increase footfall and raise finance, to enable us to meet an ever-increasing Parish Share and lessen our financial vulnerability.
- Creative Growth – Our vision is for online and in-person services, which could become one all-inclusive streamed service reaching people either in their homes or live in church, if we can invest in the tech required for this (which at the minimum involves introducing wi-fi into the church and installing cameras). We listened to a clip from Revd Zoe Hemming, a priest who has 3 online services and one 'in person' church service, and will be fitting the technology into her church to have one all-inclusive service at some point in the future. She gives us the vision for how the Church has become open to all (including the less mobile) by going online, and has enabled people to participate in ways they couldn't before; so this should now be a priority for us.
- Connected Young People – we have benefited from changing the space at the front of the church to accommodate youngsters and their parents and carers. This is about bringing children into the centre of what we do. There are three ways of engaging now:-
 - Online Families service: to wonder at Scripture, using adaptations, story videos, Godly play, and Agape feasts. A WhatsApp group shares resources and families have received prayer.
 - The hub – questioning and probing for the older children and teens. Finding time has been difficult for some.
 - Mini Saints has gone online 10am Fridays term-time. Jesus becomes a part of the vocabulary of these youngest spiritual beings

We will continue to make sure young people and their families are at the heart of everything we do; we will keep adapting to cope with the unknown ahead – the factors beyond our control. The ethic is based on Mark 10.14 – "Let the little children come to me". Children are our fellow pilgrims, not only to be entertained but also capable of stillness and reflection. We enable accomplishments to be refined and faith journeys to be facilitated – helping children to own faith for themselves. Our hopes for ourselves are our hopes for our children – to be confident, compassionate, and creative – and this relies on us being those kind of disciples too. Teens should continue to involve themselves in online services and we can explore lots of ways to explore and receive and serve. God invites us all to come and see and follow.

9. Elections

Two candidates had been duly proposed and seconded for election to represent All Saints at the Deanery Synod, and were duly elected to serve for a term of three years (until 2023):

- Janet Mynors, Stuart Perkins.

Nine candidates had been duly proposed and seconded for election as members of the PCC, and were duly elected to serve for a term of one year (until 2021):

- Stef Balon, Hannah Beckwith, James Beveridge, Alan Boulton, Angela Bryant, Jez Inson, Belinda McLaughlin, Louisa Murgatroyd, and Charles Mynors.

10. Closing Prayers

The meeting ended with The Grace.

The meeting ended at 13.09.

THE ELECTORAL ROLL 2020-21

Anyone is entitled to be on the electoral roll if he or she is a baptised member of the Church of England (or of another church in communion with the C of E), and either:

- a resident of the parish, or
- a habitual worshipper at this church.

At April 2019, when we created a new electoral roll, it contained the names of 69 persons who asked to be on it, and who were eligible. Of these, 34 were resident in the parish; and the other 35 habitually worshiped at All Saints. By September 2020, this had grown to 73.

This year (2020-2021) there has not been a lot of opportunity to meet people in church, as we have moved to online worship in light of the global pandemic, so the electoral roll has not been as active as I would have hoped! Four people have moved away, and their names have been removed from the electoral roll, and three have been added. There are therefore now 72 people on the roll.

Lou Murgatroyd

Electoral roll officer

FINANCIAL REPORT FOR THE YEAR TO 31 DECEMBER 2020.

The full accounts are published as an Appendix to this report. Below is a brief summary.

Extraordinary conditions were experienced this year with the Covid pandemic, repeated lockdowns and long periods of church closure. Given those conditions, we have much to be thankful for financially, especially as we were anticipating a much tighter year in any case. The year closed with a small surplus of income over expenses of £1,566.

INCOME AND EXPENDITURE

Total Income: £ 71,139

Total Expenditure: £ 69,573

Income: The total budgeted income for 2020 was £92,250. The actual income was £71,139, which was £21,111 below budget.

Giving: £32,215 received in total from giving by members of the church family. This figure was slightly down on the budgeted giving income anticipated of £35,500.

Hall Income: It was budgeted that we would receive £30,000 in hall lettings for 2020. In total hall rental income for the year was £13,237 (£16,764 less than budgeted) with no income received from April to August, due to Covid. Some rental income was received in September and October but then of course due to a further lockdown, no further hall rental income was received.

The mast income was received as normal, accounting for income of £14,300 and.

Expenditure: Outgoings related to operational costs of the Church and Hall were also reduced due to Covid. Total budgeted expenses for 2020 were £96,000, with actual costs totalling £69,573. Worship costs (including organist fees), hall cleaning costs and utilities were all lower than budgeted due to the closure of the Church and the Hall. Extra costs were incurred on security provision after break-ins into the church hall over the summer, and setting up both the Church and the Hall to be Covid-secure on re-opening.

London Diocesan Fund: This payment represents our contribution to the expenses of the Diocese – which include the payment of clergy stipends, housing costs and pensions. Our offer for 2020 was £65,000. In the light of our reduced income (see above), we actually paid a total of £40,622 to the Diocese – £5,417 per month was paid, as pledged, from January to March, but for the remainder of the year the monthly payment was reduced to £2,708. This reduction was generously agreed by the Diocese, and enabled us to pay our essential bills, routine safety and maintenance checks and the outlay on Covid-protocol preparations.

Repayment of Diocesan loan: The Diocese gave us a loan of £12,000 in 2019, to help with the cost of the refurbishment works. We have now started repaying this; in total, payments of £2650 were made during 2020.



CAPITAL FUNDS

Reserved Funds in Deposit Account

Restricted funds – which can only be spent on the specified item – were as follows at the end of 2020:

	£
Altar frontal (legacy from Dorothy John)	1,000
Youth Group	969
Noticeboards (grant from the Deanery)	2,000
Children and youth (2017 Gift Day)	3,665
Remaining from the gutters appeal (to be transferred to current account)	674
Interest during 2020	263
	<hr/>
	£8,571

Funds in Current Account

During Lockdown, it quickly became apparent that the church would need upgraded audio-visual and streaming capacity to continue to enable its pastoral and missional activities. We were awarded a £4,100 grant from the All Churches Trust “Hope Beyond Fund”, set up specifically for this need.

The annual Gift Day also raised £1,301.35 for this project. This sum was a considerable reduction on what we would normally receive for a Gift Day, but gives a very good amount to work with alongside the grant. The obtaining of tenders is ongoing, and a proposal should be ready shortly.

The PCC has recently agreed to continue to raise funds for this project during 2021.

Security railings (2019 Gift Day)	2,765
Legacy from Bill Atkinson	804
Audio-visual upgrade	
- 2020 Gift Day	1,300
- Grant from All Churches Trust	4,100
	<hr/>
	£8,969

GIFT AID OFFICER’S REPORT FOR THE YEAR TO 31 DECEMBER 2020

Excluding Gift Day, the total donations received in this financial year were some £31,000 (compared to the 2019 total of £35,000.) The amount given by regular standing order remained much unchanged, but as a result of the absence of services within the church the amounts contributed through the 'white envelope' scheme and in casual cash fell by £4,000, from some £7,000 to some £3,000. In addition there were in 2020 Gift Day receipts of £1,600, down from £2,800 the previous year.

The number of members of the church who contributed each month through bank standing orders was much the same at the start and at the end of the financial year.

The benefit of donations being made under the Gift Aid scheme is very marked. The 2020 donations under the scheme resulted in the church being able to reclaim some £8,000 of income tax from HMRC, a substantial further contribution to the work of the church. Card payments of £30 or less can be included under the Gift Aid scheme without any declaration by the donor.

Christopher Timms

Stewardship officer

A REPORT ON THE CHURCH BUILDINGS, GROUNDS AND CONTENTS.

Churchwardens are responsible for ensuring that the buildings – both the Church and the Hall – are safe and well-maintained, and fit for purpose for God’s mission. They also hold the contents in trust for the PCC and the congregation. And they are required to produce an annual report on the state of the buildings and their contents ...

I am once again enormously grateful to all those who have offered practical help, advice or encouragement, and to the whole church family for supporting the building projects – both with finances and with goodwill during the inevitable disruption caused by their completion. And I would particularly like to thank everyone for their support in this interesting year that we have had, and over the last six years as we have moved ahead with projects – both large and small – to meet our expanding vision of God’s mission for us here. It has been a great honour, privilege and joy to be in partnership with you and to be a part of all that we have achieved.

This past year has been focussed on supporting our church family and prayerfully monitoring our financial viability. The church was locked as per government requirements, for the whole of the first lockdown from March 2020 until September 2020, when we cautiously reopened for a short spoken 9am service, adhering to Government regulations. The church closed again straight after Christmas, and should be reopening in the coming month.

All our worship ministry moved online, and pastoral care came via phone calls and doorstep conversations. I would like to offer, on everyone’s behalf, whole-hearted thanks to Rachel, our vicar, for her hard work and dedication throughout this time. Morning prayer every weekday since lockdown began, evening reflections every day through first lockdown, and Sunday worship throughout. I know from experience the steep learning curve it required, to translate everything we would normally do in church onto a screen, without losing that sense of holiness and transcendence. Perhaps most important of all, knowing that we are prayed for and offered up to God for his protection.

All things considered, All Saints has survived this Covid experience more or less intact, for which may God be praised!

The Quinquennial Inspection.

A version of normality did reappear in the summer, and our five-yearly inspection took place in July 2020. This is a thorough inspection of all our buildings by the architect appointed for this purpose. Partly as a result of the major repair projects carried out in the last few years, the report did not throw up anything that worrying. The urgent items are small scale, and should be financially manageable over the next two years from the maintenance budget – including remaking the clergy vestry window that is bowing, sanitising the east end roof and fixing pigeon netting across the window.

Appointing a New Church Architect.

All Church of England parishes are required to appoint a suitably qualified architect or surveyor, to carry out the quinquennial inspection and to help us organise small jobs in the meanwhile. The architect who has done this for us for many years, Michael Poteliakhoff, is retiring this year. We are in the process for appointing a new one, and would hope to be able to give Michael a farewell in the summer.

NEW PROJECTS IN THE COMING MONTHS

Aside from urgent and necessary repairs, we have continued to patiently work on other building improvements in the background and hope to see a few more come to fruition in the coming months:

The Church grounds

During the period of closure, I routinely checked the buildings. The anti-social behaviour around the rear of the Church continued to be a cause for concern. After the Hall was broken into yet again and intruders “surprised” us as we unlocked, window locks were installed.



We have long been aware that the best solution to the security problem is to instal railings and gates, to prevent intruders gaining access to the land behind the Church and the Hall, which is out of sight from the street. After a long delay securing planning permission for this, we now have all the permissions required and are assembling the funds; and works are due to start at the beginning of June. Although we have £3,500 on reserve from the 2019 Gift Day Appeal, and generous contributions from nearby neighbours who will also have improved security as a result of the new railings, we have a potential funding gap of around £4,000, and would appreciate any gifts from members of the congregation towards this.

With the railings and gates in place, we will be able to create pathways through the front grounds and be intentionally more open and welcoming. Creating a secure outdoor storage area for lawn mowers and gazebos will also free up space inside church.

In addition, we will now be able to enjoy planning how to preserve and improve the biodiversity around us. For those who enjoy gardening, or would like to learn, or don't have a garden but would like to tend nature, there are opportunities aplenty – for young and old! We

can already enjoy the beautiful daffodils blooming at the moment, planted by some of our young families last autumn.

Audio-visual upgrades

As part of our programme to reopen better than before, led by the Vicar, we have been researching how to improve the sound amplification of our talented musicians and singers, and how to effectively and safely project liturgy: service booklets are to be dispensed with – given up both on Covid-related grounds and to save paper and copying.

Since reopening with the Covid protocols in place, it has been apparent that a small screen to one side at the front is not sufficiently visible for all to read from, nor is it particularly safe with trailing cables.

We looked at various options, including a system using several LCD “TV” screens, at the front of the nave and half-way back – but these would be a permanent feature, whether in use or not. We concluded that the overall impression of this would be overbearing, and would have congregation looking outwards to one side or another.

After extensive research we have therefore reached the conclusion that a high-level retractable centre screen, with a projector high on a beam – out of sight and touch – gives us the easiest, safest method for projecting liturgy, song lyrics and other material. When it is in use, we will all have our heads held high, singing out our praise to the front. But when it is not required, the screen would be completely invisible, and so will not have any impact on the appearance of the church. This may seem a big change for All Saints – but one we will become accustomed to very quickly, and appreciate the flexibility it offers for sermon illustrations, film appeals and so forth.

We must keep in mind that God’s eternal word is unchanging but the way it is imparted is new every morning. Jesus read scripture from huge scrolls, some of us carry the whole of Scripture on our mobile phones.

Sound upgrades will enable us to make full use of the audio equipment we already have, whilst controlling it remotely from the nave, and providing more options for amplification, this will mean that voices and instruments can be better balanced.

Broadband is being installed very shortly, and longer-term streaming cameras will be installed to continue the option of online worship.

All of these amazing features will of course cost money: we have the £4,100 grant funds and some money in hand from last year’s Gift Day. But we would like to appeal once again to the generous and supportive church family for more gifts. The benefits of introducing this equipment will be immense: and once we can finally worship freely, will we not want to lift our hearts and hands and voices in joyful praise? Let’s make it sound even better than before!

Making Space

Unrestricted worship in September will mean the return – thank you Lord! – of our families and our musicians.

The introduction of a nave altar has proved popular: it connects worshippers more directly with the eucharistic preparation, and makes receiving communion easier for those with mobility concerns. For every blessing there is often a further challenge: space at the front is now a little too tight for comfort. Two further rows of pews are to be removed in the summer, once the necessary authorisation has been received.

All Saints is a Fairtrade church, and it will be a good Sunday when we can gather to give thanks and once again share a Fairtrade coffee together.

We must look ahead too at how God needs us to engage with our community: we have talked about the pews a number of times: we must surely decide soon if a permanent hall let closes down our mission to toddlers, or whether we remove all the pews to create a safe space for that ministry to continue but in church. There are compelling reasons why it would be preferable to be in church: would we not rather our youngest potential disciples *and their carers* be in God's house itself? Is there not a call on us to find new ways to reach our community with the good news? Perhaps involving discussion, films, hospitality. Perhaps an opportunity for the lonely to meet and talk.

These are complex matters that require careful weighing, but after a year outside of our building, perhaps we are now ready to joyfully reimagine our space to gather in those lost sheep.

Vestry Refurbishments

Our trusty and reliable super craftsman, Nigel Sharp, returns in the summer to carry out some upgrades to the vestries and vestry loo: how much will depend on the funds available, but should include painting and renewing flooring in the toilet at the least, and provide proper (long promised) storage for our very patient resident archivist Richard Bowden! This somewhat mundane sounding project could also give rise to some reimagining of the space we inhabit.

IMPROVEMENTS IN THE LONGER TERM

Aware that the hall is now let out five days a week, we must urgently turn (again) to designing kitchen and toilet facilities for the church: our new architect should help us with this.

It sounds like a big project – but be excited, because look at what we have already accomplished: let's step out confidently in faith on this venture, for on these facilities hang most of our hopes for ministry and outreach: God will surely be alongside us!

There are grants available specifically for this project, but we should note in what order the project unfolds: Commission an architect, agree a design, raise funds internally, apply for permissions, and then – finally – apply for grants. Grant bodies will not cover 100% of the cost, and will look to see how enthusiastically the congregation themselves support it.

We also need to keep our church heating in view: and begin researching a carbon neutral replacement.

TIME TO REFLECT

We, the people of God in this place, are Christ's living temple – together we make up the church. The building is a vehicle for mission and for praise and prayer. Through the lockdown, Christ has sustained us through online worship and private spiritual practices. Let's keep building up our corporate life together, as we plan and pray for our building (missional) dreams to be realised.

Mo Perkins

Churchwarden

FAMILIES, CHILDREN AND YOUNG PEOPLE 2020-21

Covid did not deflect our families from gathering together each Sunday to worship the living God and to explore the riches of scripture; but the year has certainly been focussed on supporting families with faith at home.



After some experimentation, the children expressed a preference for an interactive space rather than a pre-recorded session. And so family worship moved to Zoom from the second Sunday of the first lockdown, and has continued more or less each week from then on. Despite the limitations of meeting on screen, we have taken advantage of the technology to develop new ways of being both creative and contemplative – especially with singing and visual story telling.



We are blessed by our supportive parents who have prioritised our weekly gatherings throughout this period. It has been a particularly tough year for them, as they have found new ways to nurture their children amidst lockdown restrictions, home schooling, and maintaining their own work schedules, and I hope our Sunday mornings and occasional video messages have been an encouragement to them.



Families have had some resource ideas circulated, although not too much or too often so as to be a burden. Instead, based on the Godly Play principles, we have given the children ideas as to how they could creatively retell the Bible stories at home with what they have to hand. This approach has helped them to enter into the story for themselves, and to think



through its meanings for them. We delivered wooden peg dolls in Advent, for the children to create their own stable scene: an activity that seemed to generate much thoughtful God-play.



Through the year, we have had just a few occasions to be physically at church: once to plant daffodil bulbs with a prayer – the new daffodils are now lighting up the grounds! – and on Easter Eve this year for an outdoor Holy Week trail and short craft session. Perhaps the highlight of our virtual life together was the devising of our own Lockdown Nativity Film and



Christmas Eve Service on Zoom; but quietly week by week we have been noticing our blessings, and learning to be thankful in prayer, as we have explored more of God's love and provision for us.



A new All Saints baby, Esther, was born at the beginning of the first lockdown, and has just celebrated her first birthday – before any of us could give her a cuddle! That was a reminder of the separation and distance that we have had to observe, and how hard this year has been for anyone with a new baby.

There may be scope for a new baby/parent support group meeting in the future.



Our Sunday morning worship has continued to be focussed at nursery year and primary children families. But Mini Saints, our Toddler Church, ceased meetings on Friday morning in the church hall at the



commencement of the first lockdown. Support for those families continued via a WhatsApp group for some months after. New Zoom sessions began in September last year, and are ongoing on Fridays at 10am : given the difficulty for very young children to engage online, and by their very nature (families “passing through” these groups), the number of families who are supported through the Zoom sessions is small.

Families with very young children have suffered this year for lack of groups where they can interact with others. Toddler groups are a vital lifeline for many carers at this stage of life, and an opportunity for us to introduce the story of Jesus into their lives in a gentle way.



So Mini Saints will relaunch in person as soon as it is safe to do so: an outside group for the summer seems like a possibility, but come the autumn, toddlers and carers will need to meet inside. However, with the hall now being used for an external letting, and having always been a little tight for space, the community needs to look again at its church space: how can we reimagine the nave into a flexible space that would support more ministry outreach?



The ministry to pre-school children and their carers is one of the ministries that can only flourish if we do.

For our young teens, the pre-recorded service has given them opportunities to record the scripture readings. It has been wonderful to see them grow in confidence in this role, and it would be good to see their role expand further. Creating the photo scenes and recording the dialogue made our family nativity film highly effective – and great fun! And

huge thanks to Alfie and Bertie with Lou for that. An attempt to relaunch The Hub gathering on zoom was fun for a few sessions, but Zoom fatigue from home-schooling all day on a screen meant that it did not continue. Prayerful thinking continues on how we can best build a viable and useful ministry to our young teens.



It is now time to focus on the new: what will our post Lockdown freedom mean for family inclusion in All Saints worshipping life?

I am reminded that we are to be a sent people: what might “being sent out” look like? Perhaps literally – involving more engagement with all of God’s creation, by taking our worship outdoors for the summer. Perhaps it means reaching out more consistently and confidently into our wider community, to bring the good news of Jesus into new homes. This might mean further missional events that families can be invited to, like the Holy Week trail: seasonal, or “occasional” events, that perhaps become regular. Or it might mean after-school groups.

By September, as restrictions are, we hope, lifted for good we would hope families are back in the heart of our worship gatherings where they belong.

But will that be in the format we had before, or is there scope for something new?

Mo Perkins

Children and Families



SAFEGUARDING REPORT 2020-21

This will be my second full year as Safeguarding Officer.

One of the side effects of the Church being closed for most of the last 12 months is that there has been very little chance of any safeguarding incidents taking place. I am pleased to report that there have been none.

Further to the parish safeguarding self-audit carried out in January 2019, All Saints is still wholly compliant with six of the seven criteria, and partially compliant with the seventh. This relates to Church posters and messages being ‘wholly visible’ on notice boards, and not lying

around on tables. I understand that a plan has been produced and approved as to where these notice boards can go – the implementation of this has been delayed by the lockdown.

All members of the All Saints congregation who work with adults and children have been DBS checked, and are up to date with the relevant safeguarding training. Three people renewed their safeguarding training this year. There are four people who are pending.

Who gets what training in the parish

The Basic Awareness Course and the Foundation Course can be completed by any member of the congregation, to support awareness raising and to encourage a culture of support and vigilance in the Church. So, for example, it is recommended that those in the following roles are encouraged to complete the two courses:

- vergers, servers, welcomers, refreshment helpers, and sidespersons,
- flower arrangers, administrative staff, and caretakers,
- bell-ringers, choir members, music group members, and sound / AV technicians.

In particular, PCC members are required to complete the Basic Awareness Course, and recommended to complete the Foundation Course.

The following are required to complete both courses:

- parish workers working with children and vulnerable adults (paid or volunteer),
- church operations managers.

Finally, those in the following categories are required to complete both of these courses, and also the Leadership Course:

- clergy, licensed lay ministers, churchwardens,
- leaders and supervisors of work with children and vulnerable adults (paid or volunteer), parish safeguarding officers, PCC safeguarding leads, youth and children's pastors;
- music group leaders, choir leaders, and bell tower captains.

The courses can be taken online at

<https://safeguardingtraining.cofeportal.org/login/index.php>

Despite being in lockdown three new DBS checks were carried out this year, including one for myself. This required someone to be appointed as a deputy recruiter so that they could check my identification documents. Thankfully, Lou agreed to be that person. There are still two DBS checks pending. Once we are out of lockdown, I can carry out the identification checks required to complete the DBS checks.

Safeguarding data is GDPR compliant. Only essential data is stored, and this is with an encrypted password.

In addition, there are new numbers / agencies for Domestic Abuse related concerns. They are contained within the booklet entitled *Ending Domestic Abuse: A Pack for Churches*, a copy of which can be obtained via <https://www.restored-uk.org/get/download/uid/896c59a4-a0d9-4c91-9344-c2ebc509ca30>.

Finally, the Diocese has produced a safeguarding policy document which has been implemented by All Saints Church; see below.

Alan Boulton

Safeguarding officer

SAFEGUARDING AT ALL SAINTS

All Saints PCC complies with the duty (under section 5 of the Safeguarding and Clergy Discipline Measure 2016) to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults. The House of Bishops has produced policy statements which can be found at this link: <https://www.churchofengland.org/more/safeguarding/>

Ensuring that children and young people as well as adults are kept safe whilst in our care is an integral part of our church life. If you have any concerns about safeguarding in the parish of All Saints, please contact: the Parish Safeguarding Officer, Alan Boulton, direct by email at alan@foresterssolicitors.co.uk.

The diocesan safeguarding policy can be found here:

<https://www.london.anglican.org/support/safeguarding/safeguarding-policy/>

These numbers will also be helpful if you have any concerns:

- **Diocesan Safeguarding Officer: 020 7932 1224**
- **NSPCC 24 HR HELPLINE: 0808 800 5000**
- **FAMILY LIVES HELPLINE: 0845 120 4550**
- **CHILDLINE: 0800 1111**

Reporting abuse and finding support: if you have information about a safeguarding situation where a child or adult is in immediate danger or requires immediate medical attention call the emergency services on 999. Do not delay.

Survivor support websites and contact details

We understand reporting abuse may be very difficult and distressing to you and it may add to your hurt by our not being able to immediately assist you. Therefore, here are the contact details of other agencies that are available to assist either on a 24-hour basis or through specialist helplines and services:

- **NSPCC helpline for Children and Adults:** 0800 80 20 20
- **NSPCC Child Protection Helpline:** 0808 800 5000 (lines free and open 24 hours). Phone if you are worried about a child.
- **Child-line:** 0800 1111 (lines free and open 24 hours). Phone if you are a child or young person and are worried about anything.
- **National Domestic Violence Helpline:** 0808 2000 247 (lines free and open 24 hours). Phone if you are experiencing domestic abuse.
- **Samaritans Helpline:** 116 123 (open 24 hours). Phone if you feel you are struggling to cope and need someone to talk to.
- **Action on Elder Abuse Helpline:** 0808 808 8141 (free phone Monday to Friday 9-5pm)
- **National Rape Crisis Helpline:** 0808 802 9999 and is open every day from 12-2.30pm and 7-9.30pm.
- **The Survivors Trust:** 0808 801 0818 and is open Monday to Wednesday 10-7.30pm, Thursday 10-6pm and Friday 10-2pm.

Other Contacts

National casework enquiries - safeguarding@churchofengland.org

National general safeguarding enquiries - safeguardinggeo@churchofengland.org

Your local Diocesan Safeguarding Team -

<https://www.london.anglican.org/support/safeguarding/>

Or write to: National Safeguarding Team, Church House, Great Smith St, Westminster, SW1P 3AZ

By publicising this statement, All Saints PCC is complying with its duty (under the Safeguarding and Clergy Discipline Measure 2016) to have due regard to the guidance issued by the House of Bishops on safeguarding children and vulnerable adults.

MUSIC DURING THE LOCKDOWN

The Music Report presented to the last annual meeting concluded that “sadly, the coronavirus lockdown has halted everything for the time being”.

However, Rachel has produced a rich and varied mix of hymns, songs and other worship items as part of the online services, blending old and new, and introducing us to a wider repertoire.

The rules relating to the holding of in-person services meant that it was only possible to have a very limited amount of organ music, but no singing could take place.

We look forward to new opportunities opening up when the lockdown comes to an end.

Janet Mynors

MISSION AND OUTREACH

EFIG (Education for Indigent Girls in Africa)

Following on from Gladys Simeon's retirement from EFIG in early 2020, Alistair Gill-Isaacs, also a longstanding Trustee, succeeded her as chair, and has continued to administer work of EFIG to educate poor girls in Africa.

When the onset of Lockdown happened, the girls were very badly affected. Therefore the EFIG Trustees made emergency payments to help them buy food, and provided more emergency money again at Christmas.

Fortunately, donations by EFIG have continued throughout 2020, thanks to the unfailing financial support of members of All Saints Church and other regular donors – even though it was not possible to hold other fundraising events, which would normally have added to EFIG's income.

EFIG is blessed to be in this position, which is a testament to Gladys as a 'Prayer Powerhouse' whose founding sentiments continue to reach out to us all the way from Nigeria.

Ealing Churches Winter Night Shelter (ECWNS)

After our last nightshelter season, completing in December 2019, ECWNS was forced to close early in March 2020 due to the first Lockdown. As a consequence, many of the ECWNS guests were housed in temporary emergency accommodation within the borough.

Since our last APCM, ECWNS had to implement the decision not to run the shelter in Winter 2020. The Trustees appealed to all the churches who would normally have participated, for gifts of Christmas hampers for the guests. The Trustees had asked the guests what they would like to receive at Christmas and a list of items was produced. All Saints circulated the list to our supporters and volunteers, after which we received an abundance of gifts which were made into hampers and distributed to guests via the ECWNS Trustees.

We were also able to donate gifts to the Ealing Soup Kitchen. Therefore we remain connected in our mission, as our doors remain firmly open to help the borough's homeless.

Belinda Simpson

ARCHIVES AND HISTORY

Due to the lockdown, there has been no progress on this front since the last annual report. we hope to get to grips with sorting out some of the storage issues in the church once it is safe to do so.

Richard Bowden

WORKING WITH OTHER CHURCHES

Christians Together in Central Ealing

A small group have still met on Zoom during the pandemic, but there isn't really anything to report. We are thinking of refreshing CTCE in the summer, and hopefully next year we will have more to report.

Glynis Forbes

THE DEANERY SYNOD

There have been two Deanery Synod meetings on Zoom since the last Annual Report.

The first one was an EcoChurch presentation. EcoChurch is an initiative run by A Rocha UK, launched in 2016. The opening slide was particularly impactful:



Society in general is waking up to the need to look after our precious environment, but creation care is also very much a part of the mission of the church. As bearers of the Good News, and equipped by Christ to be involved in the transformation of a broken society and

broken people, our call is also to help repair and protect our beautiful planet earth. Paul says in Romans 8:19, "The creation waits in eager expectation for the children of God to be revealed".

EcoChurch encourages churches to register and complete an online survey to collect points for bronze, silver and gold awards. It also provides practical online resources. More than 3,000 churches are registered. Of the 2,078 Church of England ones that have so far registered, 389 have collected bronze awards, 158 silver, and 8 gold awards. Mo has mentioned that she registered All Saints about four years ago, hoping to generate some interest and have a team to pursue the climate and environmental crisis. At that time, we were under the bar for a bronze award, but we now have a green electricity supplier and have had some teaching on environmental issues.

The second Deanery Synod meeting was addressed by Julia Bevis-Knowles who is the Church of England chaplain at Ealing Hospital. She gave a very moving account of ministering on the wards during this time of Covid pandemic. Hers has been a valuable role of being the calm person in the midst of the pressures. Julia is able to be the presence of Christ to both the patients and the staff, and has often been the person who could connect patients with their families (who were unable to visit them when they most needed it). She worked phenomenally long hours and frequently took no days off, and could not have kept going without the prayers of many, sustaining her. What a lovely person she is! She is definitely someone to contact if you, or someone you know, would like a visit in Ealing Hospital.

We have a new Area Dean, David Neno, Vicar of St. Peter's Ealing, who will be taking over from Steve Newbold (St. Stevens Ealing). We have also appointed a new standing committee – lay chair, Jackie Ashmenall (Christ the Saviour); Secretary, Wei Hei Kipling (St Mary's Ealing), and treasurer, Margaret Cobley (St Barnabas Northolt).

Forthcoming meetings:

Wednesday 9th June 2021: St Mary's, Hanwell – Deanery Celebration and Archdeacon's Visitation

Tuesday 6th July 2021: venue to be decided – Allocation of Deanery Mission Fund

Thursday 14 October 2021: venue and subject to be decided.

All are welcome to join us.

Janet Mynors

Stuart Perkins

Deanery Synod representatives

LOOKING BACK, AND LOOKING FORWARD

Since writing the last Annual Report for the Annual Meeting on 27 September 2020, in some ways, little has changed; but, no doubt, as you prepare for this Annual Meeting, on 25 April 2021, you will be reflecting on the ways in which the world has changed and the impact the Pandemic has had on All Saints.

Yes, we are heading out of lockdown but, with the picture changing from week to week, I won't guess, writing this in March, as I am, what the picture will look like as we meet in April. Following the meeting of the PCC in March, we will have communicated, by now, our plans for a gradual opening up of the church.

Life at All Saints during the pandemic

Over Covid we met when it was sensible, and in accordance with Government guidance for a short service of Common Worship communion on a Sunday at 9am. DIY technology enabled some of us to worship in person over Christmas, with care. Our online zoomed service at 10am for Junior Church and a pre-recorded 10:30 Parish Worship have run consistently Sunday by Sunday from Palm Sunday 2020 until now, and will continue. We will be 'hybrid church' as the jargon goes! This will change when we are able to stream a service from church in the future, which will then make pre-recorded worship redundant.

Other ministries have been facilitated by Zoom, whether those are special services to facilitate liturgically special times of the church year, or courses to guide us through Lent, for example.

We are a community being changed both by external and internal forces. We have enjoyed a plethora of voices over recent months, as many have served through preaching – great thanks to the Leading Team, Julia and Steve. And we have heard new voices reading Scripture and leading the prayers, from our increasingly diverse fellowship.

We are hoping to expand our preaching team as others step up and provide reflections over the coming months – so listen out for new voices. We have been hugely blessed by all that Mo has done to lead the Families and Young people in their own service at 10am every Sunday. The Christmas Nativity that was created and then shared more widely with the whole community on Christmas Day via Zoom is one of my own personal highlights of the year. Thanks hugely to Mo and Lou and their team

Mini Saints, our Outreach Ministry to young children and their carers, has continued but has moved to an online platform and will be refreshed when we meet again in person, with a new vision and a new leader.

So some things took a rest – Selah – shalom – a break – and that's okay in the economy of God. And many things continued, but were adapted. Well done, All Saints, for adapting quickly and with a sense of the opportunities to be grasped.

In conclusion, we have supported each other in these times with phone calls and cards, baked goods – and tech advice, as we were asked to unmute, raise a camera higher etc. In some ways we have become more vulnerable with one another, sharing our weakness and sadnesses, but also our joys for all that God has done to sustain us.

Outreach to the community

Our outreach to those who need our help, and a tangible experience of the love of God, has been facilitated in other ways. We have kept abreast of news regarding the homeless amongst Ealing. We have sheltered a person ourselves whom we have frequently

signposted on to other helpful organisations. You also kindly supported a woman who was fleeing domestic violence through the Vicar's Discretionary Fund set up for such purposes.

Belinda rallied us and the wider community November 2020, to provide Christmas hampers for those we would have otherwise sheltered in our Hall. It was good to know that hotels had been made available – although we are not too naive to think that these have been easy places to live in. EFIG continues to support the education of girls in Nigeria and we are given updates by President Gladys herself, or by Belinda as secretary to EFIG.

New leadership

In our next season we will continue as an ordained team of three, and welcome Mo Perkins as our new Licensed Lay Minister (LLM), who is to be thanked for her faithful years in the role of warden. Charles stepped back in 2020 and Mo steps back in 2021. Just prior to lockdown I was able to give a personal thanks to them with a meal together, but I am sure you will help me now to extend a much more formal thank you to both our wardens who served us well during their terms of office. I wonder who the new warden(s) might be, or who might emerge – no doubt Charles and Mo will be competent and compassionate in their handovers, and be a huge support to whoever should pick up this mantle. Likely too we will have new faces to serve our PCC as we seek to become more representative of the community that we are today.

I will step back from the Mini-Saints ministry as vicar and hand over joyfully to Mo Perkins who will become on 24 June an LLM, with a special remit for Children and Families in particular. It would be good for us to pray for our witness here, as the National Church Vision launched recently by the Church of England is for a humbler and bolder, but notably younger, church. Mini Saints could lead to other creative engagement – special events around Christmas and Easter; an-after-schools-club as children graduate to early years provision and school but are encouraged to keep links alive with us.

New technology

The vision that was cast at the last Annual Meeting in September is yet to be fully realised; but we are making progress. Shortly after that vision was launched – for greater accessibility in all sorts of ways, to facilitate the new means of being church – a grant was awarded to the church from the AllChurches Trust, and the available funds are increasing all the time as people respond to the need and give generously.

The PCC has made decisions on how to spend this grant on the technology that will be necessary to take us from relying on printed materials to being able to take advantage of liturgy and other material projected onto a screen. Covid has accelerated the end of print media; and perhaps it would have been right, even without Covid, to save on ink and paper for the sake of the environment – and even to change our posture when worshipping from 'heads in books' to 'eyes on high'. Congregations going on such a journey often notice a significant change in the communal voice – when singing we look up and out rather than down. A screen will be added to the church on a more permanent basis, as we dispense with the in-house solution that saw us through the pandemic when we could be open.

Companies have given us costed specifications, and there is much in place now in terms of details and cost. The new PCC will need to prioritise this work for the church during 2021-2022. We are to report back to the Trust, so that they can celebrate with us the ways in which their financial support has forwarded our vision and outreach. Whatever we do will not be invasive architecturally, but will send the message of the love of God beyond our walls metaphorically (without damaging our walls physically).

We will implement the second phase of our technology upgrade when singing and a reimagined service of worship has matured. We will want to be able to stream this service with a camera added to the kit we have installed.

The way forward

To end, I would like to add my particular thanks and appreciation to everyone who has served in new ways to enable our worshipping life to continue during this period. And our children and young people have been able to receive activities to do at home, thanks to Mo and her passion for young person's ministry. Thank you, too, to the small army of people behind the scenes who, among other things, looked out for neighbours, did shopping, and dropped off necessities. The materials dropped off that then became palm leaves and pictures and creative 3D models of Gospel scenes really added to our corporate joy. When I could, I included pictures in our worship services but I was sent pictures to keep us together in spirit too, which were always a joy.

The problems posed by the Covid-19 pandemic are not over, and there are still many challenges to face.

Please pray for the Hall management team as they work to reopen the building for the community, notably for the University of West London (UWL), who are going to use our Hall from 9 to 5 on weekdays as spill-over space for their Performing Arts students who can no longer practise in such tight spaces but must be accommodated in ways that make for safe social distancing. We are glad to be working with them in this way, to bless them with space. We are blessed, in turn, by the financial stability that their occupation provides for us.

Pray for all those involved in leading and participating in worship, as we adjust to services with physical distancing again soon, and continue to adapt those services to the new era that has dawned upon us. God is always, indeed, doing a new thing – Isaiah asks that we perceive it (Isaiah 43:19) – so I ask for your openness to changes, because their foundation is not the particular agenda of any individual but only the Gospel's mandate to get the message of God's love out and be more welcoming and relevant to those who come in.

In the short-term, we begin to plan for teaching the message of Romans through the Trinity season. Thereafter, we see Harvest; the season of remembrance in November, and a Christmas which will more than likely be very different again. Pray for those who postponed weddings and hope to marry in 2021, and for those who continue to adjust and have felt and still feel lonely. And above all, please continue to pray for the life of All Saints, that we may be witnesses together to the unchanging hope for tomorrow found in the Gospel of Jesus Christ. We change, but the Gospel is a constant.

Rachel Marszalek

Vicar

On the following page: a reminder of how it has been over the last year....

We will be returning soon!



OUTLINE CALENDAR THROUGH TO EASTER 2022

2021	Sun 25 Apr	Annual Meeting
	Mon 26 Apr	PCC – to elect officers and review dates for re-opening the church
	Mon 17 May	Standing Committee
	Sun 23 May	Pentecost
	<i>Mon 31 May</i>	<i>Bank Holiday</i>
	Mon 7 Jun	PCC – to set future vision
	Thu 24 Jun	Licensing of Mo Perkins as Lay Minister (St John's Church)
	Mon 28 Jun	Standing Committee
	Sun 18 Jul	Summer Fair (<i>to be confirmed</i>)
	Mon 19 Jul	PCC
	<i>Mon 30 Aug</i>	<i>Bank Holiday</i>
	Mon 6 Sep	Standing Committee
	Mon 27 Sep	PCC
	Mon 8 Nov	Standing Committee
	Mon 29 Nov	PCC
	<i>Sat 25 Dec</i>	<i>Christmas Day</i>
	<i>Mon 27, Tue 28 Dec</i>	<i>Bank Holidays</i>
2022	<i>Sat 1 Jan</i>	<i>New Year's Day</i>
	<i>Mon 3 Jan</i>	<i>Bank Holiday</i>
	Mon 10 Jan	Standing Committee
	Mon 31 Jan	PCC
	Mon 7 Mar	Standing Committee
	Mon 28 Mar	PCC
	Sun 17 Apr	Easter Sunday
	<i>Mon 18 Apr</i>	<i>Bank Holiday</i>
	Sun 8 May	Annual Parochial Church Meeting tbc

APPENDIX

ALL SAINTS CHURCH, EALING COMMON: PAROCHIAL CHURCH COUNCIL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

A. RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

	<u>Unrestricted Funds</u>	<u>Designated Funds</u>		Total 2020	<i>Total 2019</i>
	General Current Account £	Hall Current Account £	Savings Account £	£	£
Receipts					
- Planned Giving	27,807	0	0	27,807	27,467
- Collections	2,584	0	0	2,584	1,549
- Income Tax Recovered	8,556	0	0	8,556	9,341
	<u>38,946</u>	<u>0</u>	<u>0</u>	38,946	38,357
Other voluntary receipts	3,167	0	0	3,167	8,176
Activities for Generating Funds	0	0	0	0	556
Receipts from Church activities	29,623	0	0	29,623	68,805
Investment Income	0	0	0	0	165
	<u>71,736</u>	<u>0</u>	<u>0</u>	71,736	116,059
Payments					
Church Activities					
- Diocesan Parish Share	40,822	0	0	40,822	65,000
- Other payments	19,986	8,901	0	28,887	32,134
	<u>60,808</u>	<u>8,901</u>	<u>0</u>	69,709	97,134
Operating Excess/(Deficit) of Receipts over Payments	10,929	-8,901	0	2,027	18,925
Other Receipts and Payments	<u>3,863</u>	<u>0</u>	<u>0</u>	3,863	-34,945
Total Excess/(Deficit) of Receipts over Payments	<u>14,792</u>	<u>-8,901</u>	<u>0</u>	5,890	-16,021
Transfer between funds	-8,470	8,470	0	0	0
	<u>6,321</u>	<u>-431</u>	<u>0</u>	5,890	-16,021
Bank Current and Deposit accounts 1st January	11,042	4,135	8,413	23,590	39,610
Bank Current and Deposit accounts 31st December	17,362	3,704	8,413	29,479	23,590

B. STATEMENTS OF ASSETS AND LIABILITIES AS AT 31 DECEMBER 2019

	<u>Unrestricted Funds</u>	<u>Designated Funds</u>		<u>Total 2020</u>	<u>Total 2019</u>
	General Current Account £	Hall Current Account £	Savings Account £	£	£
Cash Funds					
Bank current account	17,362	3,704	8,413	29,479	23,590
	<u>17,364</u>	<u>3,702</u>	<u>8,413</u>	<u>29,479</u>	<u>23,591</u>
Fixed Assets					
Church Hall (at valuation)	306,363	103,645	0	410,008	410,008
	<u>306,363</u>	<u>103,645</u>	<u>0</u>	<u>410,008</u>	<u>410,008</u>
Net Assets	<u>323,727</u>	<u>107,347</u>	<u>8,413</u>	<u>439,487</u>	<u>433,599</u>
Represented by					
General Current Account	17,362			17,362	11,043
Savings Account			8,413	8,413	8,413
Hall Current Account		3,704		3,704	4,135
Capital Reserve (Church Hall at valuation)	306,363	103,645		410,008	410,008
Total Capital Employed	<u>323,725</u>	<u>107,349</u>	<u>8,413</u>	<u>439,487</u>	<u>433,599</u>

C. RECEIPTS AND PAYMENTS ACCOUNT ANALYSIS

	<u>Unrestricted Funds</u>	<u>Designated Funds</u>		<u>Total 2020</u>	<u>Total 2019</u>
	General Current Account £	Hall Current Account £	Savings Account £	£	£
a) Other voluntary receipts					
Gift Day	1,301	0	0	1,301	2,725
Gift Envelopes (Gift Aid)	1,828	0	0	1,828	5,317
Donations	37	0	0	37	134
	<u>3,167</u>	<u>0</u>	<u>0</u>	<u>3,167</u>	<u>8,176</u>
b) Fund Raising Events					
- Income	0	0	0	0	1,024
- Expenditure	0	0	0	0	468
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>556</u>
c) Receipts from Church activities					
Church Fees	0	0	0	0	-106
Hall Income Letting	13,572	0	0	13,572	36,773
Mast Income	14,300	0	0	14,300	30,388
TFL income	1,751	0	0	1,751	1,750
	<u>29,623</u>	<u>0</u>	<u>0</u>	<u>29,623</u>	<u>68,805</u>

	General Current Account £	Hall Current Account £	Savings Account £	Total 2020 £	<i>Total 2019 £</i>
d) Receipts from investments					
Bank Interest	0	0	0	0	165
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>165</u>
e) Church activities - payments					
Subscriptions	50	0	0	50	50
Donations - Charitable Giving	240	0	0	240	240
Cost of worship services	4,268	0	0	4,268	5,753
Church Maintenance and Insurance	8,384	0	0	8,384	7,639
Hall Expenditure	0	8,901	0	8,901	13,604
Clergy Property Costs	624	0	0	624	354
All Saints Office	847	0	0	847	904
Junior Church	171	0	0	171	131
Church Management	2,951	0	0	2,951	2,608
Bank Charges	2,450	0	0	2,450	850
	<u>19,986</u>	<u>8,901</u>	<u>0</u>	<u>28,887</u>	<u>32,134</u>
f) Other Receipts and Payments					
Vicar's discretionary fund					
- Income	0				
- Expenditure	0	0		0	-50
Specific Charities					
- Income	12				
- Expenditure	0	12		12	-204
Professional Fees					
- Income	0				
- Expenditure	200	-200		-200	-200
Restricted Donations - EFIG					
- Income	0				
- Expenditure	0	0		0	54
Toddler Church					
- Income	189				
- Expenditure	0	189		189	819
Restricted Donations Inheritance					
- Income	0				
- Expenditure	0	0		0	804
Restricted Donations - video equipment					
- Income	4,100				
- Expenditure	0	4,100		4,100	0
Miscellaneous					
- Income	933				
- Expenditure	1,854	-921		-921	-5,796
Other (Gutters)					
- Income	2,259				
- Expenditure	1,577	683		683	-30,373
	<u>3,863</u>	<u>0</u>	<u>0</u>	<u>3,863</u>	<u>-34,945</u>