
ALL SAINTS CHURCH, EALING COMMON
ANNUAL REPORT FOR THE YEAR TO 31 DECEMBER 2020

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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 <hr/>

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 <hr/>

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: 0800 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:** 0800 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:** 0800 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:** 0800 808 8141 (free phone Monday to Friday 9-5pm)
- **National Rape Crisis Helpline:** 0800 802 9999 and is open every day from 12-2.30pm and 7-9.30pm.
- **The Survivors Trust:** 0800 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

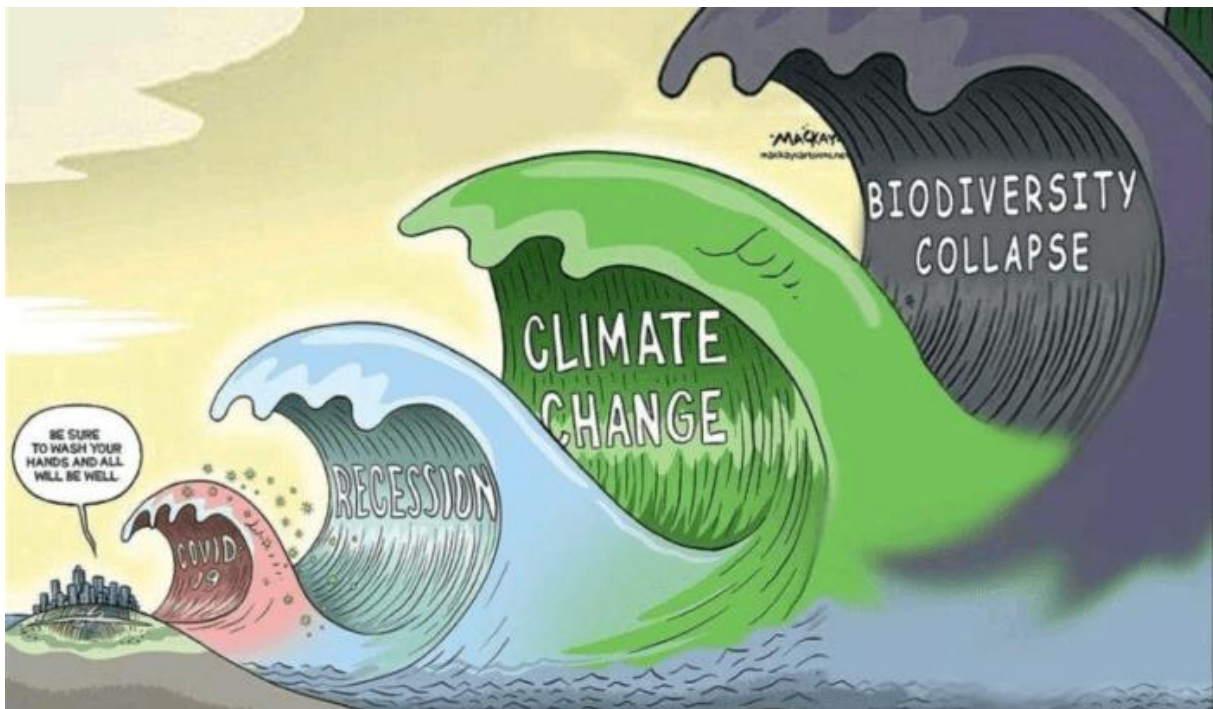
A small group have still met on Zoom during the pandemic, but there isn't really anything to report. We are thinking of refreshing CTCE in the summer, and hopefully next year we will have more to report.

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
	17,364	3,702	8,413	29,479	23,591
Fixed Assets					
Church Hall (at valuation)	306,363	103,645	0	410,008	410,008
	306,363	103,645	0	410,008	410,008
Net Assets	323,727	107,347	8,413	439,487	433,599
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	323,725	107,349	8,413	439,487	433,599

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
	3,167	0	0	3,167	8,176
b) Fund Raising Events					
- Income	0	0	0	0	1,024
- Expenditure	0	0	0	0	468
	0	0	0	0	556
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
	29,623	0	0	29,623	68,805

	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
	0	0	0	0	165
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
	19,986	8,901	0	28,887	32,134
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
	3,863	0	0	3,863	-34,945